



TITLE:

Recreation, Parks, and Library Strategic Plan Final Summary

RECOMMENDATION:

1. Review final Recreation, Parks, and Library Strategic Plan Summary.
2. Alternatively, discuss and take other action related to this item.

FISCAL IMPACT:

Goal implementation costs vary by division.

BACKGROUND:

The Recreation, Parks, and Library Department has completed their Strategic Plan, a summary of which is included in this report.

DISCUSSION:

Staff is recommending the Commission review the summary including stated goals for each division.

CITY STRATEGIC PLAN COMPLIANCE:

Goal 3: Promote a Quality Workforce Through Teamwork and Organizational Efficiencies.

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REVIEWED BY: Viviann Gonzalez, Temporary Administrative Specialist

APPROVED BY: Aly Mancini, Director of Recreation, Parks, and Library

ATTACHED SUPPORTING DOCUMENTS:

Recreation, Parks, and Library Strategic Plan Summary

Recreation, Parks, Library Strategic Plan Summary



**FY 2025-26 through
FY 2027-2028**

MAY 2025

INTRODUCTION

The Recreation, Parks, and Library Strategic Plan sets the path for the Department for three years, covering the period FY 2025-26 through FY 2027-28.

The City of El Segundo engaged Knight Leadership Solutions to facilitate two half-day Retreats on November 6th and 13th, 2024.

During the retreats and subsequent meetings, staff came up with a new Vision, Mission Statement and Values for the Recreation, Parks and Library Department. They also determined Strategic Goals and Objectives for each division.



VISION, MISSION AND VALUES



Organization's Vision Statement

To be the heart of the community, engaging generations, cultivating lifelong learning and memorable experiences in our welcoming places and spaces.



Organization's Mission Statement

To enrich the lives of all with excellence, through inclusive and innovative services, in clean, safe, and sustainable environments.



Organization's Values



Positivity
Communication
Respect
Teamwork
Passion

STRATEGIC GOALS

Each Division has determined three goals to help reach the established department vision.

RECREATION

- **Goal 1:** Identify technology opportunities and solutions to enhance internal and external user experiences.
- **Goal 2:** Assist in conducting a cost recovery analysis on all programs and perform adjustments based on data.
- **Goal 3:** Improve programming quality and participant satisfaction through solution-oriented customer service.

PARKS

- **Goal 1:** Professionally maintain city parks, facilities and street medians for the benefit of El Segundo residents.
- **Goal 2:** Replace both playgrounds including resurfacing at Recreation Park.
- **Goal 3:** Procure additional equipment and trucks for staff including a chipper, irrigation weather system, stump grinder, and bucket truck.

LIBRARY

- **Goal 1:** Increase overall collection use by 10% over 3 years (approximately 3.3% per year).
- **Goal 2:** Modernize interior by upgrading furniture, end-caps on shelves, service desks, carpet and paint.
- **Goal 3:** Maximize use of all existing programs.

STRATEGIC GOALS (CONT.)

AQUATICS

- **Goal 1:** Re-Open the Plunge Facility
- **Goal 2:** Certify all staff and lifeguards in WSI (Water Safety Instructor Certification)
- **Goal 3:** Increase offerings for Red Cross Certification classes, thereby increasing community water safety

CULTURAL DEVELOPMENT

- **Goal 1:** Implement comprehensive Share Drive Filing procedure.
- **Goal 2:** Implement proactive approach with contracts and clean-up ongoing contracts.
- **Goal 3:** Clean-up CCB minutes and agenda.

ADMIN

- **Goal 1:** Implement comprehensive Share Drive Filing procedure.
 - **Goal 2:** Implement proactive approach with contracts and clean-up ongoing contracts.
 - **Goal 3:** Clean up CCB minutes and agenda.
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NEXT STEPS

- Share final report with stakeholders (May/June) and Recreation, Parks and Library staff.
 - Quarterly meetings with full time staff to update progress and reassess priorities (July, October, January)
 - Year-end report (February 2026).
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