

City of Cochran Strategic Plan **DRAFT**

Mission Statement:

Committed to making our city an ideal place to live, work, and play.

Vision Statement:

Rooted in traditions, growing together where everyone matters.

Core Values (IDEAL):

I - Invested in growth and development

D - Dedicated to community

E - Education excellence

A - Accountable governance

L - Lasting partnerships

Strategic Goals:

1. Evaluate and improve the delivery of services within four departments by February 2026.
 - a. Establish response standards for city staff
 - b. Implement regular performance evaluations
 - c. Enhance customer service training

2. Develop and implement best practices for comprehensive employee plans quarterly until February 2026'.
 - a. Develop and implement comprehensive employee development programs
 - b. Review and update personnel ordinances

- c. Implement best practices for employee retention and satisfaction

3. Evaluate and improve the city's technological resources quarterly until February 2026
 - a. city website and online services
 - b. Implement new software systems for improved efficiency
 - c. Provide technology training for staff

4. Improve financial operations and continue cost-saving measures quarterly until February 2026'.
 - a. Conduct regular budget reviews
 - b. Identify and implement efficiency measures
 - c. Explore new revenue sources

5. Construct new and improve existing infrastructure through planned development, historical, and environmental preservation semiannually until February 2026.
 - a. Develop a comprehensive infrastructure improvement plan
 - b. Address blighted structures and housing issues
 - c. Preserve and promote historical assets
 - d. Implement environmentally sustainable practices

Implementation Strategy:

- Assign responsible parties for each goal and objective
- Establish quarterly progress reviews
- Develop department-level work plans aligned with strategic goals
- Create metrics to measure success for each goal
- Implement a system to track and report on progress

Community Engagement:

- Develop a communication plan to share the strategic plan with citizens

- Create opportunities for ongoing citizen feedback
- Engage youth and young adults in city planning and governance

Long-term Planning:

- Begin process for developing a 10-20 year vision for the city
- Regularly review and update the strategic plan to ensure relevance