

# Strategic Plan Development Process and Timeline

The strategic plan development process was organized by four distinct phases.

## Summer/Fall 2022

- The first phase included pre-planning, creating an Executive Steering Committee, hiring a project manager and diving into what's been accomplished since the 2019 Strategic Plan.

## Fall/Winter 2022-2023

- The second phase included bringing internal staff around the table to create structure and tools for drafting the strategic plan. This included creating a governance structure, engaging the Executive Team, soliciting internal feedback, and packaging this feedback into actionable items.

## Winter/Spring/Summer 2023

- The third phase includes external engagement and standing up online tools for both staff and the public to follow along. This will also include an external survey to further hear from our partners.

## Winter 2023-Spring 2024

- The fourth and final phase includes drafting the strategic plan, leadership review and sending the plan department-wide for all staff to incorporate into their work plans and daily life.

# Timeline and Key Points

## November 2022

- Director Tyler and Retired Annuitant Banducci presented a plan for the development of the 2024 Strategic Plan to several workshops and meetings.

## December 2022

- Data was analyzed from the department wide Strategic Plan Survey (1300 responses), JDLT Meeting notes, and Leadership Training/Meetings.

## Early 2023

- Strategic Planning E-Team meetings (3 meetings) where we focused on candid conversations about the key concepts identified so far and how to address them. With the feedback from the survey the Executive Team reviewed and validated the Mission and is recommending edits to the Vision and Values.
  1. Naming the Plan - CAL FIRE Strategic Plan 2024-Transforming Tomorrow
  2. No change to Mission
  3. Slight modification to Vision
  4. Values and value behaviors to begin development April 12

**October - November 2023**

- Prepare contract for publishing and printing of the Strategic Plan
- Develop and release Director Update to Strategic Plan
- Develop and release a presentation utilizing [Mentimeter](#) and surveys to gather behaviors associated with the Strategic Plan Values
- First meeting with the Front-line Unit Working Group- Utilize the Front -line group to release the Values presentation to the Units and Regions.
- Utilize survey to gather response

**December 2023**

- Compile results of Value Behavior submitted in the employee survey
- Follow-up meeting with Front -line Unit Working Group to finalize draft behaviors
- Present behaviors to E-Team and Strategic Plan Steering Committee
- DLT Working group to begin development of goals and objectives
- Secure Contractor for Plan publishing

**January - February 2024**

- Compile the plan
- Complete draft plan, gather review and feedback on draft plan

**February - March 2024**

- Draft plan to editing and publishing contractor

**April 1 - June 30, 2024**

- Final Plan to Office of State Publishing

**July 1, 2024**

- Final Strategic Plan Rollout