



A Strategic Plan for Davie County

DAVIE COUNTY

MOVING
WITH **PURPOSE**



Values

Consistent with our fundamental beliefs that guide our behavior and actions, Davie County is committed to these shared CORE VALUES.

Pledge /plej/: A solemn promise or undertaking.

“I PLEDGE”

I **NNOVATION - WE** will apply **progressive thinking, technology, creativity and adaptability** to continually improve all areas of operations, resulting in a more agile and efficient organization.

P **ROFESSIONALISM - WE** will conduct ourselves **responsively and proactively** in our delivery of service to the public, characterized by the quality and diligence with which it is carried out.

L **EADERSHIP - WE** will **lead by example**, learn from the past, provide direction for the present and plan for the future.

E **MPOWERMENT - WE** will cultivate a work environment which offers employees the authority to act through **supportive leadership**, mutual respect, trust, personal responsibility and open communication.

D **UTY & SERVICE - WE** value **effective and efficient service** at the individual and team level. We support each other in being capable, knowledgeable, skilled, responsible, and accountable. We foster success and improvement.

G **RATITUDE - WE** embrace our role as **stewards of the community’s fiscal and natural resources**. We are committed to rigorous policies and procedures to assure that the public is well served with the expenditure of funds.

E **XCELLENCE - WE** will **achieve measurable success** and continuous improvement through investment of resources, accountability and high expectations for quality.

Vision

Davie County is a vibrant, prosperous and dynamic county committed to building a sustainable future for generations to come, while celebrating its rural heritage and enhancing its quality of life.

Mission

Our mission is to provide superior public service offering all citizens the opportunity to improve their quality of life while enjoying the benefits of a safe, healthy and vibrant county.

DAVIE COUNTY



NORTH CAROLINA



Strategic Focus Areas



SAFE & HEALTHY COMMUNITY

Foster a safe, secure, and healthy community through coordinated, efficient, and effective public safety and human services.



GROWTH & INFRASTRUCTURE

Implement a deliberate and realistic strategy to balance a growing, thriving economy with an appreciation of our natural and agricultural resources.



BUSINESS OPERATIONS

Promote continuous improvement, high performance, exceptional customer service, transparency, accountability, and fiscal responsibility in all areas of government.



QUALITY OF LIFE & PLACE

Partner with citizens and stakeholders to create environmental, arts/cultural, civic, and recreational opportunities that contribute to the health and well-being of our community.



EDUCATION

Deliver quality classroom and vocational experiences which open varied avenues for individual success from cradle to career.

Strategic Plan



Core Values

Vision Statement

Mission Statement

Data Outputs

Strategic Plan

Goals

Strategies

Performance Based Budget



SAFE & HEALTHY COMMUNITY GROWTH & INFRASTRUCTURE
BUSINESS OPERATIONS QUALITY OF LIFE & PLACE EDUCATION



Strategic Planning Goals - FY2022



Safe & Healthy Community

Growth & Infrastructure

Business Operations

Quality of Life & Place

Education

GOALS BY FOCUS AREA

- Improve public safety relations with the community
- Ensure optimal response times for public safety
- Improve abuse / neglect prevention efforts for children and adults
- Improve access to physical and behavioral health care for indigent populations
- Maintain optimal environmental health services
- Improve health outcomes for vulnerable children
- Enhance employee wellness
- Improve healthy lifestyles and nutrition access and programming for county residents
- Promote jail diversion efforts
- Strengthen disaster preparedness efforts
- Explore social determinants of health initiatives that increase access to healthcare, preventative care and disease management and efforts to address drug misuse and prevention

- Provide uniformity among local government regulations, ordinances, and codes
- Prioritize projects through a Capital Improvement Plan
- Management of county construction projects
- Develop and maintain county-wide fleet management system
- Strategically manage future growth and development of public utilities
- Implement a multi-year public utility rate structure and associated policies
- Ensure optimal recording of documents
- Improve efficiencies through governmental departmental collaborations
- Ensure optimal efficiency in tax administration, collections, and revaluations
- Enhance procurement advertisement, solicitations and surplus processes
- Ensure clear and efficient data in land records

- Create a culture focused on results with Performance Based Budgeting
- Harness technology to increase communication and outreach to engage citizens and businesses
- Implement a process improvement program across departments
- Maintain updated county policies and contracts
- Improve professional development and training needs of staff
- Improve employee satisfaction and retention
- Facilitate business operations through secure and current automation
- Improve accountability and fiscal outcomes
- Reduce risk in the workplace and improve safety of employees
- Ensure optimal hardware performance and maintenance of technology to ensure efficient and effective network
- Ensure strategic alignment with community issues when applicable
- Ensure optimal quality service to guarantee customer satisfaction

- Highlight economic impact of agriculture
- Promote and improve access to healthy local foods
- Promote citizenship
- Invest in and promote public and community gathering spaces
- Promote quality recreational activities and programming
- Improve active lifestyles for Senior Citizens
- Promote services for Veterans
- Strengthen the County's green and energy-efficiency initiatives
- Use attractive marketing strategies to increase awareness and to engage with citizens
- Promote local arts and tourism
- Identify/Create/Promote programming that identifies and nurture future leaders
- Support agricultural education and training (including youth education, support to farmers, and farm to table initiatives)
- Improve community relations and outreach

- Support Workforce Development Plan by collaboration between County Government, Schools, DCCC, Economic Development Commission and Chamber of Commerce.
- Align partnerships for initiatives supporting educational outcomes for students
- Grow the talent pipeline by increasing career pathways from middle school to post-secondary education
- Promote early childhood education
- Ensure affordable quality tutoring and mentoring programs
- Engage young professional citizen action groups to assist with process improvements