



# 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 - FY2021



## 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
- Completion of Fire / Rescue Services report

- Provide uniformity among local government regulations, ordinances, and codes
- Improve community relations and outreach
- Prioritize projects through a Capital Improvement Plan
- Develop a plan for county-wide pedestrian/ greenway/trail way/ bicycle master 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 collaborations
- Ensure efficiency in tax administration, collections, and revaluations
- Enhance procurement advertisement, solicitations and surplus processes

- Create a culture focused on results with Performance Based Budgeting
- Engage young professional citizen action groups to assist with process improvements
- 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
- Improved 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

- 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)

- 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