

# 2025 Strategic Plan Update and Organizational Assessment

ITEM 11.C – BOARD OF DIRECTORS MEETING

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October 21, 2025



# Strategic Plan

- Rainbow's First Strategic Plan adopted by the Board of Directors in 2016
- 2020 Update
- Typically, refreshed every 3 to 5 years.  
Why Now?
  - Major Initiatives Completed
  - New(-ish) District Leadership
  - New Challenges/Opportunities



## Strategic Plan Purpose

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- Ensure Board's vision is aligned with GM/staff priorities
- Ensure resources are allocated to support both short-term and long-term initiatives
- Encourages Proactive Management
- Sets/refines Key Performance Indicators to track and measure success



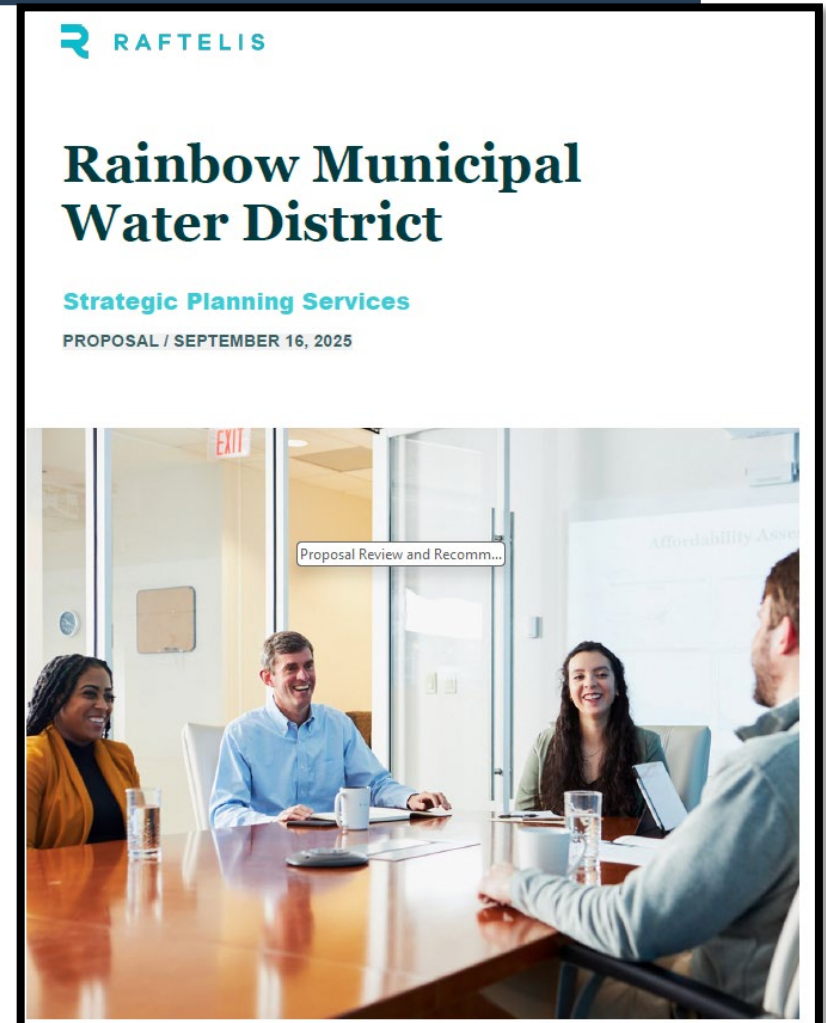
# Organizational Assessment

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- Informed by the Strategic Plan to assess if resources align with measurable goals and objectives
- Serves as a comprehensive diagnostic tool that provides leaders with a clear, fact-based understanding of their organization's current health and performance
  - Effectiveness – Performance gaps, processes, etc.
  - Operations and structure (staffing)
  - Workplace culture and engagement
- Efficiencies gained from conducting the Strategic Plan and Organizational Assessment concurrently. (travel, Board/Staff interviews, workshops, etc..)

# Proposal Review and Recommendation

- Ad Hoc Committee Met on 09/25 (Irvine, Hamilton, Wiley, Harp, Quintenar) to review and discuss proposals
- Unanimous that Informed by the Strategic Plan to assess if resources align with measurable goals and objectives
- Serves as a comprehensive diagnostic tool that provides leaders with a clear, fact-based understanding of their organization's current health and performance
  - Effectiveness – Performance gaps, processes, etc.
  - Operations and structure (staffing)
  - Workplace culture and engagement
- Efficiencies gained from conducting the Strategic Plan and Organizational Assessment concurrently. and Org. Assessment Efforts
- Strategic Plan Scope and Fee – Not to Exceed \$55k
- Due to efficiencies/overlapping tasks Org. Assessment adds just \$14.5k



## Proposal Review and Recommendation

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- Adequate Budget (\$90k) Exists for the Project in FY 25/26 under Administration - Professional Services
- Request
  - Award a Contract to Raftelis for \$69,500 to facilitate both Strategic Planning and Organizational Assessment Services