



2019 Strategic Plan

Tagline

Make it a great day to live in Winona County!

Vision

Serving Winona County through:

- Broad Public Participation
- Effective and Efficient services
- Prudent Stewardship of Public Resources

Core Values

Leadership, Service, Accountability, and Innovation

Overarching Goals

- **Engaged Citizens.** Work collaboratively, encourage broad public participation, advance transparency, and provide open access to government services and functions.
- **Healthy Infrastructure.** Maintain or improve the overall condition, quality or health of internal and external assets including roads, bridges, buildings, technology and employees.
- **Organizational Climate.** Recognize and support the work of employees through modeling core values and policy leadership.
- **Sound Fiscal Policy.** Strive to reduce the property tax burden while recognizing the need to grow the county's tax base.

County Board Goals

Engaged Citizens

1. Review, discuss, revise and adopt policies to ensure open and accurate communication of Winona County Board positions.
2. Participate on and keep the County Board and public aware of activities associated with boards, committees, commission, task forces, work groups and other entities acting to further or support Winona County goals.
3. Promote public access to Winona County Board members through attendance at events, activities, and forums.
4. Encourage employee participation in key groups with the mission to support Winona County goals.

Healthy Infrastructure

1. Develop long-term plans for meeting capital infrastructure needs such as roads, bridges, broadband, buildings, technology, and major equipment.
2. Encourage federal and state government to fully fund or eliminate state mandates by educating legislators and other state officials regarding implications of unfunded mandates and unproductive regulations.
3. Reduce infrastructure costs by collaborating with other entities where feasible.

Organizational Climate

1. Enhance employee morale through respectful, fair and civil treatment and by supporting their professional efforts to accomplish assigned tasks.
2. Work with Administration to foster an organizational climate that recognizes the value of employees and seeks to reward the adoption and practice of core values.

Sound Fiscal Policy

1. Avoid large fluctuations in the tax levy through forecasting, following the reserve policy, matching services with funding, and establishing ongoing financial planning.
2. Review alternative service delivery options, determine service necessity, encourage best practices, support innovation, and evaluate discretionary contributions.
3. Enhance county services without new expenditures through collaboration.
4. Promote exploration of new opportunities for the growth of property tax capacity.