

## **CITY OF VAUGHAN**

### **EXTRACT FROM COUNCIL MEETING MINUTES OF OCTOBER 30, 2012**

Item 1, Report No. 5, of the Priorities and Key Initiatives Committee, which was adopted without amendment by the Council of the City of Vaughan on October 30, 2012.

#### **1            VAUGHAN VISION 2020 STRATEGIC GOALS AND THEMES DEFINITIONS**

**The Priorities and Key Initiatives Committee recommends:**

- 1)        That Attachment 1, Draft Vaughan Vision 2020 Strategic Goals and Themes Definitions, contained in the following report of the Commissioner of Strategic and Corporate Services and the Senior Manager of Strategic Planning, dated October 22, 2012, be received;**
- 2)        That staff report back to an education session with respect to the comments raised by Members of Council; and**
- 3)        That the presentation of the Commissioner of Strategic and Corporate Services and the Senior Manager of Strategic Planning, and C1, presentation material dated October 22, 2012, be received.**

#### **Recommendation**

The Commissioner of Strategic and Corporate Services and Senior Manager of Strategic Planning in consultation with the City Manager and Senior Management Team recommends:

1. That Attachment 1 Draft Vaughan Vision 2020 Strategic Goals and Themes Definitions, be approved
2. That the presentation and report be received

#### **Contribution to Sustainability**

Green Directions is the City's Community Sustainability and Environmental Master Plan. The Vaughan Vision 2020 strategic plan aligns with it through the strategic theme "Lead & Promote Environmental Sustainability".

#### **Economic Impact**

N/A

#### **Communications Plan**

Upon Council approval of the definitions for the strategic goals and themes they will be incorporated into a revised Vaughan Vision 2020 document to be printed later this year. Further, the revised document will be posted on the City's website.

#### **Purpose**

This report presents the definitions for the Vaughan Vision 2020 strategic goals and themes. Further, it also completes a first step in the implementation of the priority strategic initiative "Further Evolve Performance Indicators". The definitions will guide the development of strategic performance indicators as part of the aforementioned initiative.

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##### **Background - Analysis and Options**

To clarify terminology, a strategic vision is a description of the desired future for the City. A strategic goal is a qualitative statement that describes what needs to be accomplished in order to achieve the strategic vision. A strategic theme is a measurable step that lead to the achievement of goals.

Defining the strategic goals and themes is an essential step in obtaining organizational clarity and understanding of the Vaughan Vision 2020 strategic plan. It is also an initial step in the development and implementation of a performance measurement dashboard system which has been identified as a high priority strategic initiative.

In December 2007 Council approved the City's Vaughan Vision 2020 strategic plan. As part of this plan, appropriate wording for the strategic goals and objectives were developed. The plan was subsequently revised and approved by Council on June 28, 2011. Some of the wording for the goals and themes were tweaked during this process. As a result, this report presents modified terminology and definitions for the revised strategic goals and themes.

The process for developing definitions began with staff engagement through a series of workshops held on November 7<sup>th</sup> and 10<sup>th</sup> 2011. Approximately 150 union and non-union staff from various departments across the City were consulted. As well, on September 14, 2012 the draft definitions were presented at the SMT/Directors workshop for feedback and input to further refine the wording. The results of these sessions have been incorporated into Attachment 1 of this report.

As can be seen in Attachment 1, there are three strategic goals: Service, Organizational and Staff Excellence. The proposed definitions for these goals are: Service Excellence "Service levels that meet citizen needs", Organizational Excellence "High performing through continuous improvement", and Staff Excellence "People dedicated to each other". Under each of these goals are a number of themes which provide a more defined scope for the goals.

Further, the definitions will provide an important step in the development and implementation of a performance measurement dashboard system. At future meetings of the Priorities and Key Initiatives committee, reports will be tabled outlining in detail, the progress in achieving the project milestones.

##### **Relationship to Vaughan Vision 2020/Strategic Plan**

The definitions of the strategic goals and themes is an integral part of the Vaughan Vision 2020 strategic plan. Definitions facilitate understanding for stakeholders of the vision and how it is going to be achieved. Further, staff have a clearer sense of their individual roles in supporting the plan.

##### **Regional Implications**

N/A

##### **Conclusion**

This report recommends definitions for the Vaughan Vision 2020 strategic goals and themes.

##### **Attachment**

1. Attachment 1- Draft Vaughan Vision 2020 Strategic Goals and Themes Definitions

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(A copy of the attachments referred to in the foregoing have been forwarded to each Member of Council and a copy thereof is also on file in the office of the City Clerk.)