



**TETON COUNTY BOARD OF COUNTY
COMMISSIONERS
2023-2024 STRATEGIC PLAN**

2023-2024 Strategic Plan

VISION

We are partners and stewards to ensure a healthy community, environment and economy for this and future generations

MISSION

The mission of Teton County, Wyoming is to serve the public by supporting and enhancing a healthy, safe, and thriving community.

CORE VALUES

Service, Collaboration, Accountability, Excellence, Positivity, Innovation

AREAS OF FOCUS

Teton County's Areas of Focus are specific areas or programs that may fall outside of the County's normal daily work but align with its mission to serve and strengthen the community. In the 2023-2024 Strategic Plan, the four Areas of Focus ensure that the County's resources are focused to support these significant priorities.

Early Childhood Care/Education

Internal Sustainability

Diversity, Equity, and Inclusion

Land and Ecosystem Stewardship

STRATEGIC AREAS

GOALS AND TASKS



Early Child Care/Education Area of Focus

Purpose:

For a community to thrive culturally and economically, quality, and affordable childcare and early childhood education is a necessity.

Goal:

Increase access to early childhood care/education for ages 0-5

1. Provide Policy Recommendations for Teton County as a Child Friendly Employer (internal focus)
 - a. Staff Survey
 - i. Step 1 (Summer 2023) - Release Childcare survey needs assessment survey to Teton County staff
 - ii. Step 2 (Fall 2023) - Provide executive summary report of survey findings to Teton County employee policy committee
 - b. Policy Committee Recommendations
 - i. Policy committee research and evaluation of childcare needs and childcare friendly programs.
 - ii. Present recommendations to the Board of County Commissioners for policy consideration.
2. Participate in the newly formed Education and Family initiative sponsored by the Systems of Education and hosted by the Community Foundation of Jackson Hole.
3. Prioritize Direct Infrastructure Investment and Incentivize/Streamline Local Approval Processes (external focus)
 - a. Continue to direct resources to support creation of new childcare facilities or stabilize existing (e.g., co-locating with housing or other public infrastructure investments) (ongoing as opportunities arise)
 - b. Review LDRs, Planning, and Building processes for opportunities to minimize time and expense for service providers (potential to consider as part of FY25 Town/County Planning Departments' work plan)



Internal Sustainability Area of Focus

Purpose: To make measurable progress in implementing the County's Internal Sustainability Strategy Plan

Goal One: Recruit, hire, and orient a Sustainability Coordinator within the General Services Department

Goal Two: Sustainability Coordinator review and update (as needed) the July 2017 Teton County Internal Sustainability Strategy plan

Goal Three: Sustainability Coordinator identify priority goals from the Internal Sustainability Strategy, confirm priority with the BCC, and implement mutually agreed upon goals



Diversity, Equity, and Inclusion Area of Focus

PURPOSE STATEMENT:

Teton County is committed to being an organization that supports diversity, equity, inclusion, and an overall sense of belonging for both its employees and its residents. Through DEI awareness, education, and practice, we will enhance the quality of our engagement with each other, our partners, our constituents, and our residents. Championing diverse perspectives helps produce better ideas for tackling our County's complex problems and promotes a culture of genuine inclusion. In that spirit, we will continually evolve and improve to better serve all members of our community.

GOALS:

1. Create awareness among County staff for Diversity, Equity and Inclusion (DEI)
 - a. Leadership training for Directors and the Board of County Commissioners. Hire a consultant to train county leadership around the topic of DEI.
 - b. Train County staff in the areas of DEI.
 - i. Invite staff to participate in the Core Equity Team. Develop a selection process.

2. Establish a Core DEI Team

Goal of DEI team: To promote institutional change within the organization in order to better serve the community.

- a. Core DEI Team creates action plan including but not limited to:
 - i. Convene Focus Groups (Internal and external)
 1. External Focus Group will include nonprofits in the community who work with diverse populations and community members
 2. Internal Focus Groups includes staff who can share best practice suggestions
 - ii. Create and distribute a survey both internally and externally to determine operational areas of improvement around DEI.
3. Practices/Policies
 - a. Core DEI Team will develop goals from the focus groups and survey responses and make recommendations for process changes and policy to the Teton County Policy Committee.
 - b. Adopt and implement County policies within the Operations Manual
 - c. Incorporate operational policies and practices across the organization.
4. Create and convene a community group that includes non-profits, businesses, and community members for sharing best practices that meets bi-annually or annually.



Land and Ecosystem Stewardship Area of Focus

Purpose: Align efforts to address the community's land and ecosystem stewardship goals as defined in the Jackson/Teton County Comprehensive Plan Chapter 1. Stewardship of Wildlife, Natural Resources and Scenery.

Goals:

- Goal One – **Modernizing the Teton County Scenic Preserve Trust** – utilize consultant services to ensure the BCC has access to the necessary expertise to successfully evaluate environmental assessments related to TCSPT decisions and to reevaluate the purpose, operational standards, and staffing of the TCSPT.
- Goal Two - **Engaging on State Trust Lands** – prioritize land protection and encourage development that aligns with the Comp Plan and local values to the greatest extent feasible. Coordinate with partners with respect to land use planning, legislative relations, public communications, and land protection.
- Goal Three - **Evaluating structural issues and options for better achieving the stewardship goals of the Comprehensive Plan** – consider Planning Department annual work plan and habitat vegetation mapping as foundational elements (i.e., consider high priority natural resource updates and habitat protection LDRs in workplan, ensure habitat vegetation mapping supports natural resource LDRs, and ensure that professional resources are available to monitor, analyze and update vegetation maps).