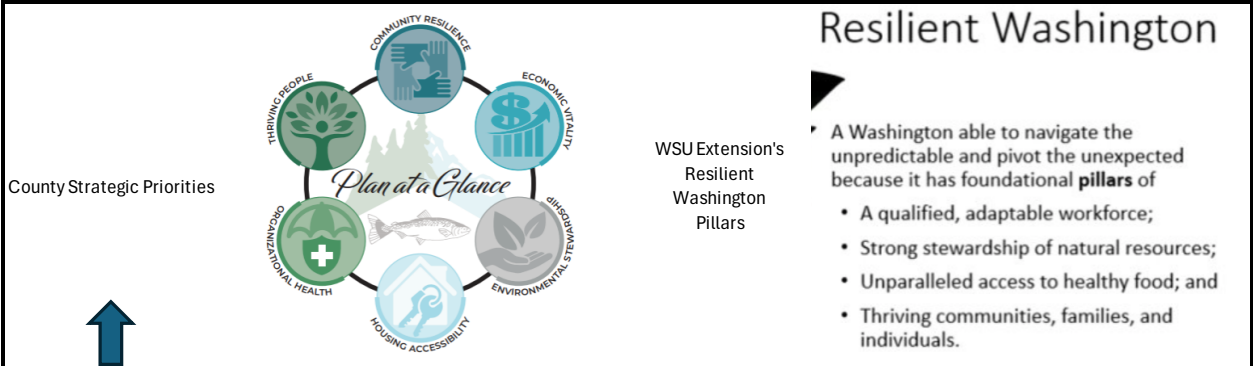


WSU Extension engages people, organizations, and communities to advance knowledge, economic well-being, and quality of life by fostering inquiry, learning, and the application of research." Come know more about our programs in Jefferson County and how you can partner.



Program Goals and Financial Sustainability ↑	Achievement of Program Goals					TBD		
	Program Expansion							
	Financial sustainability							
Community and Partners ↑	Volunteer Engagement					TBD		
	Community Outreach and Engagement							
	Partnerships							
	Partner Organizations feedback							
	Other Departmental collaboration (WSU/County)							
Internal Processes ↑	Operational Efficiency					a) Improvement Plan based on M&E		
	Quality - effectiveness of programs					a) Improvement Plan based on M&E		
	Innovation and Continuous Improvement					a) Benchmarking with other counties / organizations		
	Risk Management / mitigation					a) Risk Identification , mitigation plan		
	Informational flow					a) Information flow analysis b) Action plan formulation		
	Performance Management and Monitoring					a) Shared comprehensive Documentation b) Logic Models for all Programs c) Monitoring and Evaluation plan		
	Financial Monitoring and Management					a) Process Documentation b) Backup Mapping of all key processes c) All key processes shared among the admin staff d) Moving inventory updation / laserfiche etc. to program coordinators		
Organizational Capacity ↑	Recruitment and Selection					a) All positioins filled b) Overlap between key Admin posiitons c) Employer branding		
	Engagement					a) Quarterly Employee Engagement Scores b) Staff Retreat / Picnic / Engagment Events		
	Capacity Building					a) Program Diagnostic b) Needs Assessment		
	Talent Management and Development					a)Developmental Conversations (2 /yr) b) Personal Development Plan		
	Program Sustainability					a)Documentation b)Volunteers engagement c) Advisory committee / council d) Part time positions for all programs		
TIMELINE and Initiatives		Q1	Q2	Q3	Q4	MEASURES / INITIATIVES		TARGETS