

Tab 4

Agenda Item: Metro Vision Statement

Objective: Introduce the process to develop Metro Vision Statement.

Background: The General Manager recommended reviewing and updating the District's Mission Statement to the Executive Committee. The committee supported involving the board, the management team, and employees in developing the Metro Vision Statement. The Executive Committee discussed the process for developing the vision statement during its January 9, 2024 meeting. The committee recommended introducing the process at the January board meeting.

The vision statement will define the purpose and values of the District and how the District will accomplish its purpose.

The development of the vision statement will include the following steps:

1. One-on-one board interviews
2. One-on-one management team interviews
3. Work session with the board and management team to discuss themes identified in the interview process. The work session will make it easier to discuss the themes and the purpose everyone wants to present to the employees.
4. Present draft vision statement to employees. Receive employee input.
5. Discuss employee input with the board.
6. Finalize Metro Vision Statement
7. Staff will determine how they will accomplish the District's vision.

Pat Comarell will conduct phone interviews with the board members and one-on-one interviews with the management team. She will also facilitate the work session discussion. Annalee Munsey will facilitate the employee meetings.

Recommendation: Include Metro Vision Statement as a February Work Session agenda item.