

Lake Oswego Parks and Recreation 2022 Goals - DRAFT								
Goal	Objective/Action	Aligns With Fundamentals in RED PPP/CAPRA Standard	Staff Notes/Edits	Division	Team	Project Lead	Timeline (1-2 years, 3-4 years, 5+)	Board/Task Force
Goal 1								
Grow and revitalize LOPR's infrastructure and assets	1.1 Identify the steps and timing needed to achieve long-range planning objectives	2.1, 7.2, 7.2.1, 7.3, 7.5.1	SW Suggestion: Clarify the language. "Identify the project milestones and develop a timeline for long-range planning objectives." GOOD AS IS	Management Services				
	1.2 Develop mechanisms and procedures to track and allocate resources for capital projects	Addresses a section of 7.5, 7.10, 7.11		Management Services				
	1.3 Complete renovation and reopen Tennis Center	7.5.2		Recreation				
	1.4 Complete Clackamas County review process for Luscher projects	7.5.2	SW Suggestion: Clarify the language. Is this developing a scope of work? May need more definition. EDITED	Recreation				
	1.5 Record current asset inventory into MaintainX	3.5, 3.5.1, 5.5.2, 7.5.2, 7.6, 7.7, 7.11		Parks				
	1.6 Implement Natural Resources Management Plan	7.9		Parks				
	1.7 Integrate Climate Action Plan to BMPs	7.8, 7.9.1		Parks				
Goal 2								
Promote diversity, equity, inclusion, and accessibility throughout our programs, facilities, and services	2.1 Promote equity and inclusion through cultural celebrations	6.3.1		Recreation				
	2.2 Identify gaps accessibility and equity in program offerings	6.3.1	SW Suggestion: This language feels a little vague and could be difficult to define success measures. Consider being more specific. EDITED	Recreation				
	2.3 Expand transportation services (ACC) to enable senior population improved access to services and activities.	6.3.1	SW Suggestion: This language feels a little vague and could be difficult to define success measures. Consider being more specific. EDITED	Recreation				
	2.4 Implement ADA Transition Plan	2.10, 6.3.1, 7.2.1, 9.3		Parks				
Goal 3								
Develop recreation services that meet nationwide standards of excellence	3.1 Identify levels of service for activities, facilities, and properties. (Process)	10.1, 10.1.1, 10.1.2, 10.2, 10.3, 10.3.1, 10.5, 10.5.3, 10.6, 10.6.1	SW Suggestion: Clarify the language. Is this defined levels of service? "Identify levels of service for activities, facilities, and properties." EDITED	Recreation				
	3.2 Develop and implement reporting schedule with data needs	10.0, 10.1.1, 10.2, 10.3, 10.5, 10.5.3						
	3.3 Complete application for CAPRA certification	2.5		Recreation				
	3.4 Evaluate recreation programming offerings to align with community needs/demands.	6.1, 6.1.1, 6.1.2	SW Suggestion: May consider combining these two objectives. Reminder to exercise caution in adding too much given the context discussion of feeling burnout. Suggested language: "Evaluate recreation programming offerings to align with community needs/demands." This language offers flexibility to explore new programs, discontinue or modify others without saying you are going to resume everything plus add more EDITED	Recreation				
	3.5 Explore new recreation programming opportunities	6.0, 6.1, 6.1.1, 6.1.2, 6.1.3, 6.1.4, 6.1.5, 6.1.6, 6.2, 6.3, 6.3.1, 6.4, 6.4.1, 10.4, 10.5.1, 10.5.2						
	3.6 Develop operations plan for Tennis Center	Addresses a section of 7.5, 7.5.1		Recreation				
	3.7 Launch organized pickle ball program	6.1.5		Recreation				

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	3.8 Secure partnerships to expand sustainability and environmental programming	6.1.6		Recreation				
	3.9 Convert Lake Grove Farmers' Market pilot project to a permanent offering	6.1.1		Recreation				
Goal 4								
Cultivate a positive culture/work environment in LOPR	4.1 Develop staffing plan to support new facilities/parks.	6.1, 7.10, 10.3.1		Parks/Recreation/Management Services				
	4.2 Recruit and retain top talent to meet service delivery needs.	4.1.2, 4.1.3, 4.1.4, 4.1.9, 4.1.10, 4.2, 4.3, 4.4.1, 4.6	SW Suggestion: I'm not sure how you are going to measure this. You might consider this one more and think about something more specific that you could measure. EDITED					
	4.3 Identify needs and resources to support employee training and professional development support	4.1.7, 4.2, 4.3, 4.5, 4.6, 4.6.1, 4.6.2, 8.4.1, 8.4.2, 8.6.1, 9.1.3, 10.1.1, 10.1.2						
	4.5 Develop employee recognition structure	4.1.7, 4.1.9		Management Services				
Goal 5								
Connect with our team and community through improved communications and engagement	5.1 Develop communications and engagement plan	2.9, 3.3, 3.4.2, 4.1.7		Management Services				
	5.2 Allocate new resources to align with goals identified in LOPR's Marketing & Community Relations plan	3.3, 3.4, 3.4.1, 3.4.2, 3.4.3, 3.4.3.1,		Management Services				
	5.3 Complete department rebranding project	3.0, 3.4.3, 3.4.3.1						