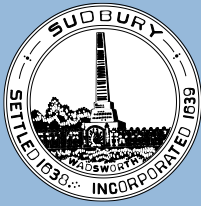


SUDBURY SELECT BOARD
 THURSDAY SEPTEMBER 14, 2023
 10:00 AM, POLICE STATION CONF. ROOM

Item #	Time	Action	Item
	10:00		CALL TO ORDER
			Opening remarks by Chair
			Reports from Town Manager
			Reports from Select Board
			Public comments
MISCELLANEOUS			
1.		<i>VOTE</i>	Goal setting session with Department Heads, facilitated by Mel Kleckner of UMass Collins Center.

These agenda items are those reasonably anticipated by the Chair which may be discussed at the meeting. Not all items listed may in fact be discussed and other items not listed may also be brought up for discussion to the extent permitted by law. Some items may be taken out of order or not be taken up at all. The Chair will strive to honor timed items as best as possible. The Chair reserves the right to accept public comment on any item and may establish time limits.



SUDBURY SELECT BOARD
Thursday, September 14, 2023

MISCELLANEOUS (UNTIMED)

1: Goal setting session

REQUESTOR SECTION

Date of request:

Requested by: Patty Golden

Formal Title: Goal setting session with Department Heads, facilitated by Mel Kleckner of UMass Collins Center.

Recommendations/Suggested Motion/Vote:

Background Information:

Financial impact expected:

Approximate agenda time requested:

Representative(s) expected to attend meeting:

Review:

Select Board Office Pending

Town Manager's Office Pending

Town Counsel Pending

Select Board Pending

Select Board Pending

09/14/2023 10:00 AM



EDWARD J. COLLINS, JR. CENTER FOR PUBLIC MANAGEMENT
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MEMO

TO: Sudbury Select Board
FROM: Mel Kleckner, Associate, Collins Center
DATE: September 12, 2023
RE: Goal Setting for 2024

Thank you for the opportunity to facilitate the Select Board's 2024 goal planning session on Thursday, September 14. In order to effectively complete the goal prioritization process in one session, it is essential to stay on track. I have drafted a proposed agenda below for this purpose. In addition, I have attached two documents that you should familiarize yourself with. The first is the most recent Select Board Mission Statement and Values (organized within Goal Categories). The second is a listing of all proposed goals that will be considered. For reference, I have included the top five goals adopted last year. The Town Manager and certain department heads will be available on Thursday to review their proposed goals, especially any new ones.

I look forward to working with the Board and the Town Manager on Thursday to complete the 2024 goal setting process.

AGENDA

- 10:00-10:15** Welcome and Introductions
- 10:15-10:30** Review of Mission/Values Statements/Priority Goal Categories
- 10:30-10:45** Discussion of SMART Goals
- 10:45-11:15** Town Manager/Department Head Input
- 11:15-12:00** Identification of 2024 Goals
- BREAK**
- 12:15-12:45** Ranking of Goals
- 12:45-End** Refinement of Prioritized Goals and Assignment of Leadership Roles

WRAP UP

TOWN OF SUDBURY

SELECT BOARD MISSION STATEMENT AND VALUES

Select Board Mission Statement:

The Select Board, as the chief policy making body for the Town of Sudbury, Massachusetts, will maximize and ensure the quality of life and well-being of Sudbury residents, today and in the future. To accomplish this, the Select Board shall set strategic direction, appoint certain boards, establish policies, and develop goals that deliver the highest quality municipal services in a fiscally responsible manner to the community that it serves and advance its values. The Select Board relies upon the Town Administration, volunteers, residents, and other stakeholders to implement the policies and initiatives while promoting an atmosphere of mutual respect, collaboration, and inclusion.

Select Board Values Grouped within Goal Categories:

Effective Governance and Communications

- Protect and enhance the professionalism of the Town's staff, boards, and committees.
- Foster respectful civic engagement; promote transparency and effective communications.
- Protect and promote a climate of acceptance, equity, inclusion and belonging.

Town Services and Infrastructure

- Encourage responsible long-term capital management and strategic planning to support, maintain, and enhance Town infrastructure and services.
- Protect and enhance educational excellence.
- Ensure equitable access to Sudbury facilities, programs, information, and services.
- Promote and ensure public health and safety within the community.

Financial Management and Economic Resilience

- Protect and enhance Sudbury's fiscal health and financial stability.

Open Space, Recreation and Historic Assets

- Protect and enhance the unique sense of place offered by the Town.

Transportation, Mobility and Housing

- Encourage and pursue a wide range of housing options that accommodate the diverse needs of individuals across age and socio-economic demographics.
- Promote access to transportation options and advocate for bicycle and pedestrian alternative travel.

Environmental Health and Wellness

- Promote and enhance Sudbury's environmental resources and sustainability.

Goal	Primary Category	Lisa Kouchakdjian	Jen Roberts	Dan Carty	Charles Russo	Janie Dretler	Total Score	Rank
Investigation of Vocational Education Access options.	Effective Governance and Communication	5	3	3	2	3	16	1
Determine funding options for construction of Phase 3A-CSX/Rt 20 of the Bruce Freeman Rail Trail.	Open Space, Recreation & Historic Assets		5			5	10	2
Expand (Normalize) and fund a Transportation Option, especially for vulnerable populations.	Transportation, Mobility & Housing		1	4	3		8	3
Sustainability and Climate Change initiatives; including hiring a Sustainability Coordinator and creation of Climate Mobilization Action Plan.	Environmental Health & Wellness	3	4				7	4
Conduct a comprehensive ADA Plan	Transportation, Mobility & Housing	4	2		1		7	4
Revise and update the LS Agreement	Effective Governance and Communication			5			5	
Hiring and onboarding a new Town Manager prior to Annual Town Meeting	Effective Governance and Communication				5		5	
Incorporate Town Manager into the SB's visioning and goal setting process.	Effective Governance and Communication					4	4	
Tracking progress on Capital projects	Effective Governance and Communication				4		4	
Ongoing monitoring of Sewataro agreement to determine compliance. Evaluate future best use of Sewataro in coordination with ADA requirements	Open Space, Recreation & Historic Assets					2	2	
Complete Efficiency Analysis - regionalization/public/private/intermunicipal agreements.	Effective Governance and Communication			2			2	
Conduct space needs assessment for staff.	Town Services and Infrastructure	2					2	
Public Health Initiatives; MRC/CERT, Great Meadows Collaborative, etc	Environmental Health & Wellness			1			1	
Promote and Support Master Plan	Effective Governance and Communication	1					1	
Uber/Taxi Rides - Decision	Transportation, Mobility & Housing					1	1	

Attachment 1.c: SB 2023 Goal Scoring 10-24-22 (5991 : Goal setting session)

**SELECT BOARD GOAL SETTING
SEPTEMBER 14, 2023
NEW GOALS**

1. Financial Sustainability: Long term comprehensive plan to fund the operating and capital budgets, address staffing needs, and develop succession plans
2. Emergency Preparedness/Sustainability as relates to the growing older adult population in town – severe storms/flooding/snow/power outages/emergency shelter/communication/outreach
3. Livable Sudbury/All Age Friendly Sudbury/Dementia Friendly Sudbury – relates to transportation, housing, emergency preparedness, master plan
4. Continued support for sustainable transportation options for all residents (especially older residents and those with disabilities) - relates to above
5. Support for new Community Center – as the multi-generational hub of Sudbury