



South Platte Park

2026-27  
South Suburban  
Parks & Recreation

# STRATEGIC PLAN



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01 Plan Overview

02 Financial Stewardship

03 Shared Community Commitment

04 Organizational Success

# 01 PLAN OVERVIEW



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The 2026-27 Strategic Plan identifies and addresses South Suburban's priorities and goals. The Plan emphasizes three main areas, including: Financial Stewardship, Shared Community Commitment, and Organizational Success.

## **FINANCIAL STEWARDSHIP**

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Financial Stewardship guides how the District plans for and balances immediate and long-term financial needs. It emphasizes fiscal responsibility and transparent allocation of public resources.

## **SHARED COMMUNITY COMMITMENT**

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Shared Community Commitment prioritizes strong relationships, excellent customer service, strategic investment across the District, and the thoughtful use of dialogue and data to guide decisions.

## **ORGANIZATIONAL SUCCESS**

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Organizational Success requires the District to have effective people, technology, and processes to deliver high-quality services. It prioritizes building an aligned and empowered culture that drives excellence, accountability, and continuous workforce development.

# 02 FINANCIAL STEWARDSHIP



Reynolds Landing Groundbreaking

# FINANCIAL STEWARDSHIP

OBJECTIVES	ACTION ITEMS	
Identify clear guidelines and priorities for decision-making.	<ul style="list-style-type: none"> <li>• Conduct resident budget survey</li> </ul>	
	<ul style="list-style-type: none"> <li>• Complete 2026-27 Strategic Plan</li> </ul>	
	<ul style="list-style-type: none"> <li>• Establish criteria for budget priorities and communicate to staff</li> </ul>	
Develop a long-term strategy for funding capital projects and District operations.	<ul style="list-style-type: none"> <li>• Develop 5-year financial projection for operations and capital</li> </ul>	
	<ul style="list-style-type: none"> <li>• Inventory of asset and conditions</li> </ul>	<ul style="list-style-type: none"> <li>» Identify asset management software</li> </ul>
		<ul style="list-style-type: none"> <li>» Evaluate program fees to identify cost of services</li> </ul>
Expand partnerships for funding projects.	<ul style="list-style-type: none"> <li>• Evaluate new opportunities and changes to existing grant programs</li> </ul>	
Communicate and engage the community in financial plans and results.	<ul style="list-style-type: none"> <li>• Communicate resident budget survey results</li> </ul>	
	<ul style="list-style-type: none"> <li>• State of the District presentation</li> </ul>	

03 SHARED COMMUNITY COMMITMENT



Southpark Pickleball Grand Opening

# SHARED COMMUNITY COMMITMENT

OBJECTIVES	ACTION ITEMS
Nurture relationships with stakeholders.	<ul style="list-style-type: none"><li>• Identify relevant stakeholder meetings for staff to attend</li></ul>
Emphasize and enhance customer service.	<ul style="list-style-type: none"><li>• Draft an internal customer service plan</li><li>• Draft external standards/external customer service guide</li></ul>
Establish benchmarks to measure success.	<ul style="list-style-type: none"><li>• Determine Key Performance Indicators (KPIs) for each department</li></ul>
Effectively engage with the community.	<ul style="list-style-type: none"><li>• Participate in existing community events and meetings throughout the District</li><li>• Establish a community outreach plan for specific capital improvement projects</li></ul>

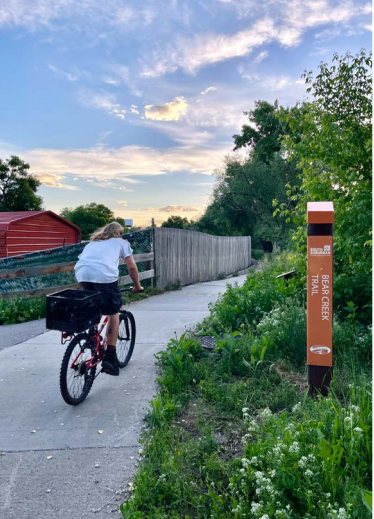
# 04 ORGANIZATIONAL SUCCESS



Staff at Lone Tree Golf Club & Hotel

# ORGANIZATIONAL SUCCESS

OBJECTIVES	ACTION ITEMS
Foster a positive, empowered, engaged team while promoting a collaborative culture.	<ul style="list-style-type: none"> <li>• Schedule team leadership and quarterly meetings with divisions and teams</li> <li>• Collaborate with recognition committee to assess the current program</li> <li>• Create and implement a plan for Executive Director communications</li> <li>• Expand Leadership Academy</li> <li>• Develop in-person new employee orientation for full-time employees</li> <li>• Conduct emergency and risk assessment</li> </ul>
Maximize technology for efficiency and enhanced user experience.	<ul style="list-style-type: none"> <li>• Assess technology training needs, costs, and resources via survey</li> <li>• Define AI best practices</li> <li>• Draft IT/Technology purchasing policy and identify other needed IT policies</li> <li>• Inventory existing tech/software systems</li> </ul>
Refine organizational processes on an ongoing basis.	<ul style="list-style-type: none"> <li>• Inventory existing Standard Operating Procedures (SOPs)</li> <li>• Evaluate internal communications, specific to internal newsletters</li> <li>• Prepare for Commission for Accreditation of Park and Recreation Agencies (CAPRA) re-accreditation</li> </ul>



**SOUTH  
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