









# Alachua Excels

Together, these tools form the basis for linking individual performance to managerial and strategic objectives, and ultimately, to the long-term vision.



ALACHUA COUNTY, FLORIDA

ALACHUA EXCELS

-  **Vision.** A description of what is ideal. Brief text and graphic portrayal of long-term organizational and community expectations. Focus is very long-term and broad based in nature.
-  **Comprehensive Plan.** The extensive, detailed document, which thoroughly directs and guides the future growth within Alachua County.
-  **Strategic Plan.** Defines major goals and strategic objectives. The strategic plan sets direction for the organization to work toward the overall vision. Strategic plan goals may be broad based in nature, while strategic objectives often constitute discrete special projects. Strategic plan is based upon priorities and accomplishments within an intermediate term planning period.
-  **Budget and CIP.** Annual operating and five-year capital plan. Defines service levels by providing monies through which plans and objectives are executed.
-  **Management Plan.** Performance and outcome measures together with the mission statement and applicable benchmarks constitute the management plan for each program. Defines specific, measurable performance expectations for each program. Focus is upon ongoing activities, but may be influenced by strategic objectives. The management plan for each program is facilitated and published through the budget document.
-  **Performance Plans.** Personal performance plans for directors, managers, and employees. Defines individual contributions to the accomplishment of the program management plan outcomes and strategic objectives.