



# PERFORMANCE MANAGEMENT

## PERFORMANCE MANAGEMENT AND STRATEGIC PLANNING

Alachua County's Performance Management Program has evolved over many years to strengthen accountability, transparency, and data-driven decision making. Building on the County's longstanding commitment to strategic planning and performance measurement, the Board of County Commissioners initiated a comprehensive strategic planning process in 2025 to establish a renewed long-term vision for the organization.

The process included individual Commissioner discussions, Board workshops, departmental collaboration, community education sessions, public surveys, and stakeholder engagement to identify the priorities most important to County residents. More than 545 residents participated through surveys and public engagement opportunities, helping shape the Board's strategic direction.

The Board adopted the new Strategic Guide on September 9, 2025, establishing ten focus areas and measurable objectives that now serve as the framework for policy decisions, resource allocation, and organizational planning.

The Strategic Guide is intended to guide County operations for the next five to ten years while providing flexibility to refine implementation strategies as community needs evolve.

County staff are continuing implementation of the Board's direction by developing an enhanced performance management framework that aligns departmental services, budget requests, and performance measures with the Strategic Guide.

During the summer of 2026, staff are working with departments to refine meaningful outcome-based measures, strengthen performance reporting, and improve transparency so that future budget documents clearly demonstrate how County programs contribute to achieving the Board's strategic priorities.

Staff anticipate returning to the Board of County Commissioners later this year with additional implementation recommendations and performance reporting enhancements.



## Alachua County Strategic Guide – Summary

When implementing any board level objective, the county shall follow a good governance structure that promotes transparency, accountability, stakeholder input, balance, fairness, and positive long-term impact to ensure continued trust, quality, sustainability, and resilience.

