

MACDE Strategic Plan 2019-2024



Vision

A recognized network of professionals dedicated to the delivery of conservation.

Mission

To strengthen conservation district employees' professional capacity and influence state conservation policy by providing leadership and proficiency.

Goal 1: Provide a means of communication between district employees to exchange information and ideas that encourage unification and coordinating of our district programs.

- Continue to facilitate networking opportunities for all district employees and partners.
 - When: Annually
- Continue to host semi-annual Manager's Meetings.
 - When: Semi-annually
- Provide resources for conservation district employees via the MACDE website, webinars, and other avenues.
 - When: Monthly
- Publish a quarterly newsletter including updates from partner organizations.
 - When: Quarterly
- Complete an annual accomplishments report.
 - When: Annually

Goal 2: Help to establish and support a continuing education program for all district employees

- Continue to provide training funds, scholarships and discounts for educational events.
 - When: As needed
- Provide leadership on committees related to Job Approval Authority and other technical training programs.
 - When: As requested
- Share resources, templates, and tools with MACDE Members via Resources section of website.
 - When: Weekly

Goal 3: Provide input into the activities of MASWCD, BWSR, and other partners to increase contributions of district employees and effectiveness of districts and their programs.

- Work with educational institutions to develop curriculum that prepares future conservation district employees to meet demands of Conservation Districts.
 - When: By 2024
- Continue to support Environthon
 - When: Annually

- Provide representation to partner meetings
 - When: Monthly

Goal 4: Inform district employees of current events and job opportunities

- Update MACDE website with current events and Conservation District job opportunities.
 - When: Weekly
- Publish a quarterly newsletter including updates from partner organizations.
 - When: Quarterly
- Share success stories

Goal 5: Strive to maintain a stable and harmonious working relationship between districts, employees, and supervisors.

- Provide resources to increase efficiencies in all aspects of district operations e.g. personnel policies, health insurance, and operational handbooks.

Goal 6: Increase District Employee participation in MACDE

- Promote annual accomplishments with all District Employees.
 - When: Annually
- Target 15 new members each year through networking opportunities.
 - When: Annually
- Increase participation in MACDE sponsored programs e.g. training funds, annual meeting attendance, networking events

Goal 7: Encourage and promote professionalism of District Employees

- Provide assistance/guidance on training to increase professionalism of District Employees
- Commit to acknowledging professionalism and contributions through MACDE sponsored awards.