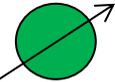
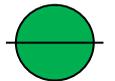
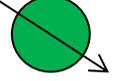
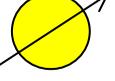
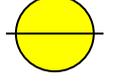
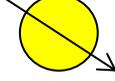
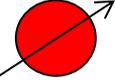
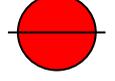
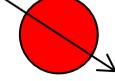
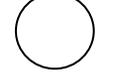


SOMB Strategic Imperative Profile

STRATEGY	OBJECTIVE	KEY DELIVERABLES	DUE DATE	TEAM LEADER	TEAM	TODAY'S STATUS
Mission/Purpose Alignment Staff Contact: Chris	Clearly define, understand & execute our mandated statute—and guard against “mission creep”	<ol style="list-style-type: none"> Analyze and summarize the statute to inform and educate current and new Board members Facilitate a Board discussion to gain a greater level of alignment and understanding of the statute Conduct an analysis of current activities and map to statute to inform processes 	12/31/20	Kathy Heffron	Rick M, Glenn	✓
Board Engagement Staff Contact: Raechel	Determine & implement best practices for engaging the talent, skill & expertise of all Board Members (including committees)	<ol style="list-style-type: none"> Assess, revise, expand and enhance Board onboarding process Conduct talent/skill assessment of current Board to identify areas of interest and contribution Define, develop and implement process for maintaining Board engagement in the work of the SOMB Develop process for ongoing access to information and activities of Board committees 	12/31/20	Norma Aguilar-Dave	Robin, Angel, Marcelo, Lisa	✓
Process Consistency Staff Contact: Erin	Evaluate, establish & implement transparent and consistent core processes to ensure the efficiency & effectiveness of our Board and its committees, including ease of access to members, stakeholders and the public.	<ol style="list-style-type: none"> Evaluate current by-laws and polices to inform process review and identify areas of focus and opportunity Support staff in the development and implementation of SOPs Recommend revisions, if any, to by-laws and policies to the Board and plan for implementation and publication if adopted. 	12/31/20	Christina Ortiz-Marquez	Amanda, Jessica,, Carl, Jeff	
Communication & Information Staff Contact: Jill	Develop & implement a clear communication strategy & plan to build broad knowledge & understanding	<ol style="list-style-type: none"> Consult outside experts (i.e.- PIO) and consider options for consulting Conduct needs assessment of key messages and missing information Develop a written plan for implementing a communication strategy 	12/31/20	Jesse Hansen	Kandy\	✓

Research-Based Decision Making Staff Contact: Elliot & Yuanting	Establish a practice of disseminating key research to enhance & support balanced perspectives & decisions	<ol style="list-style-type: none"> 1. Identify, analyze and disseminate relevant research and literature to identify and inform key decisions 2. Define and develop a process to inform Board and staff 3. Establish a decision-making framework and protocol that aligns with statutory requirements and informs research-based decision making 	12/31/20	Tom Leverage	Allison, Taber, Sharon, Kim	
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Status Icons

	In good order and continuing to improve
	In good order and holding
	In good order, but declining
	Caution, moving to good order
	Caution and holding
	Caution and declining
	Problem/Concern, but improving
	Problem/Concern and holding
	Problem/Concern and getting worse
	Not started yet-- not able to assess status
	Completed