

OWRD Strategic Plan Update

2025 - 2030

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What is strategic planning?



Defines our agency direction and makes decisions on allocating resources to achieve goals.



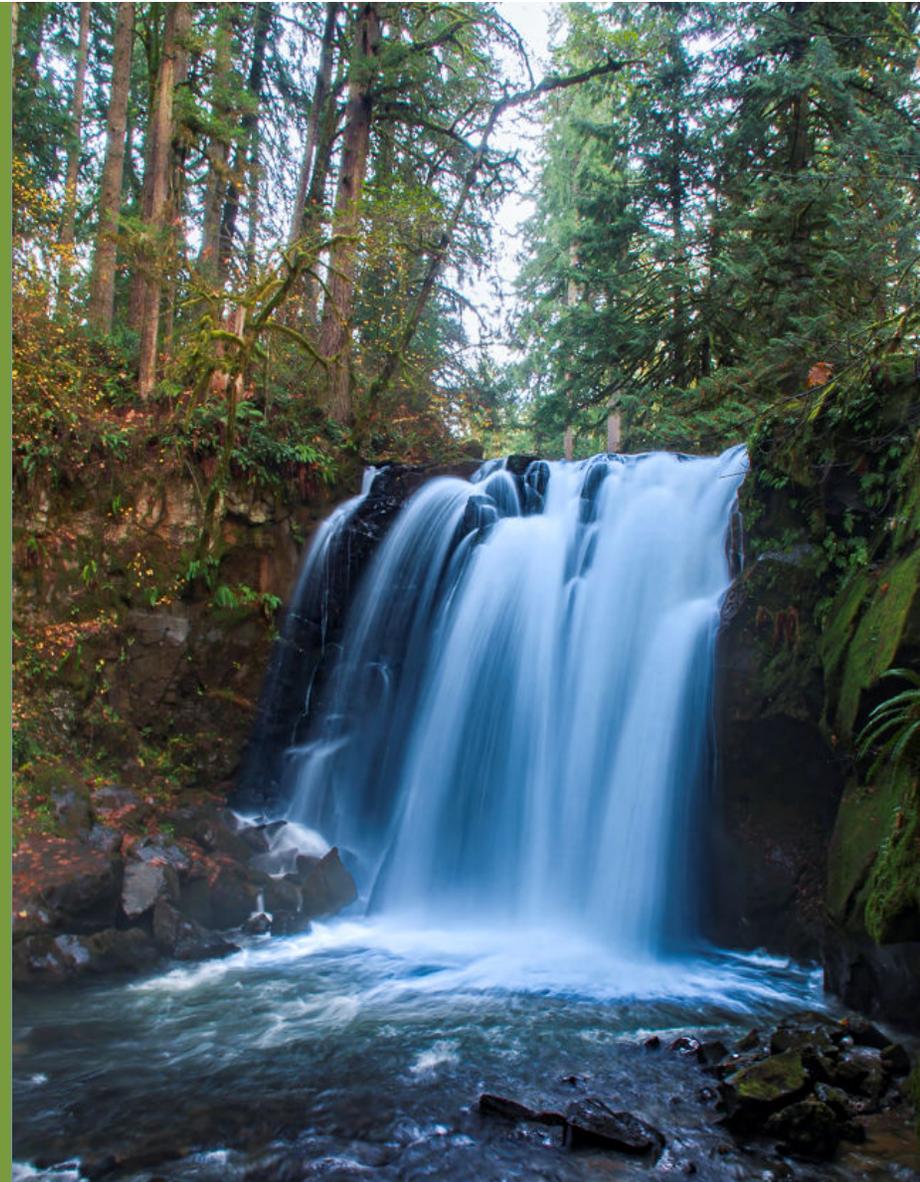
Identifies our agency priorities.



Identifies how we will accomplish our priorities.



Identifies how we will monitor and evaluate our progress accomplishing our priorities.



Why are we doing this now?



The current strategic plan needs to be updated as required by DAS.



Diversity, Equity, and Inclusion (DEI) planning is a requirement by DAS.

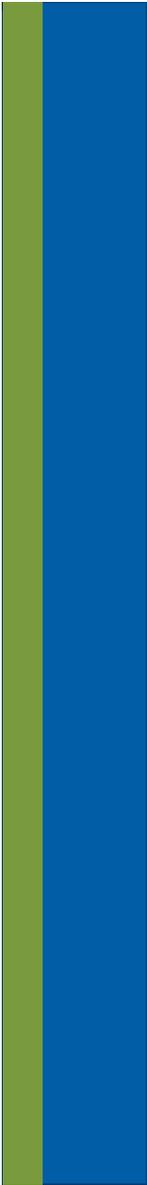
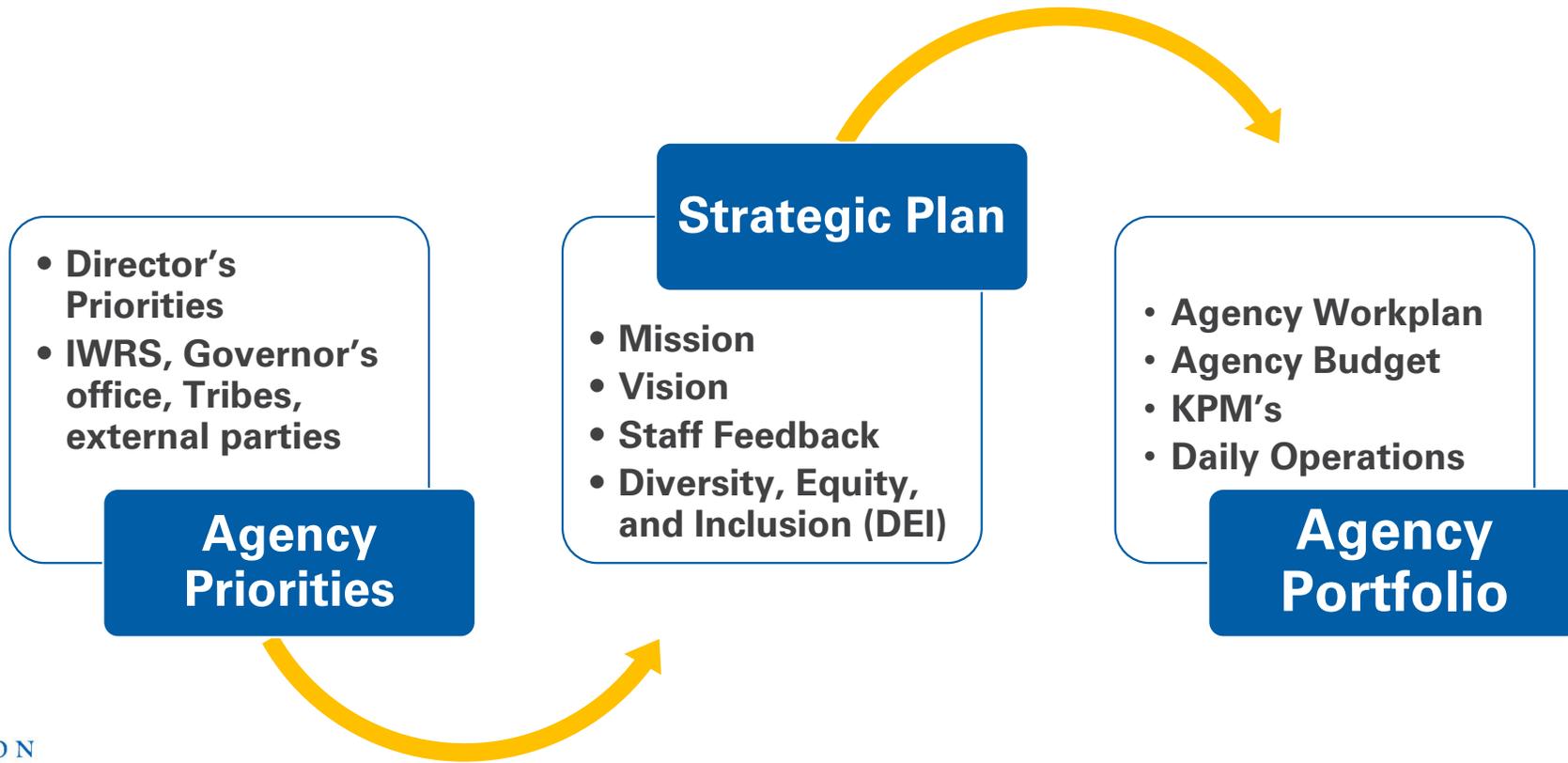


A good opportunity for DEI, IWRS and strategic plan integration.



New director, new staff, new strategic plan.

How It's All Related



Significant Agency Successes that Align with the 2019-2024 Strategic Plan

- Well construction program updates and staff additions
- Dam Safety updates and staff additions
- Enforcement section created
- Added the South Central Division
- Creation of the Place-Based Integrated Planning Program
- Added the Communications Team



Strategic Planning Efforts to Date

- An integrated DEI and Workplan for the Strategic Plan was submitted to DAS in 2024
- Preliminary engagement began through Gallup poll collection in 2023 and 2024 and with the DEI Team at OWRD
- Policy Analyst was hired in September 2024
- Staff met with DAS and requested an extension for the plan to September 2025



Priority 1. Act With Urgency



Priority 2. Assist Community Preparedness Efforts



Priority 3. Adapt to Doing More with Less



Priority 4. Foster and Cultivate a Forward-Thinking, Resilient, and Adaptive Workforce

STRATEGIC PLANNING PATHWAY



PRIORITIES

Key focus areas that define the agency vision



GOALS

Objectives the agency hopes to achieve that are measurable and time bound



FINAL PLAN

A plan that establishes a sense of purpose and direction for the agency



OBJECTIVES

Actions that come from priorities that outline what the agency must do to achieve the priorities

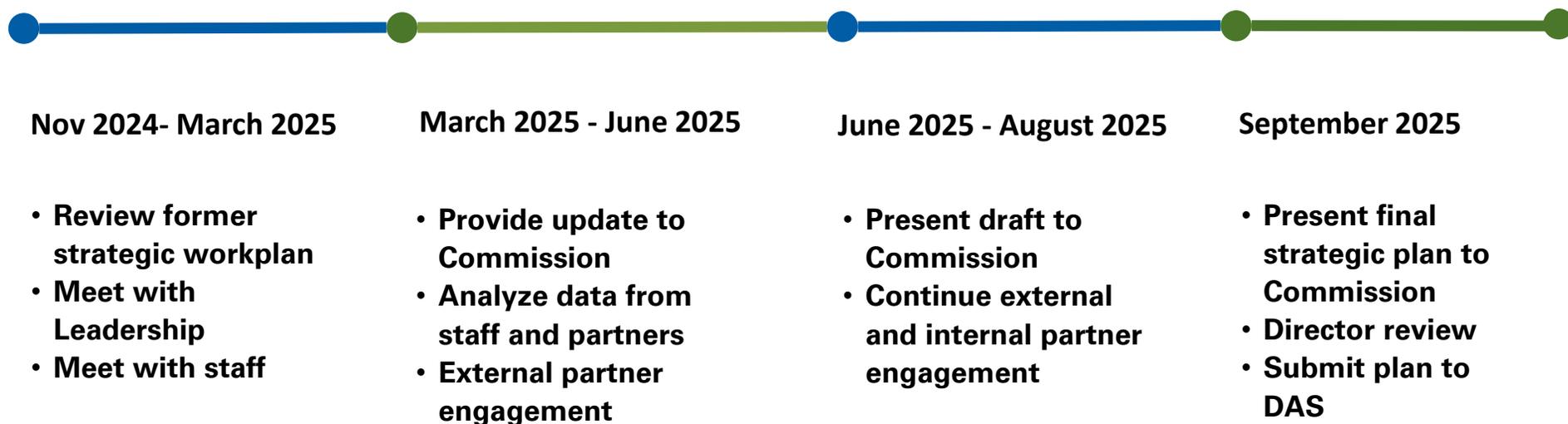


METRICS

Measurements that allow informed decision making to direct agency assets to critical areas of need



Strategic Planning Timeline



Discussion:

1. Act with Urgency
2. Assist Community Preparedness Efforts
3. Adapt to Doing More with Less
4. Foster and Cultivate a Forward-Thinking, Resilient, and Adaptive Workforce



OREGON



WATER RESOURCES
DEPARTMENT

Thank you!

 Oregon.gov/owrd

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Additional Discussion Questions:

1. What internal actions or workflows in your division do you find are outdated or inefficient?
2. What do you think are the most important issues your division faces today or in the future?
3. What are recurring issues in your regular work that you face?
4. What is a question we should be asking you that we have not?

Strategic Planning Feedback Highlights

- Personal safety in the field
- Managing misinformation at the field level
- Sustainable, long-term compliance
- Develop and acquire new information technology for field use (databases, applications, GIS, etc.)
- Updated public facing agency website
- Deploy early proactive localized outreach to communities
- More external and internal agency roundtable discussions about common issues

