

OWRD Strategic Plan

2025 - 2030

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Agenda



- **Strategic Plan Overview and Background**
- **Strategic Priority Areas**
- **Implementation**
- **Next Steps**
- **Feedback and Discussion**

DAS Requirements for Strategic Plan Development

- Vision
- Mission
- Values
- Equity Statement
- Strength, Weakness, Opportunities, Threats Analysis
- Strategy Development
- Action Plan
- Resource Allocation
- Monitoring and Evaluation
- Political, Economic, Social, Tech, Legal, Environmental
- Specific, Measurable, Achievable, Relevant, Time-Bound Goals
- DEIJ objectives

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.



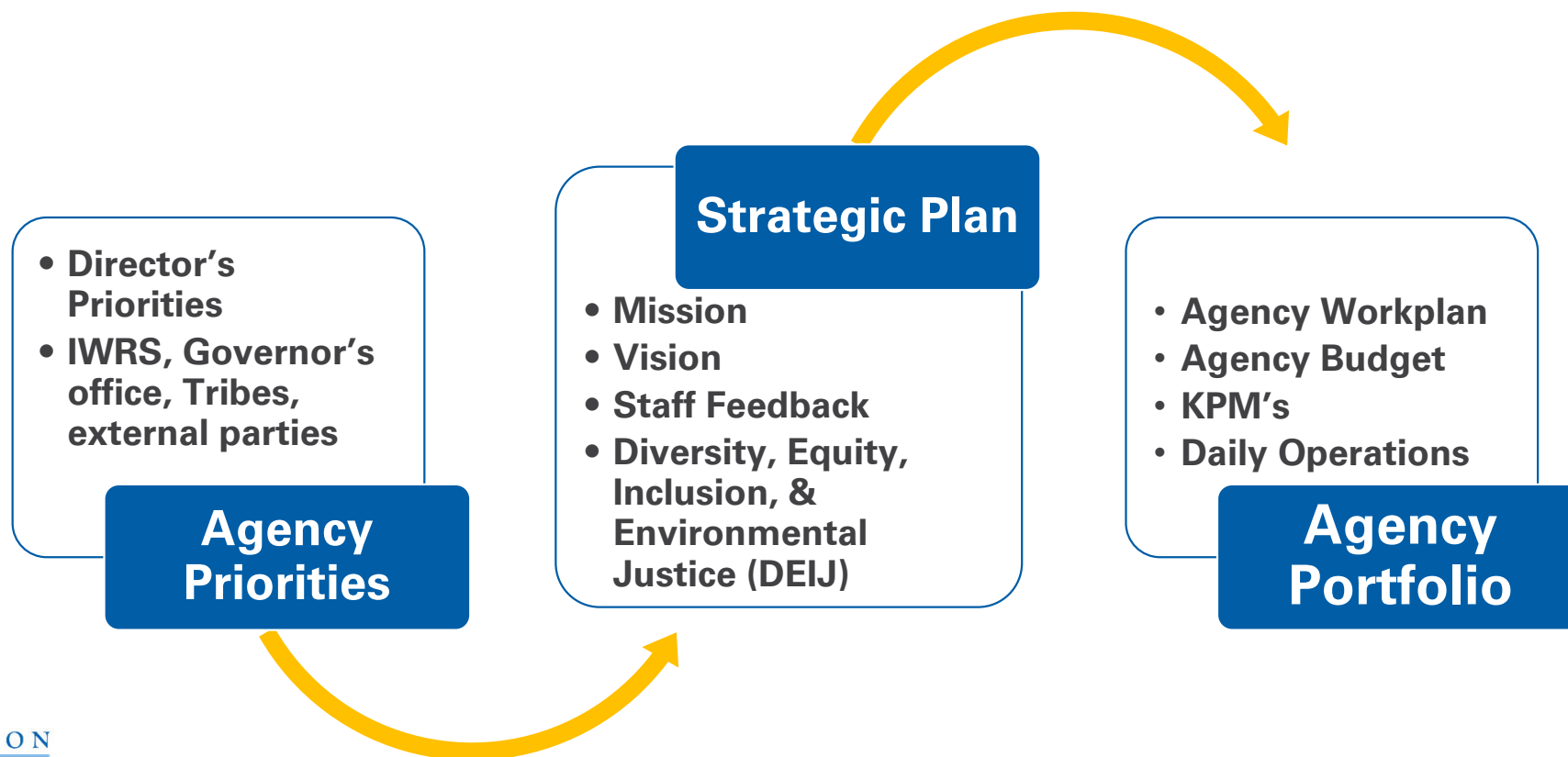
Slide 4

DGO

[@GALL Ivan K * WRD] Slides 4-7 are for you. Laura took a first draft of some points to consider.

GONZALEZ Danielle L * WRD, 2025-06-09T18:17:34.941

How It's All Related



Strategic Plan Priority Areas



Priority Area 1. Act With Urgency



Priority Area 2. Assist Community Preparedness Efforts



Priority Area 3. Adapt to Doing More with Less (Water)



Priority Area 4. Advance Agency Workforce & Operations

Internal Engagement



Staff Engagement

- 213 staff engaged in 20 workshops and Follow-up surveys
- 94% engagement rate
- 884 data points received

DEI Team Engagement

- Several workshops & surveys

Leadership Engagement

- Regular workshops and presentations

Gallup Survey 2023-24

Themes Gained from Internal Engagement



Governance (Policy,
Regulation,
Statutory)



Workforce
Development &
Staff Experience



IT Infrastructure,
Systems, &
Technology



Operational
Efficiency &
Resource Allocation



External
Communication &
Engagement



Internal
Communication &
Engagement

Diversity, Equity, Inclusion, & Environmental Justice

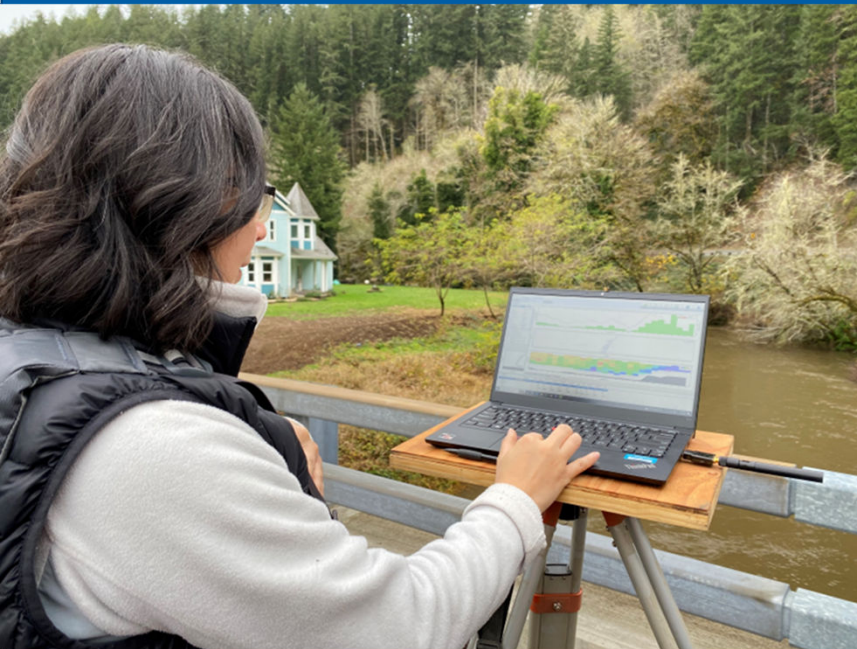
The background of the slide features a close-up photograph of water with numerous ripples and small waves. A dark teal rectangular overlay is positioned in the center, containing the title and main text in white. The overall aesthetic is clean and nature-oriented.

Draft Equity Statement

Water is a shared, vital, and finite resource. The Oregon Water Resources Department strives for meaningful engagement, transparent decision-making, and accessible services for those we serve. Together we will build a resilient and equitable water future for this generation and the many to come.

From Insights to Impact

Priority Area 4: Outcomes



- **Modernized IT Security, Systems, Processes to Meet Current and Future Agency Needs and Requirements**
- **Standardized Agency Wide Operating Procedure and Workflows**
- **Improved External Engagement and Communication with Partners**
- **Career Development and Career Pathways Planning for Key Agency Roles**

P4.1 Modernized IT Security, Systems, and Processes to Meet Current and Future Agency Needs and Requirements

- Assess and Close Infrastructure and Foundational System Gaps
- Implement IT Governance, Security, and Compliance Frameworks
- Publish IT Services and Establish Standardized Work Intake Processes
- Modernizing Legacy Systems and Improving Code and Infrastructure Quality
- Document Existing Systems to Support Collaboration and Continuity of Operations

P4.2 Standardized Agency Wide Operating Procedure and Workflows

- Prioritize, Update, and Develop Standard Operating Procedures and Workflows For all Divisions

P4.3 Improved External Engagement and Communication with Partners

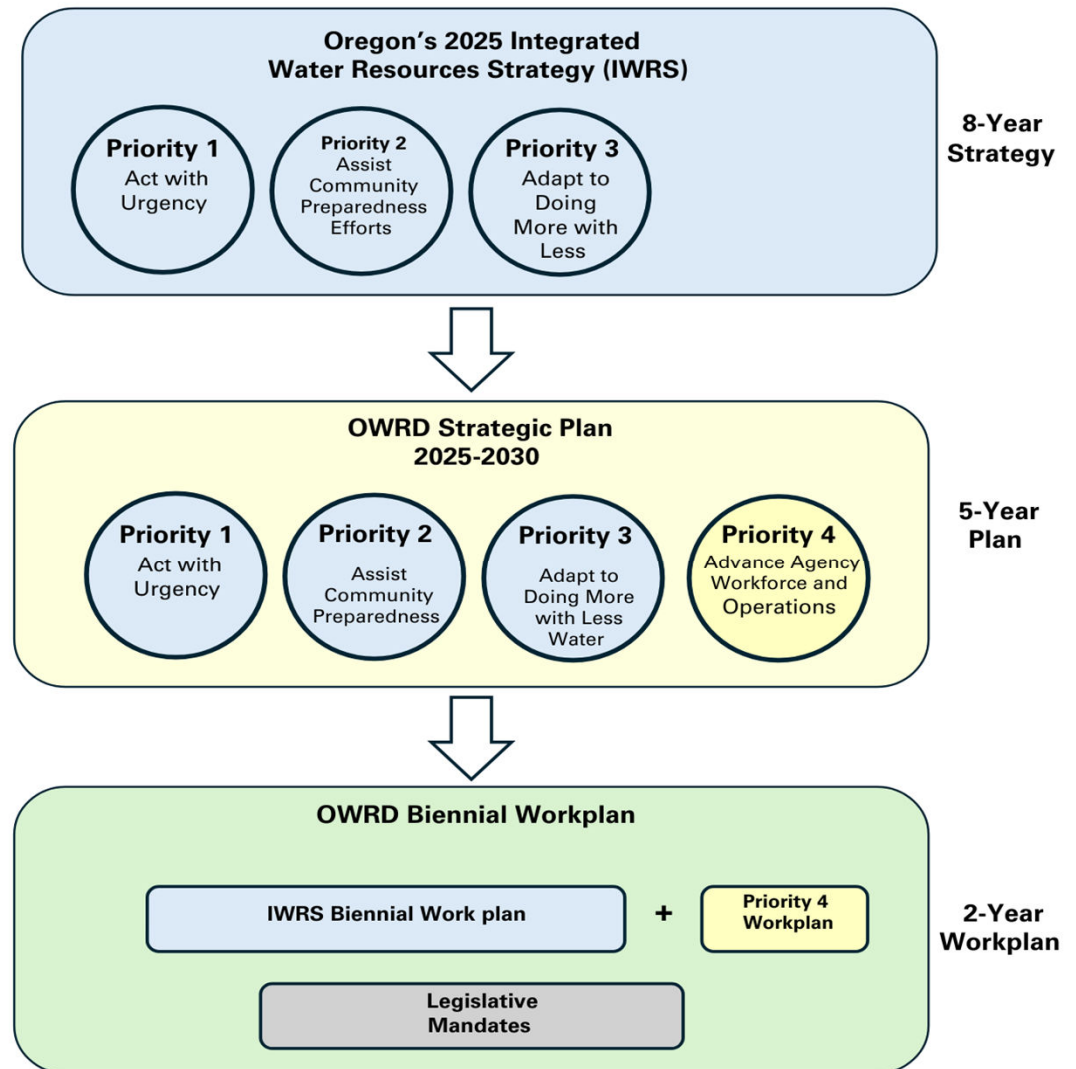
- Modernize the Department Website
- Implement the Strategic Communications Action Plan

P4.4 Career Development and Career Pathways Planning for Key Agency Roles

- Identify and Develop Career Development and Career Pathways for Field Services Roles
- Identify and Develop Career Development and Career Pathways for Information Technology Roles

Implementation

Strategic Plan Alignment



Next Steps



- **Meet with WRD leadership
July/August**
- **Further targeted engagement
July/August**
- **Present final plan to WRC in
September**
- **Publish September 2025**
- **Begin Workplan Development**

Feedback

- Does the draft plan address the key issues for the Department?
- Is it clear how these priorities, outcomes, and tasks interact with each other?
- What other concerns or questions do you have?



OREGON



WATER RESOURCES
DEPARTMENT

Thank you!



Oregon.gov/owrd



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