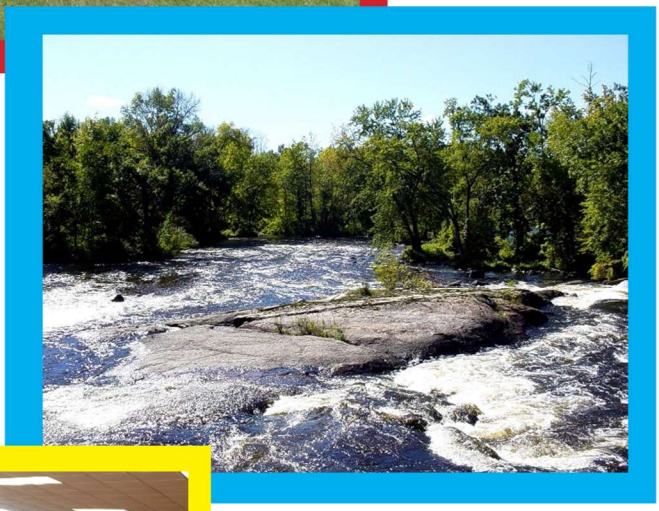
Post-Planning Review and Performance



Post Planning Review and Performance

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C. Post-Planning Review and Performance

The following diagram shows the relationship between the MITW 2023 Strategic Plan's goals and objectives and the implementation process. Objectives will be assigned to a primary and secondary department that will lead the planning effort. A workgroup comprised of departments, organizations, community, Legislators, and administrators will create 90-day plans. The plans will be presented at community engagement workshops, where other community members and departments will be kept informed on the progress being made toward the completion of the objectives. Once objectives have been completed, the primary department will create a sustainability plan to ensure the work continues beyond the original objective.

Figure 1: Strategic Plan Implementation Flowchart

The following tabular summary reveals the approaches the community, Legislature, workgroups, administration, and directors will use to implement, monitor, budget for, and evaluate the performance of departments as they progress through the strategic plan. The diagrams beginning on the next page highlight the relationships and processes to be used for the implementation of this plan.

	Community	Legislature	Workgroups	Administration	Directors
IMPLEMENT and MONITOR	Attend as many workgroup meetings and community engagement workshops as you can concerning the strategic plan. Get updates on the plan through the strategic planning website, the MITW App, Menominee Nation News, and Podcasts, and by requesting information from the Tribal Administration Department.	Promote all areas of the strategic plan. Communicate with the community to provide answers and be responsive to questions through the Annual Report, General Council meetings, and quarterly community meetings. Participate in workgroup meetings and community engagement workshops. Align goals and objectives with committee assignments. Inform and engage external stakeholders in the planning process. Follow the guidance for Legislators as outlined in the strategic planning policy.	Meet at least twice monthly or more frequently if needed. Create and utilize tools, like the 90-day work plans, for the implementation of goals and objectives. Communicate with the Administration to obtain needed resources to carry out the plan's objectives. Participate in 90-day Community Engagement Workshops to inform and update the community on progress being made towards implementation of objectives. Inform and engage external stakeholders in the planning process.	Distribute the approved plan to all departments. Participate in and facilitate workgroup meetings. Train and inform workgroup and community members on the planning process. Develop tools for the workgroups to incorporate into the implementation process. Monitor progress towards completion of goals and objectives. Create updates on strategic planning accomplishments to share with the community. Follow the guidance for Administrators as outlined in the strategic planning policy. Create dashboards to share planning successes. Inform and engage external stakeholders in the planning process.	Attend all workgroup and director's meetings. Assign an alternate representative to ensure participation in all planning-related events, meetings, and workshops. Incorporate strategic planning into the format for monthly department reports. Involve all staff in the strategic planning process. Align strategic plan goals and objectives with department goals and objectives. Actively participate in 90-day Community Engagement Workshops.

	Community	Legislature	Workgroups	Administration	Directors
EVALUATE, BUDGET, and REVISE	Attend Community Engagement Workshops to remain informed on progress and to talk with Legislators, department directors, and administration about progress and proposed revisions.	Gather information from relevant stakeholders and the community for inclusion in the planning process to guide revisions, budget requests, and community services. Review and approve, as appropriate, revisions to the strategic plan that are brought forward by the Administration.	Provide data to the Administration for inclusion in performance, progress, and budgeting outcomes. Recommend relevant revisions to the Administration who will forward on to the Legislature.	Establish a process that measures workgroup performance and progress on goals and objectives. Create dashboards, in partnership with department directors, to monitor key performance indicators. Incorporate budgeting for the implementation of goals and objectives into department budget worksheets. Align grant writing endeavors with strategic planning initiatives. Monitor and manage revisions to goals and objectives for approval and Incorporation revisions into the strategic plan.	Incorporate budgeting for the implementation of goals and objectives into department budget worksheets.

I. MTL Goals and Objectives

During the August 2023 MTL Retreat, the Legislators drafted their goals and objectives. Their focus was on providing support for implementation of the Plan. The following outlines their discussion and the resulting goals and objectives:

Goal One: Provide support for implementation of the MITW 2023 Strategic Plan.

Objective One: Align goals and objectives with Legislative Committees.

Objective Two: Revisit the plan annually, providing updates to the community at annual general council meetings.

Objective Three: Ensure goals and objectives meet/align with the needs of Menominee People.

Objective Four: Conduct annual surveys to address youth, homelessness, drugs, and off-reservation member needs.

Goal Two: Support the work of the Drug Addiction Intervention Team (DAIT).

Objective One: Have Legislators support and participate in community events.

Objective Two: Create and share social media campaign messages – use hashtags related to healthy choices, awareness of issues, etc.

Objective Three: Support the use of the Menominee Nation News to post picture of convicted users/sellers; include prosecution outcomes in the news.

Objective Four: Find ways to cross-message: clothing, pens, signage – keep the messages going.

Objective Five: Educate on how to intervene and the process for being supportive of prevention and intervention efforts.

Objective Six: Address misconceptions about DAIT and the community's drug epidemic.

Objective Seven: Support continuation of the anonymous tipline (715 799-5806).

Goal Three: Engage the MTL in supporting and addressing Homelessness and Housing goals and objectives.

Objective One: Lobby and conduct research on solutions and areas where support is needed.

Objective Two: Support the development of needed infrastructure for housing expansion (sewer, water, roads: work with IHS).

Objective Three: Address building codes and land-based considerations to support housing development.

Objective Four: Support the allocation of resources to expedite repairs and renovations of empty homes to make them available to other community members. Determine if repairs and renovations should be completed using contracted services or if Tribal employees can help with this task.

Goal Four: Provide **s**upport for effective MTL Infrastructure.

Objective One: Consider making MTL positions full-time, salaried positions (conduct a position study to determine what it would take for this to happen).

Objective Two: Consider making the Executive Team full-time positions first, and then expand to the full Legislative body. Consider options – full-time positions, part-time positions, etc.

Objective Three: Create descriptions for MTL positions.

Goal Five: Enhance MTL support and engagement in community activities and events.

Objective One: Support MTL attendance at community events; meet with members; review list of events at MTL meetings to ensure participation/sign up for attendance at events.

Objective Two: Encourage MTL participation as volunteers for community activities.

Objective Three: Pre-Election: Educate the community on what is involved in being a Legislator; inform the community on how to get involved. Reestablish CMN-Menikanehkem candidate forums.

Objective Four: Post-Election: Conduct new Legislator orientation to cover topics including legal and legislature meeting processes, lobbying 101, and government structure.

Objective Five: Post information on new Legislators on the website, in the App, and in the Menominee Nation News – following guidance provided in the Communication Plan.

Objective Six: Include education on MITW government structure, restoration, and Tribal history in high schools (include in classes with younger students as well).

Objective Seven: Have a social media presence for the MTL: Create an information page that includes who the Legislators are, a brief bio on each Legislator, a list of the Committees they lead, a schedule of legislative events, and their email/contact information. Highlight key issues and support for important community needs.

Goal Six: Incorporate information on the Restoration Act as a vital part of the K-16 curriculum.

Objective One: Capture history – video people who were involved.

Objective Two: Keep the Restoration Committee beyond the anniversary celebration to maintain sharing information on the importance of this information for the community.

The members of the current Legislative body will initiate the implementation of these goals and objectives in support of the MITW 2023 Strategic Plan. The framework provided through these goals and objectives will help ensure follow-through as leadership positions and committee assignments change. As changes occur within the Legislative body, these goals and objectives will support the ongoing implementation of the Plan.