

### Continuous Improvement for the Public Works Institute of Texas (PWITX) The Strategic Planning Process

This year, the tenth year in education operations, the Chair, Tim Tumulty, challenged the PWITX Committee to accomplish a comprehensive self-assessment to ensure the efforts towards effective training and professional development was continuously moving forward.

The PWITX Committee members are Tim, Joshua Mair, Ines Roach, John German, Daniel Kreuger, Mark Hines, Elvira Alonza, Heather Merkel, Bob Lowry, Gloria Martinez, Jody Byerly and Bob Kopp. This group took on this important review and generated a plan that produced a Vision and Mission Statement, Corporate Values and developed goals and required tasks.

The direction required solid alignment with the APWA National and State Chapter Strategic Plans. The range was to develop actions plans from 1-5 years. A short summary follows:

*Vision: To be the Professional education and networking program of choice for Texas public works leaders through a spirit of active engagement and performance excellence.*

*Mission: Transform public works leaders through professional development, education and networking opportunities to better serve their agencies and communities.*

*Values: Integrity, Commitment to Excellence, Innovation, Accountability and Engagement*

**Goal Area 1: Sustainability**

- Goal 1: Complete a succession plan for all PWITX positions
- Goal 2: Develop a five year financial forecast for PWITX
- Goal 3: Create a network of strategic partners to enhance the program

**Goal Area 2: Outcomes**

- Goal 1: Expand the curriculum to further develop a broader exposure to the various functional areas and address APWA Programs
- Goal 2: Prepare PWITX graduates for leadership positions at the Chapter and Branch levels

**Goal Area 3: Marketing**

- Goal 1: Engage every county, municipality and business partners with the Texas Chapter membership at the leadership level
- Goal 2: Create an Alumni Association (AA) that serves as an advocate, and a sustainable component, for the PWITX Program

We are all encouraged this Plan will set a positive course for the Journey ahead to provide the Texas Chapter membership more educational and networking opportunities.



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