



Board of Behavioral Sciences

Memo

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To: Board Members

Date: February 17, 2025

From: Steve Sodergren
Executive Officer

Subject: Strategic Plan Overview Presentation

The Board's current strategic plan is set to expire this year. To begin the process of developing a new one, Board staff has begun planning with DCA's SOLID Planning Solutions. Today, SOLID will provide an overview of the strategic planning process. This process will be conducted throughout the year, with the goal of presenting a new strategic plan for Board approval at the meeting on November 21, 2025.

Attachments

Attachment A: Solid Planning Strategic Planning Overview

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Strategic Planning Overview

DCA SOLID Planning




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What, Why, and How



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What is strategic planning?

A process for organizations to define their direction and decide how to use their resources to achieve their mission and goals.

- What an organization is
- What it does
- Why it does it

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Why conduct strategic planning?

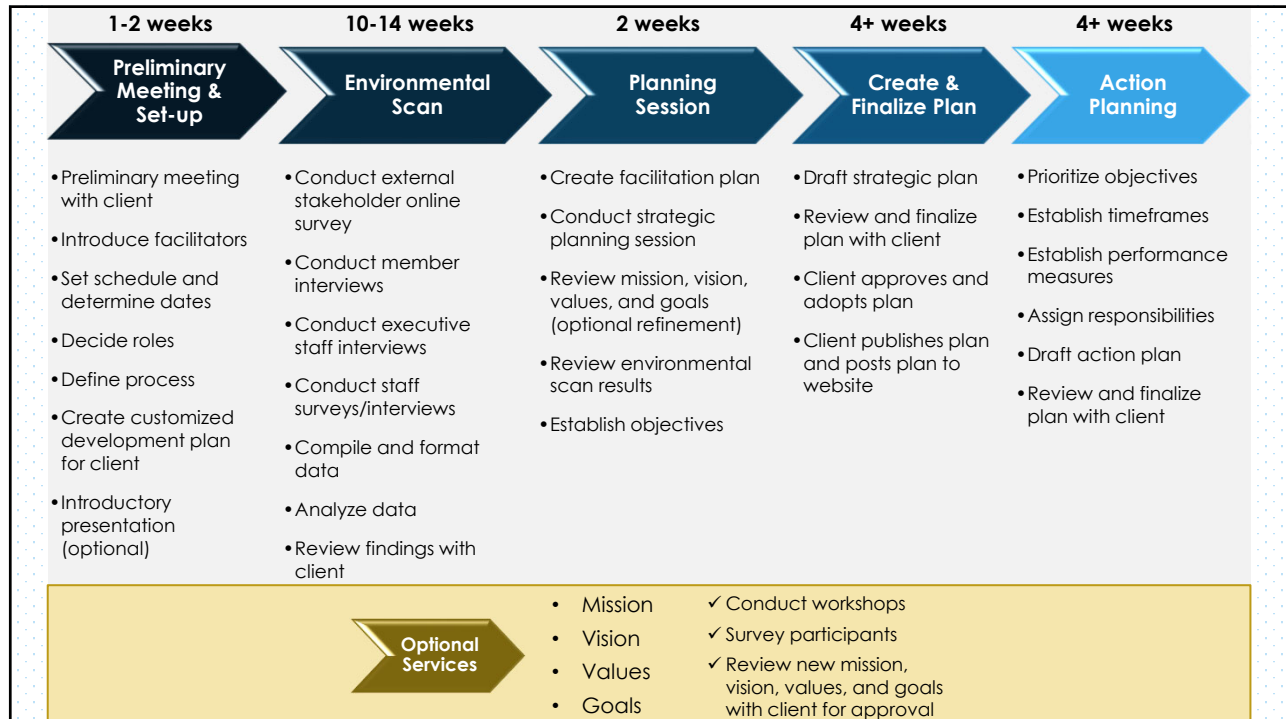
- Critical to efficient and effective operations
- Legislatively mandated
- Helps to achieve short-term and long-term objectives

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How is a strategic plan created?

- 5 Phase strategic planning
- Process includes:
 - Surveying of stakeholders
 - Reporting of survey results
 - Workshop to identify objectives

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Diversity, Equity, and Inclusion



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Incorporating DEI

- Adding DEI and demographic questions in surveys
- Including DEI analysis in report
- Encouraging DEI in goals and objectives
- Reminding planning session participants to consider DEI impacts of policy decisions

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Strategic Plan Components






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Strategic planning answers

| | | |
|---|---|---|
|  |  |  |
| Where are we now? | Where are we going? | How will we get there? |
| Mission and Values Environmental Scan | Vision Goals and Objectives | Action Plan |

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Mission

Where are we now?



Protect and serve Californians by setting, communicating, and enforcing standards for safe and competent mental health practices.

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Values

Where are we now?



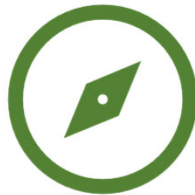
- Accountability
- Customer Service
- Integrity
- Quality
- Respect

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Environmental Scan

Where are we now?



Internal stakeholders

- Board members
- Management
- Staff

External stakeholders

- Consumers/consumer groups
- Associations
- Licensees
- Others affecting the Board
- Others affected by the Board

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Vision

Where are we going?



All Californians are able to access the highest quality mental health services.

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Goals

Where are we going?



1. Licensing
2. Examination
3. Enforcement
4. Legislation and Regulation
5. Administrative Services
6. Outreach and Education

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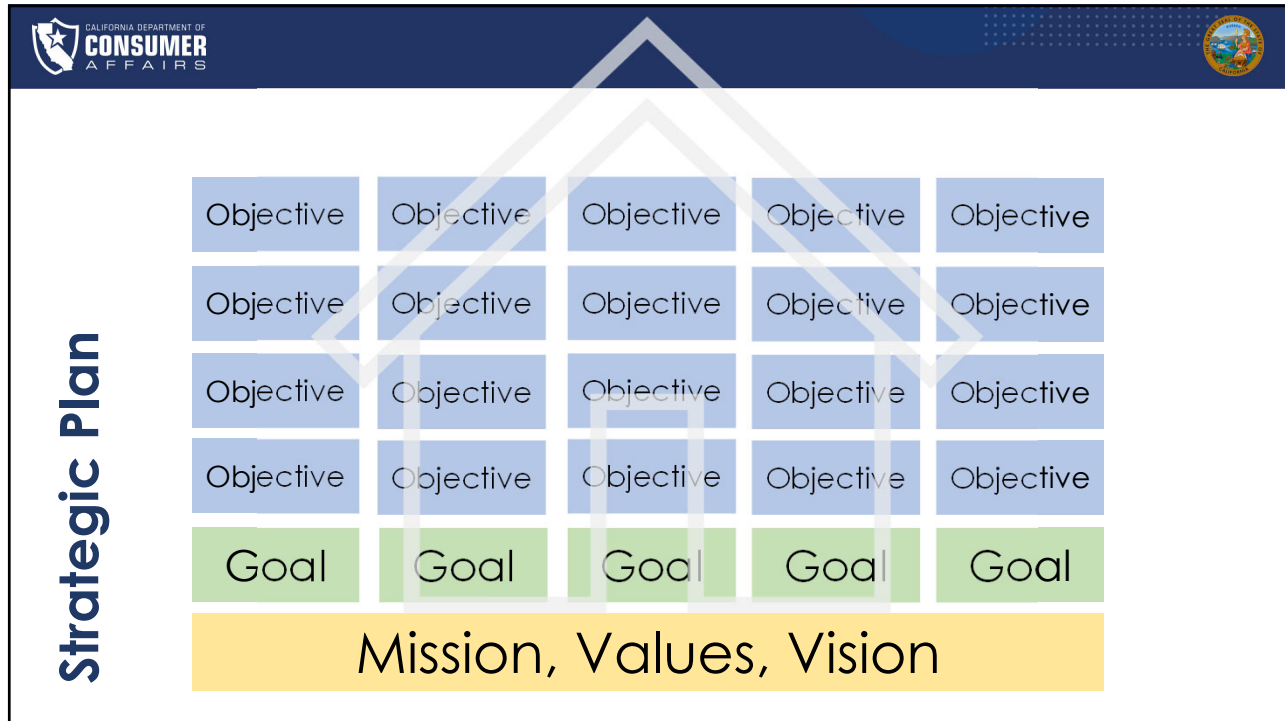
Objectives

Where are we going?



- To be developed
- Based on:
 - Trends
 - Issues
 - Initiatives


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Action Plan



How will we get there?



- Evaluate resources
- Identify tasks
- Assign responsibility
- Establish timelines
- Create performance measures
- Ownership

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How do we measure progress?

| | |
|---|--|
| <h3>Performance Measures</h3> <p>Establish how success will be measured</p> | <h3>Monitoring and Tracking</h3> <p>Use tracking tools and conduct regular check-ins</p> |
|---|--|

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Thank you!

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