



Montgomery Planning

VISION

Thriving, resilient communities for everyone, today and in the future.

MISSION

We collaboratively plan for equitable, sustainable, and economically healthy communities.

VALUES

- Transparency + integrity
- Diversity + inclusion
- People + the environment
- Objective, data driven decision making
- Equitable outcomes

STRATEGIC PLAN

RESULTS

1

Accessible options for housing, employment, recreation, transportation, and services

2

Engaged residents have a shared sense of belonging and purpose

3

Healthy economy benefiting businesses and individuals

4

Environmental health and resilience enhanced through land use, development, and improved infrastructure

PRIORITIES & STRATEGIES

Employees	Communities/Partners	Efficiency	Innovation	Leadership
<ul style="list-style-type: none"> ▪ Foster a sense of belonging and joy in the workplace ▪ Increase staff capacity through training ▪ Create and promote pathways for professional growth, career advancement, and succession planning ▪ Build a diverse workforce at all levels of the Department ▪ Promote pride in public service 	<ul style="list-style-type: none"> ▪ Increase transparency with residents throughout the planning process ▪ Intentionally engage residents in all planning efforts, with a focus on people who are underrepresented ▪ Prioritize corridor-focused planning efforts ▪ Focus on historically underinvested regions and vulnerable communities ▪ Strengthen collaboration with partner agencies ▪ Foster community capacity to participate in planning processes 	<ul style="list-style-type: none"> ▪ Adapt Department structure and Strategic Plan as needed to ensure performance and efficiency ▪ Streamline and improve internal and core function processes ▪ Work with the development community, government agency partners, and other stakeholders to implement clear, efficient, and consistent processes for planning 	<ul style="list-style-type: none"> ▪ Advance use of cutting-edge technology to push and stay ahead of the industry ▪ Support opportunities for staff to propose, pilot and evaluate creative solutions to address critical issues ▪ Share and exchange information and best practices within the agency, regionally, and nationally 	<ul style="list-style-type: none"> ▪ Convene residents and government partners to support communities ▪ Serve as an independent advisor on land use decisions and policies to implement <i>Thrive</i> ▪ Pursue transformative change through legislation ▪ Advance the recommendations in <i>Thrive</i> for the environment, housing, transportation, design excellence and place-based planning ▪ Communicate the Department's unique role and impact ▪ Elevate staff as recognized experts