

Select Board Goals- Completed and Ongoing

Goal	Status	Notes
Add a full-time communications professional to Town Hall.	Complete	The Director of Communication manages external communication for the Town.
Review form of government.	Complete	The Charter Review Committee completed its work and recommendations were adopted by Town Meeting.
Schedule a summit of boards and committees.	Complete	The first Town Summit of boards and committees was held in Spring 2023, and a second Summit is scheduled for Fall 2023.
Implement performance reviews and professional development plans for all staff.	Complete	Performance reviews were implemented in 2023 for non-union staff.
Complete and move into new Town Hall.	Complete	The Town Hall renovation was completed and occupied in 2020.
Build and occupy new Public Safety Building.	Complete	The Public Safety Building was completed and occupied in Spring 2023.
Create a plan for the old Dedham Police Department parcel.	Complete	The old DPD parcel will be turned into a Town Green.
Address Town-wide transportation issues- Phase 1.	Complete	The Truck Ban FAQ was completed, and Complete Streets Policy was codified.

Goal	Status	Notes
Focus Area: Improve Communication and Increase Transparency		
Engage community in visioning and decision-making	Ongoing	The Director of Communications will work to expand opportunities for community engagement.
Continue developing FAQs for issues of community-wide interest.	Ongoing	The Director of Communications develops FAQs for important issues and sends out weekly newsletters and social media posts.
Use social media to engage with residents.	Ongoing	The Director of Communications manages the Town Instagram, Facebook, Twitter, and NextDoor to share important information with the community.
Conduct surveys to collect resident feedback.	Ongoing	The Director of Communications works with departments, boards, and committees to conduct surveys.
Focus Area: Support Modern Governance, Enhance Intragovernmental Relations, and Foster a Culture of Excellence		
Recruit and retain a diverse Town workforce.	Ongoing	The Town began work on this goal by reviewing job descriptions to remove

		barriers to diverse candidates and broadening outreach efforts. The next phase includes a report and recommendation by a grant-funded consultant.
Adopt a Code of Conduct for elected and appointed officials.	Ongoing	The Select Board adopted a Code of Conduct and will reach out to Select Board appointed committees to request that they do the same.
Review Department reporting and management.	Ongoing	The Town Manager will continue to evaluate department reporting structures and professional development plans for managers.
Focus Area: Maintain and Improve Financial Health and Stability of Community		
Mitigate tax increases for residents.	Ongoing	The Town Manager, Finance Department, Finance and Warrant Committee, and Select Board coordinate annual work to mitigate the property tax levy and other financial impacts to residents.
Maintain AAA bond rating.	Ongoing	The Town Manager, Finance Department, Finance and Warrant Committee, and Select Board coordinate annual work to maintain a strong financial position to continue to receive a AAA bond rating.
Maintain the solvency of the Robin Reyes Fund.	Ongoing	The Town Manager's Office and Finance Department will strategize to build Robin Reyes revenue and the efficient use of these funds.
Negotiate contracts that balance financial realities with goals for effective, efficient delivery of services.	Ongoing	The Director of Procurement will work to ensure competitive vendor selection in all Town departments.
Focus Area: Continue to Improve Community Facilities, Resources, and Amenities		
Champion efforts to develop the town's climate resiliency and mitigation strategies.	Ongoing	The Planning Department, Town Manager's Office, Sustainability Advisory Committee, and Select Board will collaborate to implement recommendations from the Climate Action & Resiliency Plan and the Hazard Mitigation Plan.
Support policies to incentivize sustainable housing development.	Ongoing	The Planning Department will collaborate with the Town Manager's Office, Planning Board, and Select Board to implement recommendations from the Dedham Master Plan after its adoption.
Address Town-wide Transportation Issues – Phase 2.	Ongoing	This phase will include a policy on traffic mitigation and sidewalk policy and a policy to improve planning and coordination with non-municipal utility and development projects.

Identify and analyze data and trends that will impact the Town.	Ongoing	The Town Manager's Office, Select Board, Finance and Warrant Committee, and other stakeholders will track notable economic development, demographic, and environmental data trends.
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