



POLICY

Series: Governance COA: GOV 2, 5, 6, 7, 8, FIN 5, PQI 1
CFOP: N/A

Procedure Name: Long-Term and Short-Term Strategic Planning Process
Procedure Number: GOV016
Reviewed Date: 5/14/2026
Revision Date: 5/28/2026
Effective Date: 4/2006

Applicable to: Family Partnerships of Central Florida (FPOCF) Board of Directors, The National Center for Innovation and Excellence (NCFIE) Board of Directors, Family Partnerships Foundation Board of Directors, Family Partnerships of Central Florida Staff and Consultants

PURPOSE: To outline the process for setting annual and long-range goals to achieve the objectives of the mission and vision of Family Partnerships of Central Florida.

References: GOV011: Governance Model, GOV010 Board Self-Assessment & Strategic Planning, OP1234 Strategic Planning-Annual Procedure

Procedure

Annually, the FPOCF Board of Directors holds a Board Retreat to include subsidiary board directors for the purpose of strategic planning, self-assessment, and organizational analysis. A review of the agency's mission and vision and the past year's goals and most recent Board self-assessment is reviewed at the Retreat.

A long-range strategic plan is updated annually, and the planning process includes:

- A Strategic Planning Timeline, Tasks Outline, and review of the updated Strategic Plan
- The creation and dissemination of surveys to identified populations
- Aggregated survey data and a written report
- The Strategic Plan will be submitted to the FPOCF Board of Directors, and
- The final plan will be made available to the public.

The short-term annual planning process will outline goals and objectives that serve toward achievement of the Strategic Plan. The short-term annual planning process includes:

- An executive management retreat for the purpose of annual goal setting and retrospective.
- Review of the Strategic Plan goals and objectives on a quarterly basis at the FPOCF Board meeting.
- An annual submission of measurable goals and objectives across the agency.
- Submission of the past year's goals, progress towards goals and newly established annual goals and objectives by the FPOCF President and Chief Executive Officer to the FPOCF Board of Directors at the FPOCF President Chief Executive Officer Annual Performance Evaluation.
- Annual FPOCF Staff Satisfaction Survey distribution and review.
- Annual Affirmative Action Plan Results.



- Annual Contract Executive Summary.
- An annual GAP Analysis of capacity and capacity building planning process.

Approved by the Family Partnerships of Central Florida Board of Directors on May 28, 2026.

AS APPROVED BY THE BOARD OF DIRECTORS:

A handwritten signature in blue ink, appearing to read "Eric Austin", written over a horizontal line.

ERIC AUSTIN
Board Chair

BY DIRECTION OF THE PRESIDENT AND CHIEF EXECUTIVE OFFICER:

A handwritten signature in blue ink, appearing to read "Philip J. ScarPELLI", written over a horizontal line.

PHILIP J. SCARPELLI
President and Chief Executive Officer
Family Partnerships of Central Florida

Signature Date: 6/4/2026

Signature Date: 6/4/2026