Strategic Plan Framework

Our Why

What is our basic purpose, our intended future, and our standards for accomplishment?

Our What

What is our current focus in achieving our mission & vision?

Our How

Captures our projects and initiatives that establish outcomes in our priorities.

Mission
Working together to foster a thriving Alexandria

Vision
A culture that supports each of us an inspires excellence

Core Values
Respect - Integrity
Continuous Improvement - Teamwork

City Council Principles
All City initiatives will integrate strategies that promote Community Connection, Equity, and Environmental Justice by removing systemic barriers to participation, ensuring equitable access to services, and advancing local climate action.

2025 - 2027 Strategic Priorities
Housing Opportunities (*Council*)
Economic Strength (*Council*)
Eliminate Community Disparities (*Council*)
Employee Attraction & Retention (*Council*)
Streamline Organizational Systems and Processes (*Organizational*)
Improve & Innovate (*Organizational*)

Annual Department & Council Priority Work Plans
Key Initiatives and Projects
Performance Indicators

**Updated every 10 years
(last updated in 2018)**

Updated every 3 years

Annual