

MANSFIELD TOWN MANAGER & SELECT BOARD GOALS (FY22 & BEYOND)	GOAL #	Goal Details	Target Completion Date	2030 Master Plan Implications?	Is this a SMART Goal: Specific, Measurable, Achievable, Realistic, Timebound?	Responsible Parties	Not Initiated	Initiated but not more than 25% completed	Initiated but not more than 50% completed	Initiated but not more than 75% completed	Notes/Comments
PANDEMIC RESPONSE											
	1	Continued oversight and management of the COVID-19 pandemic.	Unknown	No	✓	Town Manager & Select Board				✓	Continued oversight and management of the COVID-19 pandemic. <ul style="list-style-type: none"> Meetings of COVID Task Force as necessary; Optimize receipt and use of emergency Funds (Cares Act, FEMA, American Rescue Plan); Regular and timely public communications via website and social media outlets
GOVERNANCE											
	2	Review and update procedures for appointing members to town boards and committees to ensure process is efficient, fair for all, inclusive, and maximizes citizen engagement	July 16, 2021	No	✓	Select Board				✓	pending vote to adopt new selection process subcommittee at 7/16 meeting
DIVERSITY, EQUITY & INCLUSION											
	3	Review and analyze the current state of the Town's existing policies and employment practices related to diversity, equity & inclusion to ensure the Town is compliant with federal and state legal mandates. Develop, communicate, and implement a strategy that will address diversity, equity & inclusion issues affecting the Town's workforce, boards, and committees.	July 1, 2022	No	difficult to measure	Town Manager/Select Board	✓				Dependent upon money in the budget
MANAGEMENT, BUDGET/FINANCE											
	4	Recommend and implement updates to the Town's Trash & Recycling services and hauler contract in order to manage costs and promote environmentally sustainable practices	December 31, 2021	No	✓	Town Manager & Select Board				✓	pending RFP responses in Fall 2021
	5	Implement manager-level training across all departments, with a focus on diversity, equity, and inclusion, conflict resolution, time management and ways to reduce risk to the Town.	July 1, 2022	No	✓	Town Manager & Select Board	✓				Dependent upon money in the budget
ECONOMIC DEVELOPMENT											
	6	Develop a revised plan for selling the fire station on North Main Street by 12/31/20. Complete a sale by 9/30/21.	September 30, 2021	Yes	✓	Town Manager & Select Board				✓	Pending resolution of environmental review; target for P&S finalization is late summer 2021.
	7	Develop and deliver a quarterly economic development update to the Select Board that includes ongoing efforts of engaging & promoting the Cabot Park Community, downtown businesses, and the bio-tech industry.	December 31, 2021	No	✓	Town Manager			✓		Complete, except for the creation of an "economic development dashboard report"
	8	Implement phase 2 of the economic development marketing plan for the town in conjunction with Penta Communications. Includes the hiring of an economic development officer.	December 31, 2021	Yes	✓	Town Manager & Select Board			✓		pending launch of new website, job description for EDO, and funding to hire.
TOWN-WIDE IMPROVEMENTS											
	9	Achieve the Green Community Designation	December 31, 2021	Yes	✓	Town Manager & Select Board				✓	Stretch building code & energy efficient vehicle policies have been adopted
	10	Implement a new sign bylaw to standardize rules for placement of signs on public property and implement rules for digital signs.	Nov. 30, 2021	Yes	✓	Town Manager & Select Board			✓		Public hearing to be scheduled; subject to approval at Fall Town Meeting
	11	Complete the Town-wide implementation of MUNIS financial software program	December 31, 2021	No	✓	Town Manager			✓		
	12	Create a process to ensure implementation of 2020 Master Plan recommendations and vision	July 1, 2022	No	✓	Town Manager & Select Board	✓				First meeting to be scheduled for September 2021
	13	Research and implement a plan for redeveloping the vacant police station building at 50 West Street, which includes a decision on whether leave radio tower in place or relocate.	July 1, 2022	Yes	✓	Town Manager & Select Board		✓			