

Regional Strategic Plan



- Required by the Regional Cooperation Act (Virginia State Code) to guide the district on matters that are of importance to more than one locality
- Defines coordinated regional vision and goals
- Contextualizes the relationship, content, and processes for functional area plans
- Indicates the role and responsibilities of PlanRVA in serving the region through implementation.

Pathways to the Future: 2025-2030 Regional Strategic Vision – Development Steps:

- PlanRVA staff review of locality Comprehensive Plans and Strategic Plans and review of existing regional core plans and partner plans.
- Feedback from:
 - 5/21/24 Public Outreach and Engagement Committee – Review of draft Vision components
 - 6/13/24 Joint Annual Meeting – Visioning Exercise, broad discussion of regional issues
 - 12/5/24 Joint Annual Meeting – Presentation of Vision Themes
- Shared with regional community and stakeholders, including at the Pathways to the Future Regional Symposium 2025 (Pi(e) Day)
- Advertisement and Notices to Localities
- Commission consideration scheduled for June 12, 2025



Coalesce Our Regional Strategic Plan

- A Regional Vision at the center of the agency's work
- Core Plans that serve as "Chapters" of the Strategic Plan
- Core Plans contain specific topical Goals and Strategies, and help guide other activities in the program areas – other plans, studies, program activities and performance indicators

A Regional Vision

5 Interconnected Themes. A Region With:



- **Strategic and Resilient Infrastructure**



- **A Healthy Environment**



- **Attainable Housing**



- **A Strong Economy**



- **Opportunity and Choice for Everyone**

* See Regional Strategic Vision document in the packet for full theme descriptions.

Succession Management Plan

Succession Management Plan

- Developed and Approved in FY2022
 - Established process for addressing vacancy (short or long term) in the Executive Director Role
 - Identified tasks to support greater continuity of operations throughout the entire organization
 - Establishing criteria for identifying high-performing and high-potential employees
 - Incorporating cross-training and succession management for key leadership positions

Proposed Updates- 2025

- Streamline steps/activities for addressing a (short- or long-term) vacancy in the Executive Director role
 - Update to reflect the current organizational structure (Q4 FY2025)
- Address additional opportunities to increase organizational sustainability and resiliency
 - Develop Succession Plans for the Senior Leadership Team (Q4 FY2025)
 - CFAO & Program Directors
 - Identify positions for whom cross-training is necessary (Q4 FY2025)
 - Incorporate other operating practices into an overall strategy for retention & continuity (Q1 FY2026)

Retention & Continuity- FY2026

- Culture Building
 - Staff Engagement, Recognition, Education and Training, Safety, Standards of Excellence*, Cultural Competence, etc.
- Evaluation of Employee Benefits
 - Retirement, Insurance (health/supplemental/life), Leave Accrual and Donation Program, Flex Work, Education*, etc.
- Recruitment Practices
 - Needs justification, position profile and recruitment strategy
 - Anti-Discrimination and Fairness

Retention & Continuity, cont.

- Supporting High-Performing and High-Potential Employees
 - Aligning development goals and performance evaluations with merit and professional development investment
 - Establishing pathways for professional development within and beyond PlanRVA
- Feedback and Continuous Improvement
 - Staff Satisfaction, Exit Interviews
 - 360 Evaluation System
 - Project debriefing and evaluation with internal/external stakeholders

Strategic Plan – Core Plan Timeline

	2025	2026	2027	2028	2029
	Transportation				
Core Plan Development/Update					
Implementation and Evaluation					
	Economic Development and Housing				
Core Plan Development/Update					
Implementation and Evaluation					
	Natural Resources				
Core Plan Development/Update					
Implementation and Evaluation					
	Hazard Mitigation				
Core Plan Development/Update					
Implementation and Evaluation					
	Climate Resilience				
Core Plan Development/Update					
Implementation and Evaluation					



Economic
Development

Regional
Strategic Vision
**Pathways
to the Future**

Housing

PlanRVA Community Development Programs

Community Development- Economic Development

- **Core Plan**

- Comprehensive Economic Development Strategy (2025 CEDS)

- **Supporting Plans & Studies**

- Region 4 Growth & Diversification Plan (2025 update by GO Virginia)
- GRP Target Industry Cluster Analysis

- **Supported Programs:**

- Southeastern Regional Crescent Commission (SCRC)
- EDA Economic Development District (EDD) designation, PlanRVA apply in 2026

- **Performance Indicators**

- Regional Indicators/RVA Rising



Community Development-Housing

- **Core Plan**

- Regional Housing Framework (Partnership for Housing Affordability)

- **Supporting Plans & Studies**

- Analysis of Impediments to Fair Housing
- Market Value Analysis (PlanRVA)

- **Supported Programs:**

- Virginia Housing PDC Grant Program
- BIPOC Homeownership Initiative (LISC)

- **Performance Indicators**

- Regional Indicators/ RVA

