

FINAL DRAFT

Town of Tecumseh

Vision and Mission, Values and Strategic Priorities

Vision (Select 1)	
1.	Proud of the Past. Confident in the Future. A community for everyone.
2.	Tecumseh, a sustainable community where everyone shares in the Town's prosperity.

Mission	
Working together for sustainable community growth and service delivery to support an exceptional quality of life.	

Values	
Value	What it means:
Sustainability	Courage to persevere and achieve fiscal responsibility, environmental stewardship, cultural sensitivity, and social harmony
Excellence	Forward-thinking, innovative and effective organizational and individual leadership that preserves public trust in government
Equity, Diversity & Inclusion	Recognizing the dignity and worth of all people and the unique status and cultural diversity of Indigenous communities; removing barriers of discrimination and disadvantage faced by human rights protected groups; and creating a harmonious environment free from discrimination, harassment, and hate
Accountability	Acceptance of responsibility to the public; commitment to public engagement and issues resolution; fair and thoughtful decision-making; transparent and open communication
Teamwork	Respectful relationships characterized by valuing the views and contributions of others, with a demonstrated commitment to collaboration, mutual support, knowledge transfer and public service
Integrity	Straightforward and ethical conduct that is open, honest, and fair

Strategic Priorities

- **Sustainable Growth:** Achieve prosperity and a livable community through sustainable growth.
- **Community Health & Inclusion:** Integrate community health and inclusion into our places and spaces and everything we do.
- **Service Experience:** Enhance the experience of Team Tecumseh and our citizens through responsive and respectful service.

Strategic Priority	Goals	Actions
<p>Sustainable Growth: Achieve prosperity and a livable community through sustainable growth.</p>	<p>Increase the population of Tecumseh through new housing supply.</p>	<ul style="list-style-type: none"> • Create new housing supply and promote affordability • Finalize and implement the Tecumseh Hamlet Secondary Plan • Pursue available funding and partnerships
	<p>Create opportunities for business and industrial growth.</p>	<ul style="list-style-type: none"> • Promote local and regional economic development • Maintain and update the Town's the Lifecycle Program • Build effective and supportive relationships with municipal partners and Provincial & Federal governments
	<p>Maintain Tecumseh as a livable community.</p>	<ul style="list-style-type: none"> • Maintain and implement current studies, plans and policies for sustainable development, such as: Oldcastle Hamlet Special Planning Study, Tecumseh Hamlet Secondary Plan, Sanitary Sewer Model, Water Model, Tecumseh Road CIP, Development Charges, Water/Wastewater Rates and the Energy Conservation & Demand Management Plan
	<p>Ensure fiscal sustainability while investing in infrastructure.</p>	<ul style="list-style-type: none"> • Implement 5+Year Capital Plan for the Tecumseh Hamlet Secondary Plan Area, Oldcastle Hamlet, and MRSPA (Public Works) • Implement 5-Year Capital Amenities Plan (Community & Recreation Services) • Maintain and augment the Town's Asset Management Plan

Strategic Priority	Goals	Actions
Community Health and Inclusion: Integrate community health and inclusion into our places and spaces and everything we do.	Enhance public spaces to make the Town accessible for everyone.	<ul style="list-style-type: none"> • Plan and secure partners for a wellness and recreation hub, called Good Medicine, on the Town Centre Park campus • Develop and deliver comprehensive community services and enhanced Community Programming • Initiate programs and practices to promote traffic calming • Implement the 5-Year Capital Amenities Plan (Community & Recreation Services)
	Celebrate and encourage diversity and inclusion.	<ul style="list-style-type: none"> • Strengthen Indigenous Relations through education, MOUs, and amenities • Establish a diversity and inclusion policy setting out clear implementation paths • Improve Tecumseh Transit and other multi-modal transportation corridors and services
	Maintain Tecumseh as a safe place to live.	<ul style="list-style-type: none"> • Update the Town's Emergency Response Plan • Implement the new Fire Master Plan and Community Risk Assessment • Update Community Safety equipment - regional radio system, apparatus replacement • Implement the Community Safety & Well-being Plan (2021) • Transition to regional waste collection, including separated food & organics • Implement the Community Safety & Policing Act (2019)

Strategic Priority	Goals	Actions
<p>Service Experience: Enhance the experience of Team Tecumseh and our citizens through responsive and respectful service.</p>	<p>Provide seamless, responsive, and consistent services focusing on the customer experience.</p>	<ul style="list-style-type: none"> • Implement a new centralized customer service model • Offer customer service through multiple channels • Communicate in inclusive, transparent and collaborative ways • Provide meaningful opportunities for public engagement
	<p>Engage Team Tecumseh in a vibrant, healthy, and inclusive workplace.</p>	<ul style="list-style-type: none"> • Foster health, safety and wellness through employee-based committees • Create opportunities for employee engagement • Implement a comprehensive People Strategy based on the Town's values
	<p>Sustain municipal service delivery to support an exceptional quality of life.</p>	<ul style="list-style-type: none"> • Implement Service Delivery Reviews, including but not limited to the ITSR, Business Continuity/Disaster Recovery Strategy, Clerks Service Review, Records Management, Payroll/Time & Attendance • Monitor efficiencies, measure and report performance • Continue to improve technology related to network security, connectivity, data management/storage, hardware, and innovative software solutions • Maintain consistent delivery of essential municipal services every day