# Plainfield Fire Department

*A Strategic Approach to Our Future*

# Expectations and Values
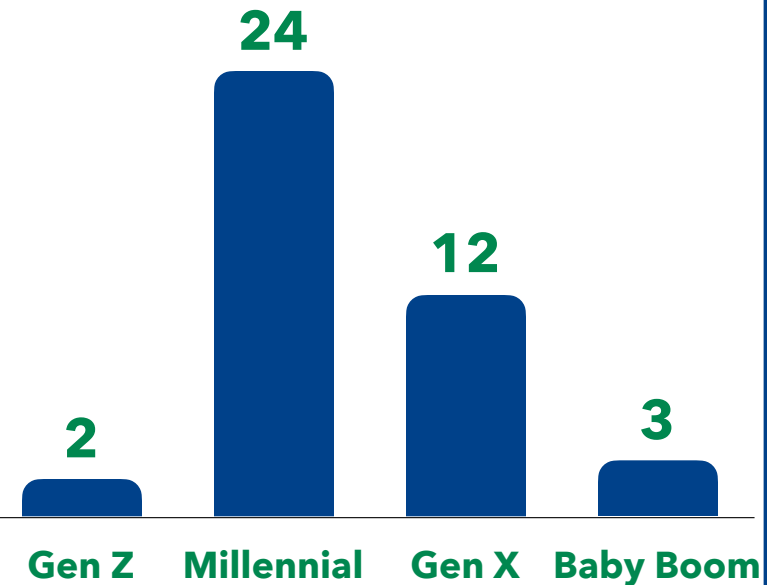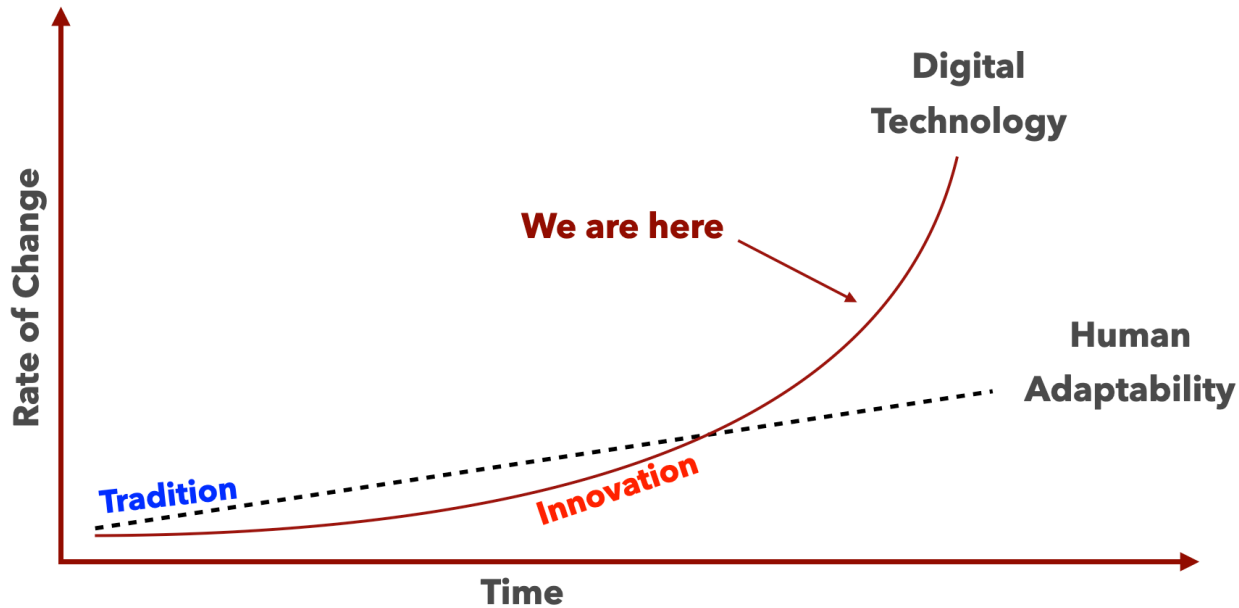
## Community Expectations

- Professionalism
- Responsiveness
- Continuous Learning
- Community Engagement

- Department Planning
- Quality Recruitment
- Use of Best Practices
- Fiscal Responsibility

## Shared Department Values

- Integrity
- Professionalism
- Customer-Centric Engagement

- Team Collaboration
- Continuous Improvement
- Ethical Leadership

# What GAP did we identify?

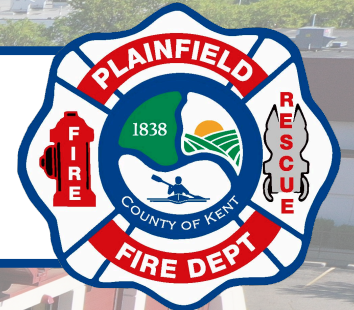## "Embracing Innovation While Respecting Tradition"

# Communication

**GOAL: Create consistent delivery methods and pathways to effectively communicate department information while enhancing unity, transparency, and leadership.**

- **Identification of Expectations**
- **Embrace Collaboration and Knowledge Sharing**
- **Research and Implement Supervisor Check Ins**
- **Identify Transparent Communication Methods**
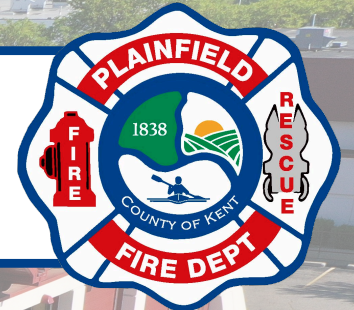- **Implement a Feedback System**

# Leadership

**GOAL: Effectively navigate current and future leadership challenges through training, consistency, and accountability.**

- Identify, Evaluate, and Set Formal Standards of Excellence
- Invest in and Establish Formal Leadership Training
- Train Leaders in Conflict Resolution
- Develop Consistencies from Shift to Shift
- Implement a Feedback System

# Fire & Rescue Training

**GOAL: Strive for excellence through a comprehensive and dynamic fire and rescue training program.**

- **Evaluate the Overall Program Design (Best Practices)**
- **Develop Training Modules**
- **Design an Impactful Field Training Program**
- **Ensure Relevancy**
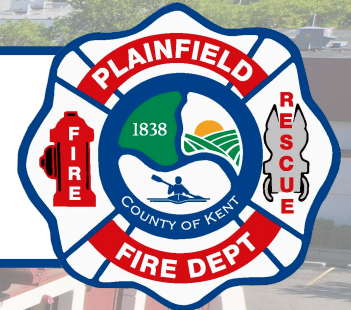- **Implement a Feedback System**

# Recruitment, Retention & Succession Planning

**GOAL: Navigate challenges with recruitment, retention, and cultivating a resilient culture in the fire department.**

- **Develop/Refine Comprehensive Hiring Practices**

- **Establish Employee Development Opportunities**

- **Implement Succession Planning Programs**

- **Implement Targeted Retention Strategies**

- **Effectively Manage Current and Future Culture Changes**

# Financial Resources (Capital)

**GOAL: Navigate equipment costs, budget allocations, and technological upgrades through strategic financial planning.**

- Develop Transparency Through Increased Collaboration
- Create a Life Cycle for Technology Upgrades
- Manage Future Apparatus Needs
- Predict Future Station Upgrades
- Implement Information Sharing Practices

# Board Support

Tradition

Respect

Teamwork

Innovation