

Overview

The Agency Strategic Plan, aligned or realigned at the beginning of each Presidential term, defines the agency's mission, long-term goals, strategies, and the approaches that are used to monitor progress in addressing specific national problems, needs, challenges, and mission-related opportunities.

The strategic plan showcases the agency's purpose across its component agencies and over the long-term. Being intentional about both provides a unified vision to which programs and mission support functions can align.



Process

The strategic planning process is intended to **engage stakeholders**. This includes internal stakeholders, other federal agencies, and delivery partners. Agencies must also consult with Congress during the planning process.

Content

Strategic Plans contain **multiple levels of goals and strategies**. It shows **how they fit together** to form a cohesive strategy.

Implementation

Strategic plans serve as **roadmaps to help guide decisions** around resourcing. This includes human capital, acquisitions, information technology priorities, and other mission support needs. As the environment changes, the Plan **should be updated** to reflect strategic shifts so it can be used as an implementation tool.

Communication

Strategic plans serve as important communication tools within and outside the agency. Specifically, they **improve communication by providing a clear mission and vision**. This serves as a guide to allow multiple parties to collaborate towards shared goals.

Annual Strategic Plans

Each year, **agencies assess the implementation of their strategic plan and report the highlights** of their findings to the Office of Management and Budget and the public. This process is called the **Strategic Review**. Each agency builds and customizes their Strategic Review processes to best meet the needs of agency leadership.

Example Strategic Plan

Department of Homeland Security's FY 2012 – 2016 Strategic Plan

Mission 1: Preventing Terrorism and Enhancing Security

Goal 1.1: Preventing Terrorists Attacks

- Objective 1.1.1:** Understanding the threat
- Objective 1.1.2:** Deter and disrupt operations