



SELECT BOARD GOALS

Fiscal Year 2024

1. Financial Sustainability

- a) Create and present a comprehensive capital plan. The plan and subsequent planning efforts will include:
 - i. Capital capacity estimates for at least five years
 - ii. A long-term facilities maintenance strategy
 - a. Develop and resource a planned preventive maintenance strategy
 - b. Continue the integration of town/school Maintenance Department
 - iii. Continued efforts towards updating town buildings
 - a. Evaluate space needs for town government and community programs
 - b. Prioritize building plans
 - c. Tour all public facilities

- b) Continue evaluating regionalization/consolidation opportunities.

2. Environmental Stewardship

- a) Support and staff the following efforts identified by the ESC:
 - i. Maintain green community status
 - ii. Develop an EV transition plan for municipal fleet
 - iii. Investigate sustainability partnerships with the school to include a student ESC member and connecting local farm resources to the school lunch program
 - iv. Gather data necessary to create a townwide carbon reduction plan
 - v. Research and analyze regional sustainability policies for integrating sustainability in all Carlisle policies and actions
 - vi. Support the annual Route to Sustainability Day
 - vii. Continue to connect ESC outreach efforts to town communication platforms
 - viii. Administratively support the ESC

- b) Support the continued implementation of the recommendations in the Town's Municipal Vulnerability Preparedness Report and Hazard Mitigation plan.

3. Connectivity and Access

- a) Continue and refine the onboarding program for all appointed volunteers
 - i. Develop a training program for all new Board chairs
 - ii. Revise and enforce a procedure for posting meeting minutes for all committees
- b) Meet with boards and committees regularly
 - i. Review charters and amend as needed
 - ii. Review Town Bylaws and align with committee charters
 - iii. direct TA to develop and implement a plan for staff support for all volunteer boards and committees
- c) Continue periodic Chairs' Meeting to share board missions, town goals, understand requirements and opportunities for collaboration among committees
- d) Discuss and create a policy around regular review of bylaws and policies
- e) Continue town-staff alignment efforts to include:
 - i. Celebrate excellence through performance recognition and evaluation
 - a. Select Board to complete timely public reviews of the TA, Police Chief, and Fire Chief
 - b. Select Board to enforce required annual performance reviews for all employees
 - c. Select Board to discuss and take to town meeting a Town Administrator Bylaw to further define the Authority of the Town Administrator
 - ii. Continue pursuit of digitization of archived records to increase public accessibility
 - iii. Create a strategic plan in conjunction with other town elected Boards for cross training/sharing administrative staff across departments
 - iv. Continue to implement the recommendations of the Master Plan Implementation Work Group and receive/publicize their reports

4. Carlisle Character

- a) Review and take to voters at town meeting a proposal for fire station improvements
- b) Review and take to voters at town meeting a proposal for police station improvements
- c) Select and Planning Boards develop land use and space plan to serve community needs
- d) Review and take to voters, at town meeting and/or election, a bylaw making the Town Clerk position appointed rather than elected
- e) Discuss and implement ideas to generate more involvement in Town Meeting