TOWN OF CALEDON

Caledon's Strategic Plan 2023-2035 Staff Survey Results Summary

What We Heard

In February 2023, the Town conducted an online survey to better understand from their professional expertise what staff believe is most important for the Caledon community over the next 12 years to inform Caledon's 2023-2035 Strategic Plan. The survey was open from February 1-15, 2023, with 93 responses submitted. A summary of the findings is included in this document.

Results from this survey should be treated as a snapshot into staff viewpoints on the project and considered alongside other data sources for a full picture of staff feedback.

Here's what staff told us:

- Staff identified Caledon's greenspace; offering of urban, rural, small town and suburban living; and being a "communities of communities" as the top three areas that make Caledon unique.
- An ideal Caledon 12 years from now tended to be described as green/environmentally conscious, rural/natural/agricultural, and diverse/inclusive/accepting. Note that some respondents understood "Caledon" in this question to mean the corporation and others thought the community.
- To move toward an ideal Caledon, it was largely suggested that the Town focus its attention on:
    - Planning for growth;
    - Environmental stewardship;
    - Healthy and diverse communities;
    - Staff and employee culture; and
    - Transportation and mobility.
- In the next 4 years, the Town could primarily take bold and positive action with respect to:
    - Preserve beauty/greenspace/agricultural land despite pressures for development;
    - Improve corporate culture/trust staff more/listen to frontline staff; and
    - Better transit solutions.
    - Note, answers to this question showed less repetition than others. Key groupings are shown here. As with previous questions, some respondents focused on the community and others the Corporation.
- Similarly, there was less repetition for this questions, however staff tended to note the following projects should be included in the 2023-2035 strategic plan:
    - Upgrades to community centres, parks and trails
    - Transit/GO train/Bus
    - Resilient Caledon Plan

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- Focused on continuous improvement and innovation, collaborative, informed decision-making and climate conscious were identified as the most important principles to guide the work of the Town going forward.
- Additional feedback was provided by some with little repetition.

Next Steps

Data collected throughout the entire consultation process will be analyzed and used to inform the 2023-2035 Caledon Strategic Plan Staff Report. The report will be discussed at a meeting in Summer 2023. Use the Q&A tool or staff contact information on the Have Your Say Caledon page to ask us questions.

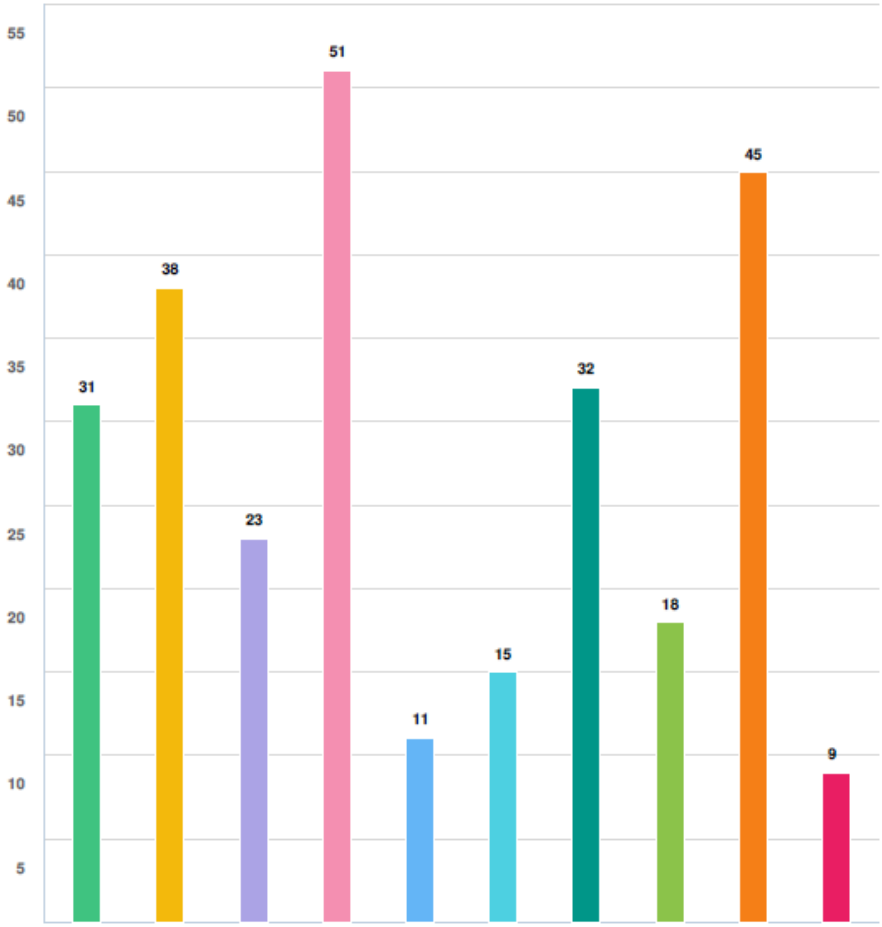
Survey Marketing & Promotion

Thank you to staff who participated in the survey. It was open to staff on the Town's Have Your Say Caledon (HYSC) engagement website and promoted through Town email and printed advertisements.

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APPENDIX A: List of Figures

QUESTION: To move toward your ideal Caledon, where should the Town focus its attention over the next 12 years? Select up to three areas you believe are the most important.

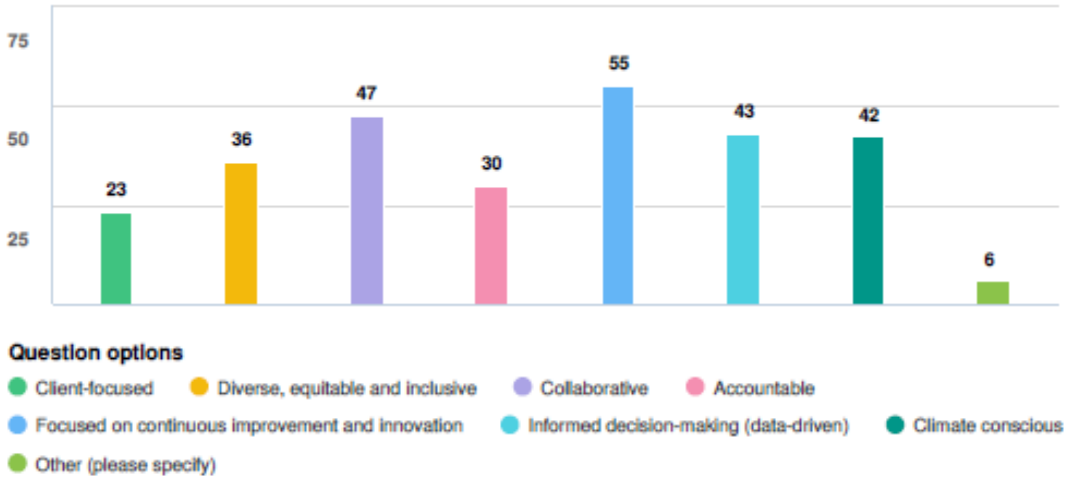


Question options

- Transportation and Mobility
- Healthy and Diverse Communities
- Economic Prosperity
- Planning for Growth
- Strong Financial/Asset Management
- Service Excellence
- Staff and Employee Culture
- Operational Efficiency
- Environmental Stewardship
- Other (please specify)

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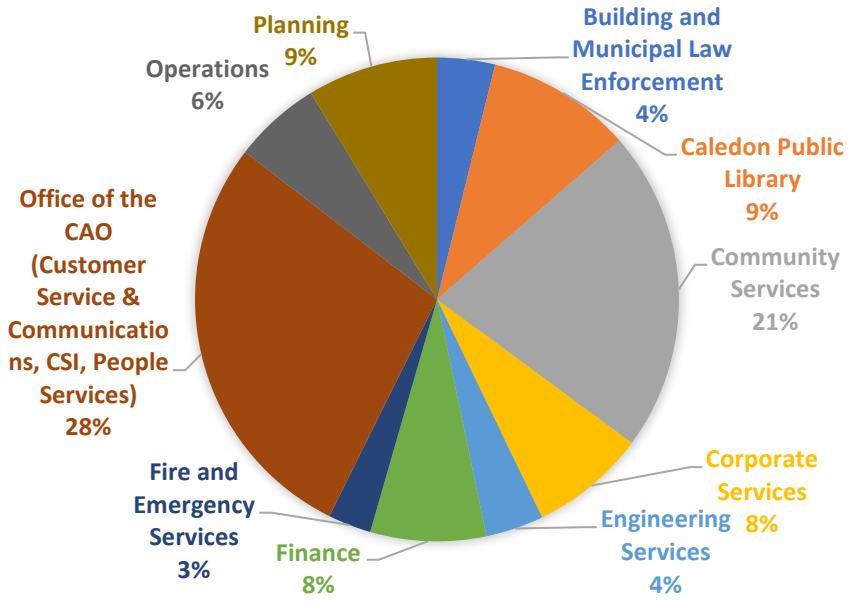
QUESTION: What principles need to guide the work of the Town going forward? Select up to three principles that you believe are most important.



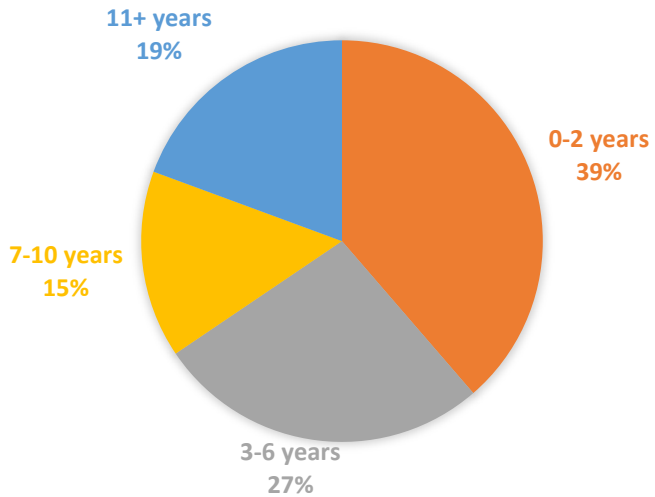
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APPENDIX B: Respondent Profile

QUESTION: What department do you work in?



QUESTION: Please indicate your length of service.



Note: Respondent participation was fairly proportionate to Town of Caledon staff data for 2022 with the exception of proportionally lower response rate from Fire and Emergency Services and Community Services staff, with higher response rate from Office of the CAO staff.