



Supreme Court of Appeals
West Virginia:

Strategic Plan Summary

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PREPARED BY
blue sky partners

Strategic Plan Summary

As the Supreme Court of Appeals West Virginia (SCAWV) plans for the next 3 -5 years, they have engaged Blue Sky Partners to lead a strategic planning process. This document contains a summary version of the strategic plan, which was created through the gathering of stakeholder feedback, research, and work groups. The strategic planning process is briefly outlined below. A comprehensive version of the Strategic Plan is also available.

The strategic planning process included:

- **Stakeholder Survey**- A total of 1,865 individuals responded to all or a portion of the survey
- **Focus Groups**- 4 groups conducted in June 2023
- **Document Review**- Comprehensive review of 68 documents in the categories of Operations, Management, Governance, Fund Development, and Financials.
- **Survey Summary**- A report was provided with a summary of survey data
- **Themes Report**- This report highlighted various potential strategic priorities based on the data gathered from the survey and focus groups
- **Facilitated Sessions**- 2 groups held in August 2023
- **Work Groups**- 4 work groups held in September and October 2023

Based on all of the above described processes, the Strategic Plan is made up of the strategic priorities and goals listed below. The strategic plan contains just strategies and goals; tactics and metrics will be further defined in later work groups and discussions which will be conducted internally by the SCAWV. The following list contains the strategic priority in bold and a summary of the goals beneath. The strategic priorities and goals outlined in this strategic plan are presented without any specific prioritization. Each area is considered valuable and contributes uniquely to the overall goals of the judiciary, allowing for flexibility and adaptability in the implementation process.

Strategic Priorities & Goals



Judicial Branch Leadership for State's Challenges:

- Enhance intergovernmental relations and foster community collaborations for information sharing.
- Enhance the quality of legal representation and overall process for child abuse and neglect and juvenile matters.
- Conduct benchmark analysis, explore funding, and pursue data opportunities for resource development and evaluation.

Efficiency & Public Service:

- Ensure access to necessary technologies and innovative tools for optimal performance
- Utilize technological advancements to improve public access to information from the courts
- Improve data accuracy and entry efficiency for easily accessible information.
- Provide comprehensive programs and accessible training options for judges and staff



Strategic Priorities & Goals



Staff Development, Culture, & Well-Being

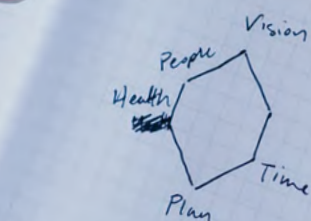
- Enhance advancement opportunities, recognition, and non-monetary benefits.
- Focus on incentives, professional development, and staff engagement for employee well-being
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- Increase communication, introduce performance evaluations and incentives, and enhance system efficiency
- Continually assess risks, implement controls, and update policies for secure and healthy workplaces

Public Confidence, Information, & Access:

- Improve transparency through proactive measures, training, and technology utilization
- Develop strategies to enhance public access, education, and social media use.
- Remove barriers, create educational opportunities, and increase public engagement with the courts to improve perception



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