

Police Activities League – 30-60-90-Day Work Plan**30-Day Plan December 2018-January 2019**

Key Question	Next Steps/Action Items	Parties Involved (Decision Maker)	Timeline
What immediate, short-term facility needs can be addressed at the PAL stadium site?	Make key immediate improvements to the facility, address safety + wear issues <ul style="list-style-type: none"> • Field Condition • Bathrooms • Bleachers • Fencing • Lighting 	PRNS	September-March 2019
What services/sports is PAL currently providing? How many youths are being served? What is the financial model? What other City facilities is PAL using and at what rates	Knowledge of what PAL is providing & how are they doing it (operationally) <ul style="list-style-type: none"> • Schedules • Org charts (sports, teams, coaches) • Review budget, financial audits, and chart of accounts Two sports fields out of inventory prior to negotiations (Selma Olinder + River Glen parks), plus PAL facility.	PRNS/PAL	October/November 2019
Community Outreach Plan	Provide engagement strategy <ul style="list-style-type: none"> • Identify Stakeholders • Conduct focus groups, PAL coaches, volunteers, and board • Outreach to PAL youths & Parents 	PRNS/CMO	November-January 2019
What operational needs can be addressed?	Convert PRNS budgeted position to parks manager; post position	PRNS	December 2018
Communication Plan	Inform community and PAL participants about the role PRNS/PD/PAL <ul style="list-style-type: none"> • Update website • Email message/Registration process 	PAL/PRNS	December 2018

60-Day Plan January 2019-February 2019

Key Question	Next Steps/Action Items	Parties Involved (Decision Maker)	Timeline
What is the best operational model for PAL?	Conduct cost-benefit analysis of: <ul style="list-style-type: none"> Strengthen PAL nonprofit and continue existing operations, bring on ED with expertise Bring in-house and operate through PRNS Enter into partnership with third-party operator (i.e. Boys and Girls Club or YMCA) 	CMO, PD, PRNS (NSE/Council)	December-January 2018
What is the vision/mission for PAL? <ul style="list-style-type: none"> 50-year organization Positive interactions between youth and officers Youth see officers care Officers see community outside of crime/arrest context Long-term impact on recruiting, community relations, morale	Facilitate vision discussion with key parties, either jointly or separately.	Police Department PAL Board	January 2019
What is the community's vision for PAL stadium site and PAL organization?	Draft a community engagement and outreach plan. Draft and conduct a survey with existing PAL families. Plan a community meeting for nearby neighborhoods.	CMO	January 2019
What role should PRNS/PD play on the PAL board?	Facilitate discussion of board model and how PRNS/PD should engage.	PRNS/PD/PAL	January 2019
How does PAL compare to other sports leagues?	Sports league market study/rental field policies	PRNS	January-February 2019
What are best practices/model PAL organizations?	Research best practices	CMO	January 2019

90-Day Plan February 2019-March 2019

Key Question	Next Steps/Action Items	Parties Involved (Decision Maker)	Timeline
Can PAL stadium be turned into a true multi-purpose field?	Explore options for converting football field to artificial turf with multiple uses.	PRNS	January-March 2019
How can PAL board transition to next step for the organization?	Develop plan to hire an ED (if that is the path forward).	PRNS/PAL	January-March 2019
Facility Improvements Long-term Main field conversion to artificial multisport field Lighting upgrades (switch gear) Office Facility replacement	Review study completed by PRNS Determine with PAL or alternative operator what sports will drive field improvement (soccer and baseball are primary, with football secondary)	PRNS, PAL, Community, Council, PD	February-March 2019
Contract review and modifications based on outcome of engagement and operating model review.	<ul style="list-style-type: none"> • Identify out dated requirements • Facility use guidelines, fields, and buildings • Partnerships with PRNS/Scholarship program • Reservation system coordination with PRNS programs • Financial sustainability • Capital improvements 	PRNS, PAL	February-March 2019
Fundraising policy, sponsorships, and guidelines		PRNS, PAL	March 2019