

## STRATEGIC OBJECTIVE 1

# G1

### GOAL 1: IMPROVE SERVICE MEMBER AND FAMILY CARE

OBJECTIVE 1.1: Ensure an employment rate of 98.5% for members of the SDNG by Sept. 2016.

OBJECTIVE 1.2: Ensuring 95% of SDNG meet the fitness and height-weight standards by Sept. 2015 (2018 for SDANG).

OBJECTIVE 1.3: One MRT assigned to each company/battery by Sept. 2016.

OBJECTIVE 1.4: One RTA assigned to each platoon-sized element by Sept. 2018.

OBJECTIVE 1.5: One trained ACE-SI individual per squad/section by Sept. 2016.

OBJECTIVE 1.6: Ensure 93% of companies/batteries/squadrons have a family support group lead volunteer/key-spouse program member by Sept. 2016. (Increase and maintain support to Family Volunteer Group for SDANG).

OBJECTIVE 1.7: Ensure each company/battery has a trained Unit Victim Advocate (UVA) by Sept. 2016.



## STRATEGIC OBJECTIVE 2

# G2

### GOAL 2: INCREASE READINESS

OBJECTIVE 2.1: Ensure SDARNG and SDANG meet personnel end-strength established by the adjutant general annually.

OBJECTIVE 2.2: Ensure a medical readiness rate of 90% in the SDARNG by Sept. 2016.

OBJECTIVE 2.3: All SDARNG units meet ARFORGEN aim-points annually.

OBJECTIVE 2.4: Meet or exceed the SDANG SORTS readiness rate as established by the Air Force monthly.

OBJECTIVE 2.5: Endorse at least 50% of all SDARNG units for the Superior Unit Award by Sept. 2016.

OBJECTIVE 2.6: Ensure a DMOSQ rate of 97% in the SDARNG by Sept. 2016.

OBJECTIVE 2.7: Ensure 80% retention rate in the SDARNG and 90% in SDANG by Sept. 2015.



## STRATEGIC OBJECTIVE 3

# G3

### GOAL 3: INCREASE RELEVANCY TO CUSTOMERS

OBJECTIVE 3.1: Secure a follow-on fighter mission (SDANG) by Sept. 2018.

OBJECTIVE 3.2: Increase IRT projects 20% by Sept. 2016.

OBJECTIVE 3.3: Develop domestic response/homeland security scenarios (80% of MSCA "Essential 10") for the Golden Coyote exercise by 2017.

OBJECTIVE 3.4: Ensure every company/battery/identified squadron participates in an externally evaluated exercise by Sept. 2018.

OBJECTIVE 3.5: Secure a second country partnership by Sept. 2017.

## STRATEGIC OBJECTIVE 4

# G4

### GOAL 4: DEVELOP LEADERS AND MANAGE CAREERS

OBJECTIVE 4.1: Ensure 75% PME completion for NCOs and 70% for officers by individual promotion eligibility date by Sept. 2018.

OBJECTIVE 4.2: Ensure 95% of all officer-career plan completion occurs annually.

OBJECTIVE 4.3: Have at least 25 SDNG members conduct a minimum of 6-month, Title-10 tour within a CCMD by Sept. 2018.



## DEFINITION OF SMART OBJECTIVES

For a strategic plan to support the organizational goals, the supporting objectives must be straight forward, measurable, achievable, relevant and time-driven (SMART). The South Dakota National Guard's strategic plan is a five-year plan with short, mid and long-term goals. The plan defines these objectives as follows:

- Short-term objectives are accomplished by September 2015
- Mid-term objectives are accomplished by September 2016
- Long-term objectives are accomplished by September 2018

**MISSION:** The South Dakota National Guard provides ready forces to support global and domestic requirements under the direction of civil authority.

**VISION:** The SDNG will be the most professional, competent and reliable National Guard organization in the United States of America.

**VALUES:** The SDNG's primary values are loyalty, duty, respect, selfless service, honor, integrity, personal courage, and excellence in all we do.



## MY SUPPORTING OBJECTIVES

A large yellow rectangular area with horizontal lines, intended for writing supporting objectives.



# South Dakota NATIONAL GUARD STRATEGIC PRIORITIES

### ADJUTANT GENERAL'S PRIORITIES:

The adjutant general's top priorities build the foundation for what is important for all members of our organization. With our values, these priorities define our organizational culture. These priorities are caring for our service members and their families, maintaining high-level readiness, remaining relevant, embracing diversity, enhancing communications, Army and Air Guard working together, supporting the State Partnership Program, developing leaders, ensuring safety and enhancing the joint staff.

### PRIORITY ISSUES:

The strategic planning group identified the organization's priority issues by conducting a solid environmental scan, internal and external to the organization. From this scan came identified strengths, weaknesses, opportunities, and threats, which allowed planners to focus on the organization's key strategic challenges over the next five years. These priority issues are service member and family care, readiness, relevancy and career management.

