

CPW Draft 2026-2036 Strategic Plan

*Parks and Wildlife Commission
March 4, 2026*

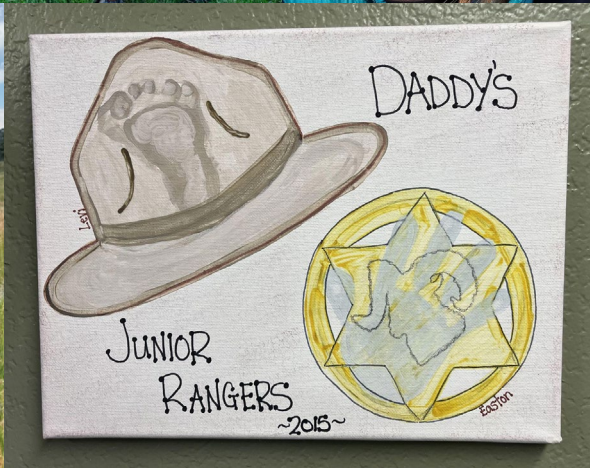


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Development Process

Intentions

- Adapt, align, optimize, connect

Engagement & Feedback

- 700+ agency staff
- 200+ partners
- 4,500+ public

Core Team

- Staff Advisory Team
- Steering Committee



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Agency Vision & Values

Vision

A Colorado where all people, places and ecosystems flourish.

Values

CPW's core values are demonstrated through:

- Integrity
- Stewardship
- Transparency
- Communication
- Trust



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10-year Goals

1

Resilient Ecosystems & Exceptional Experiences

2

Agency Relevance & Trust

3

Organizational & Workforce Health

4

Financial Resilience & Innovation



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1. Resilient Ecosystems and Exceptional Experiences

- Alignment of conservation, recreation, and park management
- Wildlife and parks thrive and inspire
- Outdoor experiences remain exceptional



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2. Agency Relevance and Trust

- Strengthened public confidence in the agency
- Shared stewardship of natural resources
- Coloradans continue to see themselves reflected in and supported by the agency's work.



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3. Organizational and Workforce Health

- Strength and health of CPW's people and the supportive structures
- Positive internal culture and empowered workforce
- Widened impact of CPW's mission



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4. Financial Resilience and Innovation

- Adapt to changing demands and further CPW's impact
- Invest in people and programs
- Respond effectively to emerging challenges
- Pursue innovative and varied funding approaches



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Staff Connections

“The CPW Resource Stewardship Program is actively involved in partnerships with our field staff to implement science driven resource management while providing top notch outdoor recreation experiences in state parks”



“The park I manage is intertwined with multiple jurisdictions and maintaining trust allows me to leverage our efforts”



“I see the people aspect of our organization being critical to success, and the financial aspect is certainly critical to our hatchery infrastructure.”



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10-year Actions

**Strengthen &
Expand Strategic
Partnerships**

**Enhance
Proactive
Engagement &
Communication**

**Empower
Employees &
Unify Agency
Culture**

**Optimize
Resources &
Processes**

**Integrate
Adaptive Planning
for Coordinated
Management**

**Advance
through
Innovation &
Leadership**



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Strategic Plan in Action: Blue Sage Ranch



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Next Steps



**PWC Draft Plan
Presentation**

**Plan
Refinement**

**PWC Final Plan
Approval**



Strategic Plan in Action: The Peytons



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Questions?



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