Independent Redistricting Commission
Lessons Learned Framework

September 30, 2021

Item 8

IRC Lessons Learned Framework

Purpose: Utilize the DOTMLPF-PF as a framework for the Independent Redistricting Commission (IRC) to collect, categorize and analyze lessons learned during the County of San Diego Redistricting process.

Objective: Examine the <u>sufficiency</u>, <u>effectiveness</u>, and <u>efficiency</u> of personnel and resources available during planning and execution.

DOTMLPF-PF (Model): Enables organizations to operationalize their strategy, capture lessons, conduct in-stride adjustments, and provide insightful and relevant feedback for future planning.

- Doctrine, Organization, Training & Education, Materiel, Leadership, Personnel, Facilities, Policy, and Finance.

Suggested: Collect & Categorize Framework

DOTMLPF-PF: Doctrine, Organization, Training and Education, Materiel, Leadership, Personnel, Facilities, Policy and Finance.

- **Doctrine*:** Determine if guidelines, rules, regulations, and protocols were adequate, codified, and disseminated to the IRC and key stakeholders.

- **Organization:** Examine the structure, governance and relationships of the IRC, Staff and Contractors.

- **Training and Education:** Examine the adequacy of training and education (products/processes) for the IRC and Staff.

- **Materiel:** Determine if equipment and systems were sufficiently available --- quality / quantity to support the mission.

- **Leadership:** Examine the leadership established by the Commission, including officers, subcommittees, and Single Points of Contact (SPOC).

- **Personnel (Staff):** Determine if the correct type (fit) and the adequate number (fill) of staff were assigned.

- **Facilities:** Determine the adequate facilities to support the IRC.

- **Policy*:** Determine if policy issues enabled or impeded the IRC in conducting its mission.

- **Finance:** Determine the adequacy of funding and the appropriateness of the budget development process.

* Note: State Law requirements cannot be changed by the IRC. Recommendations for possible changes to State Law/policy can be included.

Sample: Analysis Framework

SWOT process --- considers the information collected and categorized during the DOTMLPF-P process to identify:

- **S**trengths

- **W**eaknesses

- **O**pportunities

- **T**hreats

...during planning, deliberation, decision making and execution of the process.

Action-Oriented: Continue, Modify, Cancel.

Lessons Learned Template (Sample)
(Other approaches: questionnaire or narrative by each commissioner)

IRC Lessons Learned Form					
#	Submitted by (Drop Down Menu)	Category DOTMLPF-PF (Drop Down Menu)	Description	SWOT Analysis (Drop Down Menu)	Action (Drop Down Menu)	Recommendation
1	Commissioner	Doctrine, Organization, Training and Education, Materiel, Leadership, Personnel, Facilities, Policy, Finance.	NMT 250 Characters.	Strength, Weakness, Opportunity, Threat.	Continue, Modify, Cancel.	NMT 250 Characters.