A dramatic sunset sky with orange, yellow, and purple clouds, with the sun visible on the right side.

# **2023-2033** **STRATEGIC PLAN**



This new National Weather Service Strategic Plan can be described with one word: You! It's simple: you — the NWS workforce and our partners in the weather community — are at the core of our mission of saving lives, protecting property, and enhancing the national economy.

Only through your skills, talent, dedication, and determination can we as a team — inclusive of all roles and responsibilities — provide outstanding services to our partners and to the public as part of our ongoing efforts to achieve a more Weather-Ready and Climate-Ready Nation.

Facing increasing dangers and risk associated with weather, water, and climate events, the needs of the public and our partners never sit still — and neither will the NWS. This Strategic Plan is intended to be an actionable document and serve as our path to transform into a more nimble, flexible, and mobile agency that is eye to eye with decision makers. This is an NWS that provides decision support services when, how, and where they are needed.

While this Strategic Plan is more streamlined than in the past, it runs deep on actions that will transform the agency under the three key themes of our People, our Infrastructure, and our Future and deep in activities that will advance the way in which the NWS works with partners.

Time and time again, our partners and stakeholders say that our services are critical in their ability to make sound life-saving and economic-sensitive decisions. The NWS is needed now more than ever, and that need is projected to grow. That is an incredible feeling that comes with tremendous responsibility, and I know we are up to the challenge.

The NWS cannot do this alone either. It is through our partners in emergency management and across the spectrum of the weather and research community that we can ensure every citizen is equitably receiving and responding to the vital forecast information that we provide. Partnerships and communication between the NWS, the emergency management community, the private sector, and amplifying voices in local communities are incredibly important for completing the “critical last mile” — to ensure NWS forecasts and information produce the life-saving actions that are intended.

I am excited for us to take this journey together as one NWS. In doing so, let's ensure we have each other's backs and be rest assured that I will always have yours!

Now, let's go!

A handwritten signature in black ink, appearing to read 'Ken Graham', written in a cursive style.

Ken Graham  
Director, NOAA's National Weather Service

# NWS MISSION, VISION & CORE PRINCIPLES

## VISION

A Weather-Ready Nation: Society is prepared for and responds to weather, water, and climate-dependent events.

## MISSION

Provide weather, water and climate data, forecasts, warnings, and impact-based decision support services for the protection of life and property and enhancement of the national economy.

## CORE PRINCIPLES

- **Our people drive our success;**  
we are dedicated to our science-based service to the Nation.
- **We provide the best forecasts possible,**  
connecting them to decisions that reduce impacts.
- **We cannot do it alone;**  
teamwork and partnerships are essential for success.
- **We strive for excellence,**  
continuously improving our science and engineering for mission performance.



# GOAL 1

## People As Top Priority—Always!

Ensure employees work in an inclusive, empowering, safe, and flexible environment that enables us to best serve our mission to save lives, protect property, and enhance the national economy.

- 1.1 **Implement** a comprehensive workforce training and development plan to advance both scientific and workplace skill sets, promote career path opportunities, and meet current and future mission needs.
- 1.2 **Recruit** and **Retain** a diverse and highly skilled workforce with improved recruitment and retention of the best available talent, representative of the diverse communities we serve.
- 1.3 **Strengthen** leadership skills of the entire NWS staff to allow a mindset to lead people and manage change in a results-driven environment that promotes Diversity, Equity, Inclusion, and Accessibility as core to success.
- 1.4 **Increase** workplace flexibility to enable greater work-life balance and better serve our customers.



# GOAL 2

## Improve our Infrastructure to be Resilient and Reliable

Ensure access to technology and tools that enable NWS personnel to provide weather, water, and climate services to decision makers anytime, anywhere.

- 2.1 **Modernize** and **simplify** *weather.gov* (including all NWS web properties) to improve its value, stability, and user experience.
- 2.2 **Improve** NWS IT Infrastructure, IT Governance, and implement Cloud-based solutions leveraging NOAA and industry-based products and services.
- 2.3 **Develop** and **Deploy** AWIPS in the Cloud that meets the needs of all our operations staff and facilitates having robust tools when deployed during a high impact event or COOP emergency.
- 2.4 **Begin development** of the next generation U.S. observing systems, including weather and water automated observations, climate observations, and radar, to ensure the quality and timeliness of storm warnings for communities through collaboration with our Enterprise partners.
- 2.5 **Build** and **Operate** the world's best community-based and cross-platform numerical Earth modeling system, with advanced ensemble prediction capabilities at all timescales, through collaboration with our Enterprise partners, enabling increased seamless actionable warning and forecast accuracy in extended time frames.



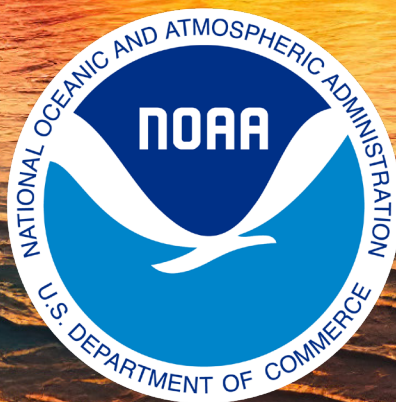
## GOAL 3

# Transform our Agency to meet current and future needs of society

Ensure the National Weather Service remains indispensable and a global leader in equitable weather, water, and climate services to build a Weather-Ready and Climate-Ready Nation.

- 3.1 **Enable** and **Empower** NWS personnel to provide weather, water, and climate services to decision makers anytime and anywhere (eye to eye objective).
- 3.2 **Adapt** the NWS operating model and staffing strategies to better align resources with shifting partner needs, workplace flexibility, and increased demand for Impact-based Decision Support Services (IDSS) at every level.
- 3.3 **Build** expertise and tools to increase our capacity to understand, interpret, and communicate risk-based/probabilistic information to drive probabilistic IDSS.
- 3.4 **Accelerate** transition from product and service development to deployment with rapid prototyping, operations proving grounds, and testbeds.
- 3.5 **Streamline** agency governance and change management processes to accelerate decision-making, enable organizational adaptability, maximize investment value, and link strategy to execution.

- 3.6 **Deliver** actionable inland and coastal water resource and inundation information across all time scales to address the growing risk of flooding, drought, and low water flow as well as immediate and long-range water management and planning.
- 3.7 **Reduce** or **Eliminate** low-priority, low-use, and obsolete products and services to enable resources to be reallocated to new, innovative, sustainable, and high-impact products and services.
- 3.8 **Understand** and **Apply** the best social, behavioral, and economic sciences to clearly communicate information with communities in multiple languages and deliver equitable service for those historically underserved and socially vulnerable to attain the desired response to high impact events.
- 3.9 **Expand** public-private industry partnerships that fast-track weather Enterprise innovations and technology, strengthen relationships, promote equitable service, leverage outreach to vulnerable communities, and share best practices to focus on continuous improvements.



U.S. DEPARTMENT OF COMMERCE  
National Oceanic and Atmospheric Administration  
National Weather Service