

**State Bar of California
Updated Goals & Objectives
2012-2017 Five-Year Plan**

Mission: 6001.1. Protection of the public shall be the highest priority for the State Bar of California and the board of trustees in exercising their licensing, regulatory, and disciplinary functions. Whenever the protection of the public is inconsistent with other interests sought to be promoted, the protection of the public shall be paramount.

(Added by Stats. 2011, Ch. 417, Sec. 1. Effective January 1, 2012.)

Vision: A public service organization committed to transparency, accountability and excellence to ensure public protection through lawyer regulation, education and discipline, and support for improvements to the legal justice system.

2016 Goals and Objectives

1. Ensure a timely, fair, and appropriately resourced discipline and regulatory system

- a. Conduct and implement Workforce Planning for the discipline system.
- b. Review and implement a Classification and Compensation Study for the discipline system, as part of an organization-wide effort.
- c. Develop and implement transparent and accurate reporting and tracking of the health and efficacy of the discipline system, to include (a) completion of the Annual Discipline Report and assessment of ways to enhance the process for the completion and review of future reports, (b) developing and implementing an appropriate backlog metric and seeking any needed statutory changes in regard to that metric, and (c) assessing ways to staff a dedicated data and research function.
- d. Develop and deploy a new case management system for Office of Chief Trial Counsel and State Bar Court.
- e. Expeditiously refine, adopt and implement phased-in and/or modified Task Force on Admissions Regulation Reform recommendations.
- f. Manage the review, recommendation for Supreme Court adoption, and promulgation of new Rules of Professional Conduct as prepared by the Rules Revision Commission.
- g. Complete full implementation of the Auditor's 2015 recommendations.
- h. Consider and implement the most effective mechanism for ensuring compliance with MCLE requirements.
- i. Design and implement a program of preventative education.

2. Proactively inform and educate Stakeholders about the State Bar's responsibilities, initiatives, and accomplishments

- a. Develop and implement a Communications Strategy Plan for timely and effective external and internal communication.
- b. Manage and support the Governance in the Public Interest Task Force and its recommendations and continue to address the implementation of the California Public Records Act and Bagley-Keene Bar-wide.
- c. Redesign the State Bar website to improve access, legibility and utility for all stakeholders.
- d. Continue to play an appropriate role in preventing and remedying the Unauthorized Practice of Law in cooperation with law enforcement agencies empowered to prosecute this crime, and to continue dialog with the Legislature and other Stakeholders about the Bar's statutory authority and appropriate role in this area.

3. Improve fiscal and operational management, emphasizing integrity, transparency, and accountability

- a. Complete the Workforce Planning and Classification and Compensation Studies. Develop and implement action plans to improve personnel and fiscal resource utilization.
- b. Improve productivity through performance accountability, training, and professional development.
- c. Improve staff morale and career satisfaction through recognition of performance, career path development, and transparent and collaborative communication.
- d. Reallocate funds to reflect expenditure review, new reserve policy, and other reengineering efforts.
- e. Clarify and harmonize policy and regulatory mandates impacting the Bar arising from: Statute; changes in Board composition and leadership (including Board Book review and update); and management policy directives.
- f. Develop a three-year technology plan to use appropriate technology to facilitate information sharing and records management. Ensure sufficient funding for the plan and staff training to support its implementation.
- g. In conjunction with annual budgets, ensure maintenance and use of the Bar's Los Angeles and San Francisco buildings to maximize benefit to the Bar and the people of California.

4. Support Access to Justice and improvements in the Justice System

- a. Support increased funding and enhanced outcome measures for Legal Services.
- b. Support increased Access to Justice by working with the California Commission on Access to Justice, Council on Access and Fairness, and Standing Committee on the Delivery of Legal Services, to identify and develop programs for implementation by partner organizations.
- c. Support adequate funding of the Client Security Fund.