

**MANAGER/SUPERVISOR ORGANIZATIONAL PERFORMANCE  
ANNUAL GOALS AND OBJECTIVES FOR 2014-15**

NAME \_\_\_\_\_

TITLE \_\_\_\_\_

<b>DISTRICTWIDE GOAL 1</b>			
<b>ENHANCE STUDENT LEARNING AND SUCCESS:</b> <i>Create opportunities for thoughtful reflection and organizational learning that use meaningful quantitative and qualitative data, dialogue with diverse member of the community, student feedback, and other information in order to improve student outcomes.</i>			
Districtwide Objective	Manager/Supervisor Objective(s) (Action Steps)	Performance Measures	Targeted Completion Date
1.1 Conduct activities that improve student performance in areas included in the Student Success Scorecard over time.	•	•	
	•	•	
	•	•	
	•	•	
Districtwide Objective (for those managers who are responsible for Student Learning Outcomes or who oversee faculty responsibilities related to Student Learning Outcomes)	Manager/Supervisor Objective(s) (Action Steps)	Performance Measures	Targeted Completion Date
1.2 Conduct activities that improve learning, including the evaluation and use of student learning outcome assessment at the course and program levels.	•	•	
	•	•	
Districtwide Objective	Manager/Supervisor Objective(s) (Action Steps)	Performance Measures	Targeted Completion Date
1.3 Support high-quality distance education as an option for increasing access and promoting student success.	•	•	
	•	•	

<b>DISTRICTWIDE GOAL 2</b>			
<b>STRENGTHEN CURRENT AND CREATE NEW PARTNERSHIPS:</b> <i>Build pipelines that guide and prepare both K-12 students and the adult population for success in higher education and employment.</i>			
Districtwide Objective	Manager/Supervisor Objective(s) (Action Steps)	Performance Measures	Targeted Completion Date
2.1 Expand and deepen partnerships with educational	•	•	
	•	•	
	•	•	
	•	•	

<p>institutions from preschool through four-year colleges, increasing both collaboration and alignment in order to expand access to the District for students of all backgrounds, ensure that enrolling students are prepared for success at the college level, and facilitate the achievement of bachelor's degrees and beyond.</p>	<ul style="list-style-type: none"> <li>•</li> </ul>	<ul style="list-style-type: none"> <li>•</li> </ul>	
Districtwide Objective	Manager/Supervisor Objective(s) (Action Steps)	Performance Measures	Targeted Completion Date
<p>2.2 Increase partnerships with businesses, community organizations and public agencies to meet community, economic and workforce needs and serve as a force for positive change.</p>			

<p><b>DISTRICTWIDE GOAL 3</b> <b>CREATE A CULTURE OF CONTINUOUS IMPROVEMENT AND TANGIBLE SUCCESS: Provide opportunities for employees at all levels to continually gain new skills and knowledge, seek out effective practices, and share ideas with one another in order to continually enhance learning and improve student success.</b></p>			
Districtwide Objective	Manager/Supervisor Objective(s) (Action Steps)	Performance Measures	Targeted Completion Date
<p>3.1 Bring together administrators, faculty, and staff within and across departments, divisions, and colleges to review relevant research and data, reflect on progress toward goals, and make course corrections as needed to ensure learning of the highest quality at all</p>	<ul style="list-style-type: none"> <li>•</li> <li>•</li> <li>•</li> <li>•</li> </ul>	<ul style="list-style-type: none"> <li>•</li> <li>•</li> <li>•</li> </ul>	

times.			
Districtwide Objective	Manager/Supervisor Objective(s) (Action Steps)	Performance Measures	Targeted Completion Date
3.2 Conduct focused recruitment efforts that result in the hiring of employees who are sensitive to and knowledgeable of the needs of our continually changing student body.	•	•	
	•	•	
Districtwide Objective	Manager/Supervisor Objective(s) (Action Steps)	Performance Measures	Targeted Completion Date
3.3 Create mechanisms to ensure employees have skills and knowledge to serve the needs of diverse students and implement practices that create equitable outcomes.	•	•	
	•	•	
Districtwide Objective	Manager/Supervisor Objective(s) (Action Steps)	Performance Measures	Targeted Completion Date
3.4 Expose employees at all levels to opportunities that enhance their knowledge, skills, and abilities to identify and develop emerging and promising practices.	•	•	
	•	•	

<b>DISTRICTWIDE GOAL 4</b>			
<b>BE GOOD STEWARDS OF THE DISTRICT'S RESOURCES:</b> <i>By word and deed, demonstrate sound judgment in the use of the District's current and potential physical and fiscal resources. Deepen alignment and coordination among the district and its three colleges, leveraging the distinct assets of each institution as well as the unique power of their combined efforts to strategically tackle challenges, increase resource efficiency, and better serve our students.</i>			
Districtwide Objective	Manager/Supervisor Objective(s) (Action Steps)	Performance Measures	Targeted Completion Date
4.1 Develop processes within the District to enable the colleges to work both autonomously and collaboratively to increase operational	•	•	
	•	•	

and administrative efficiency and provide students programs and services of the highest quality.			
<b>Districtwide Objective</b>	<b>Manager/Supervisor Objective(s) (Action Steps)</b>	<b>Performance Measures</b>	<b>Targeted Completion Date</b>
4.2 Develop practices and procedures that promote sustainability in all areas of the District, including but not limited to, instruction, operations, construction, facilities, land use, energy, water conservation, and environmental integrity.	•		
	•	•	
	•	•	
<b>Districtwide Objective</b>	<b>Manager/Supervisor Objective(s) (Action Steps)</b>	<b>Performance Measures</b>	<b>Targeted Completion Date</b>
4.3 Practice fiscal prudence in order to ensure financial integrity and stability.	•	•	
	•	•	
<b>Districtwide Objective</b>	<b>Manager/Supervisor Objective(s) (Action Steps)</b>	<b>Performance Measures</b>	<b>Targeted Completion Date</b>
4.4 Diversify sources of revenue.	•	•	
	•	•	
	•	•	
	•	•	
<b>Districtwide Objective</b>	<b>Manager/Supervisor Objective(s) (Action Steps)</b>	<b>Performance Measures</b>	<b>Targeted Completion Date</b>
4.5 Provide a safe physical environment that is conducive to learning.	•	•	
	•	•	
	•	•	

<b>GOAL 5</b>			
<i>PROFESSIONAL DEVELOPMENT: Participate in professional development activities to maintain currency in the field of education and increase the visibility of the District.</i>			
	<b>Individual Objective(s)</b>	<b>Performance Measures</b>	<b>Targeted</b>

	(Action Steps)		Completion Date
5.1	•	•	
	Individual Objective(s) (Action Steps)	Performance Measures	Targeted Completion Date
5.2	•	•	
	Individual Objective(s) (Action Steps)	Performance Measures	Targeted Completion Date
5.3	•	•	