

## Mission Statement & Visionary Commitments

### SPC Mission Statement

The mission of St. Petersburg College is to empower our students and community to achieve success and economic mobility through academic excellence and engagement.

### College Visionary Commitments

#### Academic Excellence

We will provide a high-quality education for our students by creating an innovative and engaging learning environment within a supportive, collegial culture.

#### Economic Mobility

We will provide opportunities for our students to be prepared for high-wage, high-need careers and professional growth, which will contribute to their economic success and improve the quality of life within our community as well as assist in ending generational cycles of poverty.

#### Community Engagement

We will invest in the well-being and growth of our community by serving as a leader, a convener, and a catalyst for positive change. We will maintain this commitment by creating strong partnerships, participating in civic learning and community engagement, and cultivating a community of care.

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REVIEW YEAR: 2021-2022

REVIEW STATUS: Completed

EMPLOYEE: Berry, Belinthia A

EMPLOYEE ID: [REDACTED]

SUPERVISOR: Williams, Tonjua L.

SUPERVISOR ID: [REDACTED]

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## SMART Goals

### Well written, motivating goals are SMART:

<b>Specific</b>	Clearly and specifically defines <u>what</u> and <u>how</u> you want to accomplish something.
<b>Measureable</b>	Answers the question 'How do you know you've accomplished the goal?' with tangible evidence.
<b>Achievable</b>	Stretches you slightly so you feel challenged, but defined well enough so that you can achieve them.
<b>Relevant</b>	Answers the question, 'Why do you want to achieve this goal?' and focuses on the outcome.
<b>Time-bound</b>	Links to a realistic timeframe that creates a practical sense of urgency.

SMART Goals:

I want to achieve:

To strategically realign Workforce to be a profitable unit, increase enrollment and restructure internal processes and staff. Align Workforce into the College's strategic plan and as a one College model for students/staff.

By doing:

Build a strategic framework to bridge Workforce training (short term and corporate) and work-based learning opportunities with the support of the College, community, business and industry.

Measurement/Results:

Workforce's revenue, staff productivity and work-based learning will increase internally and externally to provide Economic Mobility in the community we serve.

Employee Comments:

Leading the Workforce team has truly been a pleasure as I work to find solutions to realign how we do business internally and externally to provide Economic Mobility/Stability in our day to day work. From getting Workforce out of a major deficit, de-activating courses, raising prices, cleaning up process, restructuring staff for better alignment in their daily work, hiring/receiving new positions, creating a strategic plan, new Workforce dashboards for ever section, working with Directors on new goals/strategies for the next fiscal year, creating a new Business Development unit to provide business relationship to ensure job placement, enrollment and revenue is constantly being managed are some of the highlights to this role I enjoy.

Supervisor Comments:

Streamlining the workforce divisions processes, procedures and operations would significantly improve overall effectiveness.

Professional Development Goals:

I want to achieve:

Additional Professional Development training courses/classes to continue my development as a leader/manager.....internal or external courses.

pursing my Doctorate (EDd or PhD) in Higher Ed Administration.

By doing:

Seeking courses to assist in areas of need in the next 30-90 days.

Look for available programs, register/apply and move forward with a plan to finish.

Measurement/Results:

I am enrolled in a several courses online/in person and will provide a certificate.

I am enrolled as a student in a doctoral program.

Employee Comments:

I need to provide professional development for myself in order to be a better leader for my team and the College.

Supervisor Comments:

Personal growth and development is always important goals for career growth. Belinthia has a lot to offer in higher education. I look foward to her continuing to gain upward mobility.

Employee Approval: Y 06/13/22 12.27.49 PM

Supervisor Approval: Y 06/13/22 08.19.48 PM

## Employee and Supervisor Comments

### **What do you consider to be your greatest contribution(s) to your department or SPC this year?**

#### Employee Comments:

My greatest contributions would be filling in the gap as Acting Dean of Workforce Development to provide direction/strategic oversight to over 20 plus staff members. During this year and four months I have been stretched with hiring for key positions, grant positions, learning grants/foundation relationships, making budget decisions and understanding my role as a Cabinet member. I have been very creative, researched and used innovated ideas to keep every area of Workforce operating and merged into the Collegewide system. Plus, we just received \$125,000 in funding for our first Workforce scholarship to help short-term training and the South St Pete and surrounding community.

#### Supervisor Comments:

Belinthia has been active day one in working with her team, the college community, and our workforce partners. She was able to transition her team through a new structural model and integrating workforce into the institution. Keeping the team together, growing programs, removing programs that are no longer relevant, improving relationships with workforce partners and building new ones are some of her greatest contributions. I am proud of her work.

### **How could you improve in your current role?**

#### Employee Comments:

I would improve my role by not being the weeds of the everyday work in each area of Workforce, provide myself additional time to be more strategic, provide presentations/workshops on the high-level data/reports of Workforce to the President and senior leadership. I need to improve on my balance in how I lead and better prioritize/delegate certain tasks for completion.

#### Supervisor Comments:

Stepping into a acting role is challenging. Bringing on new concepts with new people is even more challenging. Taking on the charge by yourself is even more difficult. It is important to delegate and provide professional development for existing staff. Staff development is key to moving the organization forward.

### **What support or resources do you need from your supervisor to improve in your current role?**

#### Employee Comments:

I would like more support and discussions from the President/Senior Leadership on their vision and direction for Workforce (besides it being profitable). Workforce consist of many different areas -short-term training, contracts, work-based learning, economic development, labor market information, other alternatives to education and much more. I need support in bringing forth new ideas, marketing to new learners, support with additional dollars/staff to move us into the next five years (equipment, software, new industry partners). I would like a senior leader mentor to provide guidance to me professionally/personally.

#### Supervisor Comments:

I look forward to providing Belinthia with support and resources to be successful. I agree that Belinthia would benefit with support of a senior leader as well. I also know that she needs to backfill her position and retrofit it to what she believes the department needs to move forward.

#### Employee Final Comments (optional):

I thank you for your guidance, support and faith in how Workforce will make an impact in the future of this College. I agree with my Supervisor's comments and will work to continue to provide strategic direction and oversight of our Workforce area.

