

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.

REVIEW YEAR: 2021-2022

REVIEW STATUS: Completed

EMPLOYEE: Conner, Jamelle J

EMPLOYEE ID: [REDACTED]

SUPERVISOR: Williams, Tonjua L.

SUPERVISOR ID: [REDACTED]

SMART Goals

Well written, motivating goals are SMART:

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

SMART Goals:

I want to achieve:

Strategic leadership of Student Affairs toward meeting our collegewide 21-24 Strategic Goals

By doing:

*Strengthen and expand holistic student support services, along with programs supporting target populations, to meet student needs, support students in achieving their goals, and ensure they have a sense of belonging (Foster a Student-Ready Culture and Close the Achievement Gap)

*Re-envision enrollment management, the recruitment funnel, and strategic goals (Increase Enrollment)

*Build funnel and align path between Career Services and Workforce to better meet employer needs and ensure students are ready for the workforce/getting jobs (Economic Mobility)

*Make divisional structure decisions based on forward and entrepreneurial planning considering the future vision of the college and its physical footprint (Financial Vitality and Fostering a Student-Ready Culture)

Measurement/Results:

*Continued expansion of holistic support services, launch of new targeted programs, and focus on student experience improvements

*Implement restructure of enrollment management, develop detailed strategic plans, metrics, and reporting to improve recruitment, create improvements to funnel of prospective students to "warm handoff" to assigned advisor

*Reorganization of Career Services to align in roles and connections with Workforce

*In division position and structure decisions, strategically consider the forward vision of the college, impacts to individuals within the division, needs to better serve students, and fiscal responsibility

Employee Comments:

Supervisor Comments:

Meeting the College-wide strategic plan is right on point. For measurement/results, would like to specific metrics by which we can measure success, especially in recruitment, advising effectiveness and app-enrollee process.

Professional Development Goals:

I want to achieve:

Expand connections and partnerships within the community, DOE, and throughout the Higher Education environment

By doing:

Strategically taking on leadership roles in community organizations, CSA, and participating in higher education professional opportunities/sharing best practices

Measurement/Results:

Join community organization council, leadership in CSA, and present at conference

Employee Comments:

Supervisor Comments:

Community engagement is key and expanding connections and partnerships is critical to enhancing that engagement.

Employee Approval: Y 05/27/22 03.03.55 PM

Supervisor Approval: Y 06/04/22 05.14.01 AM

Employee and Supervisor Comments

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

Employee Comments:

At the beginning of the fiscal year, implemented an impactful restructure of the student affairs division to improve the student experience. Revitalized strategic enrollment management, which included new recruiting processes, planning, metrics, tracking, and reporting that were developed and implemented, and creation of a new enrollment specialist team with processes, metrics, tracking, and reporting for app-to-enrollee student support. Case management implemented for recruiters and enrollment specialists and expansion of efforts to connect to Spanish-speaking prospective students and their families. Virtual academic advising was further implemented in a sustainable model to meet students where they are at. The Excellence in Academic Advising team review was re-started after its hold during COVID, with a plan to complete for implementation of improvements identified in January 2023. Expanded holistic student support services through creation of North and South County TitansCare Hubs; mental health services that work for students (increasing utilization), including identification of critical need support; implementation of RISE program to support homeless and former foster care students; awarded and implemented new FAAME initiative to support our African American male students and build a funnel from PCS to SPC to universities to strengthen their supports along their educational path; built out food pantries to meet student and community needs, including the addition of refrigerators and availability of fresh fruits, vegetables, meats, and refrigerated items; submitted a proposal to expand our TitansUp program to a second campus under the Florida Center for Unique Abilities; launched TitansConnect, providing a one-stop shop for students for all college activities and tracking/reporting to inform the college of the success of events; and implemented a resource dedicated to student experience and strategic innovation, which has proven impactful in moving the college forward including digital IDs, removing holds that were barriers to student retention, campus-based model of sustainable technology lending program, revamped application, and cross-functional review of college policies, practices, and communications related to Warning, Probation, and Suspension, which may be negatively impacting student success and retention. Worked collaboratively with Workforce and our career services team to re-envision career support services for students and needs of employers, resulting in an aligned funnel to serve students between Student Affairs and Workforce and the implementation of the new structure, process, and creation of Career Navigator positions. Evaluated open positions strategically to be proactive in the strategic and facilities master planning goals of the college, resulting in the reduction of one Provost position and one Associate Provost position and realignment of the remaining positions to continue to meet the needs of students, the campuses, and staff. Expanded my involvement with partner organizations, including joining the LEAP Advisory Council, presenting at the Community College Baccalaureate Association conference; serving as secretary of CSA; joined the Florida Center for Students with Unique Abilities Advisory Committee; serving as co-chair for the Ready for Life Advisory Council; became member of the LLS Leadership Council; and continued serving on the Boys and Girls Club Suncoast Board and became co-chair of their Programming Committee and joined their Executive Committee.

Supervisor Comments:

Dr. Conner has been a strategist for student success. She is an authentic leader who is knowledgeable about the institution, national trends and issues that will impact student success and uses data to develop plans to address challenges and roadblocks to student success. She has restructured the entire enrollment process, from recruitment to case management, and even job placement. She boldly addresses issues with poise and grace. The college would not be the institution it is without her leadership.

How could you improve in your current role?

Employee Comments:

The Student Affairs Division is making great strategic strides to better serve our students, as well as connect with the community and build partnerships. My time is spent with my team strategizing, identifying problems, determining best solutions, and removing barriers and implementing solutions. My team is amazing and is a group of doers. I think a way that I could improve my current role is finding the space and/or resources to more intentionally broadcast and communicate this great work outside of the division.

Supervisor Comments:

As stated, Dr. Connor is a great leader and example to follow. Today's leaders are working at the speed of change which does not always allow ample time to reflect before needing to address a situation. Dr. Connor would benefit by trusting her intuition and being courageous to speak up respectfully in high-stressed situations.

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

Employee Comments:

Continued support from my supervisor to do ¿new and different¿ in identifying and implementing creative solutions to better support today¿s students, professionally develop and empower members of the student affairs team, and connect and strengthen partnerships with our community and community organizations. Continued technology support to continue to improve tracking and reporting, and improvement of, or transition to, appropriate software/technology to improve both the student and staff experience.

Supervisor Comments:

I strongly support Dr. Connors descriptions and goals outlining the resources she needs to be creative, innovative and inclusive in her leadership of the student affairs staff, student experience, and systems to help students succeed.

Employee Final Comments (optional):