

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: Hunt, Janette N

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:

Effectively implement an operational plan for finance, budgeting, facilities and information technology aligned with the college three-year strategic plan and successfully complete year one goals.

By doing:

Develop a year by year plan for each division including metrics to track the progress. Also, clearly communicate the initiatives to all staff.

Measurement/Results:

Report year-end completion report.

Employee Comments:

The plan has been developed and communicated to all teams except Facilities staffing. A full report will be shared with President and staff at the end of June 30 fiscal year. Information Technology plan was focused on continuity and establishing organization leadership structure.

Supervisor Comments:

Continuing to improve financial operations is critical to the success of our mission as an institution. A multi-year plan will prove to be essential to improving operations.

Professional Development Goals:

I want to achieve:

Enhance my communication and team building among the divisions leadership and staff.

By doing:

Attend divisions town hall with all staff, monthly leadership meetings and annual professional development event.

Measurement/Results:

Evaluate communication feedback from townhalls.

Employee Comments:

Supervisor Comments:

College-wide communications continues to be a challenge institution-wide. Striving to ensure that your team understands what's going on and can contribute to solving the challenges and innovating new operational initiatives will be key to improving employee engagement.

Employee Approval: Y 05/31/22 12.53.14 PM

Supervisor Approval: Y 06/04/22 05.20.28 AM

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 contribution is the ability to organize division efforts around the College's strategic plan. Having the ability to focus a group of leaders to influence the change within SPC is crucial to the sustainability of the college's operation.

Supervisor Comments:

Janette's greatest contribution has been her ability to not only strategize using data for any area of the institution, but to also work across the isle to make collaborations happen. This year, she led the facilities study, reviewing and restructuring of IT, aligning the the college budget with the state budget, strengthening managers understanding of their budget and how to utilize it strategically, and addressing our relationship with the Foundation and ensuring that we utilize our funds wisely. Her team also lead the college in several excellent audit reviews. Her leadership is indispensable for SPC.

How could you improve in your current role?

Employee Comments:

I can improve my current role by creating stronger partnerships across the college and community.

Supervisor Comments:

Janette is a great instructor and has worked with her team and others to develop division goals, timeline, and outcomes. As the lead of the college's fiscal stability, she is responsible for working with everyone - internally and externally. As she expands community based workshops outlining how to engage the college as a contractor, she will see our vendor diversity and engagement improve.

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

Employee Comments:

My supervisor is supportive of my efforts in my current role. As our divisions moves through the next year, we need to narrow down on key initiatives and focus on innovation and to do that leaderships understanding, and support plays a significant role.

Supervisor Comments:

Clear focus is critical to achieve a goal. I agree that we need to clearly identify what we are focusing on to achieve goals in year two of our strategic plan. I will confirm our focus and provide the necessary tools within my scope of ability to make sure my team has what they need to be successful in their role.

Employee Final Comments (optional):