

## 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: Crawford, Sabrina A

EMPLOYEE ID: [REDACTED]

SUPERVISOR: Liao-Troth, Matthew

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:

I want to work with OLS to create a new model on how we can support online learning and pedagogy

By doing:

by hosting a series of brainstorming sessions with the OLS team to identify 3-5 key areas where this group can move to have greater impact

Measurement/Results:

Rebrand area.

Bring forward a sneak peak on what the team will be providing in 2022-23 during the Summer Institute.

Build renewed excitement and confidence of the team to move in a new direction based on their own ideas and knowledge base on how we can become better in the online environment as a college.

Employee Comments:

As OLS is a new area in my portfolio, this will be one of the major focus areas for me this year. Due to the pandemic all institutions have moved online and we no longer have that edge over other FCS institutions. Although we have been doing it longer, we are still not good at it - now is the time to figure out how we can provide better and more holistic support to the faculty at large,.

Supervisor Comments:

Professional Development Goals:

I want to achieve:

I want to create a new 3-year course review model to support student achievement and faculty success for the 15 highest enrolled/lowest success courses

By doing:

by participating in the ACUE faculty development modules to see what kinds of take-aways we can use and share to the greater faculty body.

Measurement/Results:

Bring forward a model to the Deans by Summer 2022. Identify the courses to be used starting Fall 2022-Spring 2023. Create the model for implementation with my team.

This will allow us to track success improvements based upon course improvements and deep faculty discussions to support the Deans.

Employee Comments:

This is one of the areas that I feel almost every area under my role could play a solid role in improving student success. After many discussions, the team has gained a lot of synergy around this. Several staff have taken an ACUE course and see how they could be so impactful if we could increase their use/understanding. I think this will be a great way to spend our off time from our regular jobs and support the college's strategic plan.

Supervisor Comments:

## Employee and Supervisor Comments

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

#### Employee Comments:

This year has been a year of building synergies between the various departments within my role. I have worked with each department to better align their work to the overall strategic plan of the college and helped each team develop direct links from their work to how it supports the college and our students. We have gotten to the point of identifying specific aspects of initiatives towards which their departments can contribute. Next year's focus will be on 3-year course review and a Student Completion initiative, along with supporting FYE. In addition, I have tried to support many initiatives at the college including the classroom technology upgrade, the upcoming SACS 5th Year review process, and the various legislative changes for the past two years.

#### Supervisor Comments:

Great work during another challenging year. I think you have done an excellent job taking on IDEAS and Learning Resources, and helping both areas to better connect with the College as a whole. In addition, your supervision of IR and IE has really helped the college as we re-think and adjust our performance metrics and look at the bigger picture and seek some national recognition for our successes.

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

#### Employee Comments:

I am always open to ways I can improve in both my role, my leadership style, and how I can better support the college and our students. I think the biggest disconnect I have at the moment is how I can support building better bridges between the work done in Academic Affairs supports that which is being done in Student Affairs. Though I work well with groups across the college, I worry that there is something I should be doing better to help un-silo these two worlds.

#### Supervisor Comments:

I see the obvious touch points between AA and SA, and think you have done very well reaching out. As both areas have gone through some minor reorganizations, it is especially important to have your stability in role to make these connections from Academic Affairs. In addition, with the QEP to FYE transition, this important topic and program area will continue to require joint attention and coordination. Your attention to detail very much helps these collaborations, and building on these relationships is essential to AA and SA success.

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

#### Employee Comments:

My supervisor has been very supportive. I do not know of anything that I need at this time.

#### Supervisor Comments:

We have discussed you mentoring an individual in IE as we think of success planning and the breadth of your responsibilities so that we have another point person in this area, especially as the institution goes through five year review, and adjusts to changing state regulations. In addition, filling the admin role for your multiple areas will really assist in distributing the workload between the various staff members and yourself.

Employee Final Comments (optional):