

## PRESIDENT'S SEPTEMBER 01, 2008- AUGUST 31, 2009 GOALS AND OBJECTIVES

### CONTEXT

The President's Goals and Objectives are an integral part of the overall planning process at Selkirk College, and are the basis of the President's performance appraisal by the Board each Fall. For the year 2008-09, the other relevant and related documents and processes include the following:

- February 2008: Board's review of Strategic Directions
- Spring 2008: Operational planning by all Divisions, Departments and Schools
- September 2008: Approval and Submission of the 2008-2011 Accountability Report and Plan to the Ministry
- Fall 2008: President's Performance Appraisal (07-08) and Discussion and Approval of Goals and Objectives for 2008-2009, Based on Past Year's Achievements and Requirements for the New Year
- Fall 2008 and Winter/Spring 2009: President's and Management Committee's 2008-09 Goals and Objectives: Interim Reports to the Board
- February 2009: Board's review of Strategic Directions
- Spring 2009: Operational planning throughout the College
- June 2009: Approval of 2009-2012 Accountability Plan/President's 2008-2009 Goals and Objectives (\*Note change from past year)
- July 2009: Accountability report to the Ministry on the College's 2007-2010 Service Plan
- Fall 2009: 2008-09 President's Final Report to the Board, which includes suggested strategies and targets for 2009-2010
- Fall 2009: President's Performance Appraisal (08-09) by the Board

## PRESIDENT'S PRIORITY STRATEGIES, PERFORMANCE MEASURES AND TARGETS

Strategic Priorities	Performance Measures	Target
<b>Strategic Direction: 1. Teaching &amp; Learning</b>		
<b>1.1 Utilize Limited Resources to Maximize Relevant Program Delivery.</b>	Total FTES	90% overall FTE utilization; 100% FTE utilization in Government priority areas
	Program and Service Quality Measures	Accountability Framework Performance Measures achieved

Strategic Priorities	Performance Measures	Target
<b>1.2 New protocol agreement signed with four school districts to confirm progressive commitments to successful transitions.</b>	Level of Completion	Achieved
<b>1.3 Action plan established, and collaborative actions initiated, based on 2008 MOU with College of the Rockies and Okanagan College.</b>	Level of Completion	Achieved
<b>1.4 Continue leadership work with BCCI, provincial government and AB/BC collaboration to build capacity for applied research for the college sector in BC.</b>	Progress towards goals	Provincial fund established for applied research capacity building
<b>Strategic Direction: 2. The Student Experience</b>		
<b>2.1 Students will demonstrate satisfaction with their learning experiences at Selkirk College, and student outcomes will indicate a high level of success.</b>	Student satisfaction survey outcomes	90% or better
	Provincial outcome survey results	90% or better
<b>2.2 Open acceptance policy, providing access to learning or learning preparation for any and all applicants, approved and</b>	Level of achievement	Achieved

Strategic Priorities	Performance Measures	Target
<b>communicated for 2009-2010 implementation.</b>		
<b>2.3 Retention planning for at least an overall 15% reduction in attrition is a required component of all school operational plans for 2009-2010.</b>	Level of achievement	100% of schools with retention plans
<b>2.4 Re-assess, through open dialogues with students, the priorities with respect to student life programs and services for purposes of making short term improvements and formulating a long term plan.</b>	Level of achievement	Dialogues completed as well as any further research undertaken; short term improvements implemented to every extent possible; long-term plan initiated.
<b>Strategic Direction: 3. Employees Key to Our Success</b>		
<b>3.1 Task groups established for the three priority response areas of the 2008 Employee engagement survey; recommendations for action approved; action plans communicated and initiated.</b>	Level of completion	Achieved
<b>3.2 New job evaluation process approved for PPWC.</b>	Level of completion	Achieved

Strategic Priorities	Performance Measures	Target
<b>3.3 A Human Resources Information System purchased and implemented.</b>	Level of achievement	Achieved
<b>3.4 A leadership development program implemented.</b>	Level of completion	Achieved
<b>3.5 Job descriptions and performance development processes in place for all employee groups.</b>	Level of completion	Achieved
<b>Strategic Direction: 4. Community Leadership</b>		
<b>4.1 Strategic plan and a long term business plan for Mir Centre completed, approved and implemented.</b>	Level of completion	Achieved
<b>4.2 Plan established and action initiated for affordable student housing in Nelson.</b>	Level of completion	Achieved
<b>4.3 Relationships with donors enhanced.</b>	Level of contributions	10% increases in scholarships, bursaries and overall donations.

Strategic Priorities	Performance Measures	Target
<b>Strategic Direction: 5. Internationalization</b>		
<b>5.1 New opportunities for student and staff international exchanges acquired.</b>	Level of achievement.	5 staff and 15 students will participate this year.
<b>5.2 Increased international partnerships for student recruitment bring additional students to the College.</b>	Level of achievement.	Two new partnerships involving new students for 2009-2010 will be developed.
<b>Strategic Direction: 6. Sustainability</b>		
<b>6.1 College environmental sustainability baseline inventory completed and plan established.</b>	Level of completion	Achieved
<b>Financial and Administration Priorities</b>		
<b>7.1 2008-2009 budget outcomes achieved.</b>	Level of achievement	Achieved
<b>7.2 2009-2010 budget established with same or better outcomes than DMP projected.</b>	Level of achievement	Achieved

Strategic Priorities	Performance Measures	Target
<b>7.3 Technology plan completed, approved and implementation in progress.</b>	Level of achievement	Achieved
<b>7.4 Risk assessment plan completed, approved and implementation in progress.</b>	Level of achievement	Achieved