

# MDC Strategic Plan 2004-2010

## Theme 5: Employees and the College

### Summary of Work 2004-2005

Strategic Plan Theme 5 is broken up into two Strategic Goals. Goal 1 is to: Develop and implement a process for employee growth that will encourage creativity and accomplishment and facilitate progression to higher levels. ***Four sub-committees have been established to meet the four objectives of Goal 1.*** The objectives are:

1. Research and develop a "career ladder" process to advance within job classification.
2. Enhance the performance evaluation process to encourage goal-setting, accountability and innovation.
3. Review and revise the current salary and reward systems to motivate employees and reward high performance.
4. Ensure that adequate training and development opportunities are available to support employee growth and advancement.

***One sub-committee has been established to address the objectives of Goal 2 (Employ a diverse workforce that mirrors the Miami Dade community).*** The goal is broken into two objectives:

1. Implement strategies to ensure that the College hires a workforce that reflects the diversity of Miami Dade County.
2. Implement a management succession plan that will provide leadership opportunities with the College to all qualified employees including women.

### ***Committee work during 2004-2005***

- All of our subcommittees received their charge and met a minimum of four times. Some have met up to six times.
- A one year outline of activities has been completed by each of the committees. Timetables of activities and initiatives have been completed and tasks have been assigned.
- Surveys are being collected and best practices are being reviewed. Other organization's plans have been compared to identify the best approaches.
- A meeting of all subject matter experts and the chairs of each subcommittee was conducted on March 23, 2005 to look at overlapping activities and issues.

### ***Next steps***

Currently, data gathering and research is the main activity. The committees will continue to meet at least monthly. A meeting of all the committee chairs and all the subject matter experts will be held at least every three months. Meetings between committees will be set up as needed. Some communication with other strategic plan committees from the other strategic themes has also been initiated.

For more detail on next steps, contact Jesse Alvarez or the subcommittee chairs or members.