

MDC STRATEGIC PLAN 2004-2010 Goals and Objectives

Theme 5 – Employees and the College

Our faculty and staff make up MDC's creative engine. Their willingness to explore new dimensions of knowledge is the greatest factor in establishing an environment of scholarship and learning. The Strategic Plan ensures that training and growth opportunities will sustain our personnel as the innovative cornerstone of the institution.

Strategic Goal 1: Develop and implement a process for employee growth that will encourage creativity and accomplishment and facilitate progression to higher levels.

Objectives:

1. Research and develop a 'career ladder' process for support staff 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.

Strategic Goal 2: Employ a diverse workforce that mirrors the Miami-Dade community.

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 within the College to all qualified employees, including women and minorities.