Strategic Plan

Elevate Organizational Effectiveness

Strategic Goal Initiatives

	Description	Measure
3.1a	Improve the Talent acquisition process and the College's ability to attract rich, diverse candidate pools	New ATS and employee Talent Management System purchased and implemented.
3.1b	Enhance Training and Organizational Development function to corral cross-campus initiatives into a central depository for richer and more connected programs, enhanced, self-owned career-building and increased ability to advertise, deliver and assess offerings	Purchase and implementation of Employee LMS to house and drive a central depository of faculty/staff training and development
3.1c	Streamline outdated HR processes	Updated outward facing HR processes.
3.1d	Increase understanding and transparency of available benefits and compensation structures	Salary structures made available on intranet. Informational sessions on compensation and benefits.
3.1e	Simplify Performance management process for 100% on-time completion	Utilize new Employee LMS to house and drive an improvement performance management system.
3.1f	Develop and implement more accessible rewards and recognition programs	Re-establish W.O.W. awards with Team WOW - OR another program
3.1g	Highlight/Improve internal college relations	Test various ways of expanding communications and engagement w/EEs
3.2a	Perform technology audit in collaboration with Purchasing and establish a process for assessing the adoption of new software and technology	
3.2b	Inform and increase awareness for technology and encourage effective adoption	
3.2c	Improve data reporting systems including tools, dashboards, and warehouse	# new dashboards created; # of unduplicated users accessing dashboards
3.2d	Empower end users to generate information reports and turn data into more meaningful information	It is easy for me to run my own data reports
3.3a	Establish baseline of space utilization	Data base with the number & percentage of occupied vs vacant classrooms
3.3b	Develop process for better aligning facilities space with finance	Class enrollment per class/course
3.3c	Evaluate the process for scheduling classes, modify as appropriate, and develop SOP to ensure efficiency and facilities maximization.	Report on class scheduling; written SOPs on scheduling efficiencies
3.4a	Review and update College Policy and Procedure #2310 and the process utilized for developing and revising new and current policies.	Revised College Policy and Procedure #2310 approved and published.
3.4b	Identify, prioritize, and update outdated policies	Count of policies reviewed each year
3.4c	Develop and implement a plan to ensure awareness of policies and procedures as well as easy access to them by the College community	Plan in place and executed by fiscal year end FY22.

2022IPEC

Strategic Plan

Empower Students

1.1 Enhance student learning.
1.2 Engage students in co-curricular activities.
1.3 Improve student persistence, completion, and career attainment.

Optimize Enrollment

2.1 Promote our value and identity.
2.2 Achieve sustained growth in enrollment.
2.3 Provide relevant programs to foster workforce development.

Elevate Effectiveness

3.1 Create and sustain a highly effective work environment.
3.2 Advance our use of technology and information
3.3 Optimize the use of our campus facilities
3.4 Implement effective policies and practices.

Expand Relationships

4.1 Collaborate across the College to promote positive stakeholder communication
4.2 Connect with local and extended community supporters.
4.3 Explore new and innovative partnerships

https://www.ocean.edu/wp-content/uploads/2021/01/Ocean-County-College-at-the-Helm-Strategic-Plan-2021-2026.pdf

Strategic Plan

Elevate Organizational Effectiveness

Goal 3 Scorecard

KPI or Objective Performance Measure	***Target Context***	***2021 Baseline***	***2026 Target***
Goal 3: Elevate organizational effectiveness			
Achievement of Goal 1, 2, and 4 KPIs		**0%**	**100%**
Objective 3.1. Create and sustain a highly effective work environment			
Percent agreeing with: I am able to make contributions to the College's strategic goals.	Level of employee agreement with statement	**establish baseline in fall 2021**	
Percent agreeing with: I have the tools I need to perform my job well.	Level of employee agreement with statement	**establish baseline in fall 2021**	
Percent agreeing with: I know how my work helps to achieve the strategic goals of the College.	Level of employee agreement with statement	**establish baseline in fall 2021**	
Objective 3.2. Advance our use of technology and information			
It is easy for me to run my own data reports.	Baseline spring 2020, full-time employees	**64.10%**	**75%**
I am able to access the data I need to do my job	Baseline spring 2020, full-time employees	**70.60%**	**85%**
I have access to technology to meet the needs of my job	Baseline spring 2021, full-time employees (strongly or somewhat agree)	**92.60%**	**95%**
Objective 3.3. Optimize the use of our campus facilities			
Utilization of classroom space - utilization of classes occupied; % of enrollment capacity.	Available vs actual percentages. Enrollment versus capacity percentages.	**Baseline in Fall 2019**	**TBD**
Percentage of available time blocks (M-T-W-TH blocks + Friday, 8am-3pm) and the classrooms that are scheduled	Number of empty classrooms versus filled and capacity filled. Calculate space day by day then overall. 8-3pm M-F	**Baseline in Fall 2019**	**TBD**
Utilization of office and conference room space	25 Live to hold Conference space; Facilities to create and maintain Office space	**None**	**TBD**
Objective 3.4: Implement and communicate effective policies and practices			
Full review of policies	Begin review late fall 2021, after #2310 updated and approved	**After #2310 updated**	**100% of policies**
I know how to access college policies and procedures		**establish baseline in fall 2021**	

Ocean County College, an innovative academic leader, provides affordable, student-centered, high-quality educational experiences that empower diverse learners to succeed. To achieve its mission, OCC invests in and fosters academic, economic, and cultural excellence and ensures financial strength by generating multiple revenue streams, engaging in national and international university and corporate partnerships, and cultivating a technologically progressive and entrepreneurial spirit.