

2018-2019 Annual Outcomes Report

Goal: Alignment of Employee Skills with Strategic Directions	
Expand and support professional development opportunities to enhance employee knowledge and skills with respect to the strategic directions and goals.	
The enrichment of skills extends to all employees and includes the ability to pursue appropriate forms of relevant professional development. This goal places emphasis on inclusion for all employees, while promoting the acquisition of the knowledge and skills needed to support the College's strategic plan. There should be consideration for allocating sufficient financial resources in order to afford a variety of learning opportunities to engage in relevant professional development, and it should be recognized that Harper College is indeed fortunate to include unique employees with unique needs.	
Goal targets	Status/Progress
Identify barriers to employee participation in professional development.	Achieved. Administered a survey to identify barriers to professional development. Utilized data to plan professional development such as providing <i>Sustaining the Professional Self for Deep Work</i> workshop in spring 2019 to respond to concerns about time management.
Implement a process for scaling up employee skills in relation to other teams' initiatives by fall 2017.	Achieved. Developed professional development framework template to assist other goal teams in providing professional development related to their strategic goals. Template is posted to the Harper Intranet Portal (HIP).
Increase the percent of employees who are satisfied with support, recognition and value of professional development at Harper College by 5% from fall 2016 to fall 2019 (as measured by Personal Assessment of the College Environment (PACE) survey items).	In Progress. Administered PACE survey in fall 2016 for baseline information and will reassess in fall 2019. Final data is not yet available.
Design an online dashboard to communicate professional development opportunities.	Achieved. Created online dashboard and professional development opportunities that are continually added and are searchable by employee group and category.
Develop materials and resources to train employees on the Flight of the Hawks for greater awareness of roles in supporting students.	Achieved. Developed an onboarding program named <i>Soar Together</i> . Conducted a pilot in February 2019 and an additional session in June 2019. <i>Soar Together</i> onboarding will run on a quarterly basis.
Accomplishments for FY2019:	
<p>Conducted a survey on barriers to professional development which provided the team with feedback from all employee groups regarding available professional development opportunities as well as the support given to participate in such opportunities. Survey results indicated that employees were satisfied with the offerings available, but time to participate was a barrier across employee groups. In response, professional development on <i>Sustaining the Professional Self for Deep Work</i> workshop will continue to be offered.</p> <p>Posted the rubric for scaling up professional development on the employee portal for use in identifying and coordinating professional development needs at the College.</p> <p>Created the professional development dashboard to identify professional development opportunities by topic and by employee group.</p> <p>Developed and implemented the <i>Soar Together</i> employee onboarding. Pilot evaluation was positive with participants indicating an increased understanding of their roles in contributing to student success as a result of the onboarding. Additionally, 89% of pilot attendees responded that they agree or strongly agree that their job has a role in the "Flight of the Hawks" and that they understand how their job supports "Flight of the Hawks."</p>	