

BDAT 1009 – In Class Assignment: Reading a Strategic Plan and SMART Objective Writing

Student Name	Student Number
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Total Marks: 5

Georgian Strategic Plan:

<http://georgiancollege.uberflip.com/i/1451145-georgian-college-strategic-plan-2022-2024-booklet>

Assignment:

Based on your review and understanding of Georgian College's Strategic Plan provide answers for the following:

1. What is the college's mission statement?
The mission of Georgian College is to "Inspire innovation, transform lives and connect communities through the power of education"
2. What is the college's vision?
The vision of Georgian College is to "Accelerate success through exceptional teaching and learning, innovation, and partnerships."

3. GOAL IDENTIFICATION (1 Mark):

When Georgian College published its Strategic Plan, the goals of the plan are declared but they did not declare them as goals. They chose to call them Success Outcomes.

Pick 3 Success Outcomes from the report that you find most interesting or can relate to as a student of the College and document them below:

1. Engage the college community in the development and operationalization of a college environmental sustainability plan by the end of 2023.
2. Assess the link between employee engagement and student satisfaction scores, and develop department action plans as appropriate.
3. Increase the number of programs with enriched curriculum to reflect Indigenous perspectives.

4. SMART OBJECTIVES (3 Mark)

For each Success Outcome identified above, come up with a SMART Objective that the College could considering committing to that would allow it to measure their performance of achieving the goal statement.

Remember that your SMART Objective needs to be written in one sentence that it satisfies the following requirements:

Specific: What needs to be accomplished?

Measurable: Quantify your objective

Attainable: Is this something that can be accomplished?

Relevant: How does it tie into the enterprise's primary goals and objectives?

Time-Bound: When is this to be accomplished by?

	Example	GOAL 1	GOAL 2	GOAL 3
INITIAL GOAL Write the goal you have in mind (From Q 3)	Achieved employee engagement survey completion rate by 75% for full time.	Engage the college community in the development and operationalization of a college environmental sustainability plan by the end of 2023.	Assess the link between employee engagement and student satisfaction scores, and develop department action plans as appropriate.	Increase the number of programs with enriched curriculum to reflect Indigenous perspectives.
S – SPECIFIC What do you want to accomplish? Who needs to be included? When do you want to do this? Why is this a goal?	The objective is specific to employee completion rate of 75%.	Facilitate active participation and collaboration of the college community in developing and implementing an environmental sustainability plan.	Evaluate the relationship between employee engagement and student satisfaction.	Incorporate Indigenous perspectives into the curriculum of additional programs.
M – MEASURABLE How can you measure progress and know if you've successfully met your goal?	Employee survey completion rate is measurable.	Engage stakeholders from various college departments and student organizations in the planning process.	(Assumed) Conduct surveys to collect data on employee engagement and student satisfaction.	Identify a specific number or percentage of programs to be enriched with Indigenous perspectives.
A – ACHIEVABLE Do you have the skills required to achieve the goal? If not, can you obtain them? What is the motivation for this goal? Is the amount of effort required on par with what the goal will achieve?	75% completion is a reasonable goal.	Organize regular meetings, workshops, and forums to gather input and ideas from the college community.	Analyze the survey results and identify areas of correlation and improvement opportunities.	Collaborate with Indigenous communities, educators, and stakeholders to develop relevant curriculum materials and resources. (Assumption)

R – RELEVANT Why am I setting this goal now? Is it aligned with overall objectives?	It is relevant to GC's overall goal to build Exceptional People	This objective aligns with the college's commitment to environmental sustainability and fosters a sense of ownership and responsibility among the college community.	This objective aims to understand the impact of employee engagement on student satisfaction and supports the college's goal of providing a positive learning environment. (Assumption)	This objective promotes cultural diversity and inclusivity within the college curriculum and aligns with the college's commitment to Indigenous education. (Assumption)
T - TIME-BOUND What's the deadline and is it realistic?	By 2024. (This is an assumption)	Complete the development and operationalization of the college environmental sustainability plan by December 31, 2023.	Complete the assessment and develop department action plans based on the findings by end of 2023.	Enhance the curriculum of the identified programs with Indigenous perspectives by the start of the academic year 2023-2024.
SMART - Review what you have written, and craft a new goal statement based on what the answers to the questions above have revealed	Achieved employee engagement survey completion rate by 75% for full time by 2024.	By December 31, 2023, facilitate active participation and collaboration of the college community in the development and operationalization of a comprehensive environmental sustainability plan through regular meetings, workshops, and forums.	By end of 2023, assess the relationship between employee engagement and student satisfaction scores through surveys and develop department action plans to enhance employee engagement where necessary.	By the start of the academic year 2023-2024, incorporate Indigenous perspectives into the curriculum of a specified number or percentage of programs through collaboration with Indigenous communities, educators, and stakeholders.