

SBCCD HR Goals & Objectives 2016

| HR GOALS: | <u>District Goal 1: Student Success</u> - Provide the programs and services necessary to enable all students to achieve their educational and career goals | <u>District Goal 2: Enrollment and Access</u> - Increase access to higher education for populations in our region | <u>District Goal 3: Partnerships of Strategic Importance</u> - Invest in strategic relationships & collaborate with partners in higher education, PK-12 education, business & workforce development, government & other community organizations | <u>District Goal 4: District Operational Systems</u> - Improve the district systems to increase administrative and operational efficiency and effectiveness |
|---|--|---|---|---|
| Hire, promote and retain leaders to implement innovative methods to attract, grow and educate the student population | X | | X | |
| Address needs of overall organization to increase administrative and operational efficiency and effectiveness | | | | X |
| Implement a strong employment brand to attract and retain staff to enable students to achieve their education goals | X | | | |
| Proactively developing an engaging innovative on-boarding training to inform, assist and be a resource to help transition external hires into San Bernardino Community College District employees | X | | | X |
| Develop programs to foster diversity and recognition | X | X | X | X |
| Effectively ensuring consistency in the compliance of policies, porcedures, processes and communications to our stakeholders through the use of our internal resources and systems | | | | X |
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VISION: *Seeking, developing, empowering, and retaining employees to make a positive difference in the lives of the students we serve.*

MISSION

The Human Resources Department is a strategic partner in the commitment of maximizing human capital that leads to student success. The department strives to implement, sup-port and add value to improve the welfare of employees, with a committed focus on the development, empowerment, and retention of staff by providing the highest level of customer service to those we serve.