

2.

Examples of Performance Goals

Sample Performance Goal Sample Performance Goals

❖ **Improve the volunteer recognition process and opportunities to ensure the workforce is recognized in a meaningful way.**

The specific activities I will take are:

1. Hold a Focus Group for 6-8 core team members to gain feedback on existing and preferred recognition opportunities in June 2015
2. Build a consistent honours & awards nomination & selection process by October 2015
3. Roll this process out to staff in January 2016
4. Host a volunteer recognition event in April 2016

I will measure the success of this goal with feedback gained from the volunteer satisfaction survey in April 2016. I will aim for an 80% satisfaction rating on the volunteer recognition section of the survey.

❖ **Build and implement a professional development program for 2015-16**

The specific activities I will take are:

1. Identify 3-4 topics based on team feedback by May 2015
2. Build all training content by July 2015
3. Deliver 3-4 sessions between July 2015 and April 2016
4. Build and implement a short and long-term evaluation process to measure the impact and make recommendations for next year by end of April 2016
5. I will measure the success of the program through a debrief survey after each session (I will aim for 80% satisfaction) and long-term evaluation survey (80% of staff will utilize new knowledge and understanding within 6 months as a result of these sessions).