

REDEFINE – RISE 2030

1.4 Employee Volunteer Program

Priority: Redefine Our Relationship with the Community

Goal: Enhance Waubonsee's connection with the district by fostering a culture of service, collaboration, and community engagement that reflects our mission and shared values.

Strategic Action: Waubonsee will establish and sustain an Employee Volunteer Program (EVP) that encourages multi-member representation, teamwork, and community-centered participation across district organizations and initiatives.

Action Steps:

STRATEGIC ACTION TASK PLAN

Phase 1: Planning and infrastructure

1. Finalize Framework

- o Identify internal partners
- o Identify external partners
- o Select elements for program
- o Develop policy for program

Phase 2: Implementation

2. Initiate program

- o Decide if new position is needed for the program
- o Work with internal partners to establish timeline for implementation
- o Communicate timeline to college community
- o Communicate project to college district.

Phase 3: Full Implementation of program

3. Goals

- o Increase employee engagement
- o Increase community engagement
- o Decrease turnover

Phase 4: Program assessment

4. Metrics

- o Employee Engagement (existing engagement surveys-add questions)
- o Review turnover metrics
- o Make adjustments as needed

TEAM AND INVESTMENT

Action Teams should include individuals who bring the following perspectives and expertise:

- Leads employer outreach and partnership negotiations.
- Support participants in self-advocacy and career mobility.
- Tracks program performance and workforce impact.

Investment

- **Medium investment** for WCC providing:
 - o Faculty & program development funding
 - o Employer engagement & partnership coordination resources
 - o Marketing and recruitment for upskilling programs