

Strategic Contexts - Professional Staff

Aligning your work with the University's priorities requires understanding of how your role contributes to specific objectives in the School's/Centre's operational plans and the ECU Strategic Plan 2017 – 2021. The five strategic themes are:

1. Dedication to our students.
2. Connecting with our community and the world.
3. Building strategic partnerships and collaborations.
4. Fostering strong alumni relations.
5. Promoting equality, diversity and social responsibility.

Staff are asked to consider how their individual performance contributes to school/centre objectives and these themes.

The following questions may assist reflection and guide how individual contributions are communicated in performance discussions as well as provide a strategic focus for the plan:

- How have I provided high levels of service to students customised to different needs?
- How have I worked to understand differing needs and circumstances and tailored our services to these needs?
- How have I engaged with and collaborated with colleagues in other service centres / schools /campuses?
- How have I sought to understand and share best practice and standards from my professional area of practice?
- Have I worked to customise those to an ECU context?
- How have I contributed to ECU sustainability objectives? For example, how do I practice and encourage an inclusive workplace culture to support equity and diversity?
- Do I support activities for my own and others health and well-being at work?