

## FY 2024-2025 Goals and Objectives & Key Results (OKRs)

At NCCPC, the staff collaborate with the Steering Committee Chair and Vice Chair, and the four Committee Co-Chairs, to define the coalition's goals, objectives, and key results (OKRs) each year. Each year's Goals and OKRs are published at <https://norcalpromisecoalition.org/purpose/>.

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### Organization-Wide Goals

<b>Goal 1: Meet 2024-2027 budget needs in partnership with our fiscal sponsor.</b>	Rationale: This year we set a 2-year plan, we were 100% responsible for meeting the goals on our own, and we did not meet our goals (have not fundraised 100% of FY25 budget). NEXT year we should set a 3-year plan that includes explicit responsibilities from our fiscal sponsor to help us meet our budget and fundraising goals.
<b>Goal 2: Establish and implement the first Bylaws and member-wide dues for FY 2026.</b>	Rationale: As we approach our 5-year anniversary, NCCPC has not established bylaws as a coalition. With Steering Committee-approved bylaws, the NCCPC staff will have clear direction on how to organize, structure, and focus the coalition's limited, but diverse and impactful, resources and capacity for years to come.
<b>Goal 3: Strengthen the coalition's backbone function.</b>	Rationale: This year the focus was to have the operational capacity to achieve coalition growth, a goal we have exceeded by growing 6X in under 5 years. NEXT year the focus will be to ensure the backbone function of the coalition, carried by 3.75 FTE staff (as of 5/1/24), has the human, financial, process, and technological resources to effectively support the existing membership.
<b>Goal 4: Establish a goal-setting procedure informed</b>	Rationale: Over the last five years, the NCCPC Team has facilitated a goal-setting process that has adapted to the unique needs of the membership and capacity of the backbone function. To ensure that

<b>by committee leaders for FY 2026.</b>	both the staff and the committee leadership have a reliable, consistent methodology and process for establishing goals across multiple years, and not just annually, the staff will partner with committee leaders to establish a new procedure that will drive the goals for FY2026.
<b>Goal 5: Publish a coalition-wide membership and student profile by the end of FY 2025.</b>	Rationale: NCCPC staff have attempted to gather data from members each year with varying degrees of success, never achieving more than 70% response rates. This has prevented the team from sharing detailed information about the members and the students they serve. By focusing on this goal for next year, we focus our efforts on developing and implementing a revised member survey, achieving 100% member response rates, and publishing a profile of our members and students online (e.g. year-end report, website). This information will be an invaluable resource for fundraising, story-telling, coalition-building, advocacy, membership engagement and recruitment, and partnership management.

The following chart summarizes how the 1) Steering Committee and 2) Operations Objectives and Key Results (OKRs) map to each of the five (5) Goals.

<b>STEERING</b>	<b>Goal #1</b>	<b>Goal #2</b>	<b>Goal #3</b>	<b>Goal #4</b>	<b>Goal #5</b>
O#1 Implement a three-year budget and fundraising plan by November 1, 2024.	X		X		
O#2 Transition fiscal sponsors by July 1, 2025.		X	X		
O#3 Publish a membership directory by the end of FY 2025.			X		X
<b>OPERATIONS</b>	<b>Goal #1</b>	<b>Goal #2</b>	<b>Goal #3</b>	<b>Goal #4</b>	<b>Goal #5</b>
O#1 Develop and Implement bylaws for NCCPC for FY 2026.		X	X		
O#2 Redesign a goal-setting process for FY 2026 in collaboration with committee leaders by February 1, 2025.			X	X	
O#3 Launch an NCCPC Event Guide by February 2025 to inform all 2025 and future events.			X		

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**Steering Committee**

GOAL: Serve as the coalition's governing body and have shared leadership over college success efforts in the region, from Sonoma to the Central Valley. **They are the driving force behind the coalition and its mission.**

*O = Objective | KR = Key Result*

- **O #1 Implement a three-year budget and fundraising plan by November 1, 2024.**
    - **KR #1:** Develop a three-year budget with a fundraising consultant and financial advisor by September 1, 2024 for Steering Committee approval by October 1, 2024.
    - **KR #2:** Design a fundraising plan with a fundraising consultant and a newly established Fundraising Committee for launch by November 1, 2024.
  
  - **O #2 Transition fiscal sponsors by July 1, 2025.**
    - **KR #1:** Design a fiscal sponsor transition plan in partnership with Ed Fund West and Reinvent Stockton Foundation by November 1, 2024.<sup>1</sup>
    - **KR #2:** The NCCPC Team has the capacity, in staff time and consultants, to implement the defined fiscal sponsor transition plan.
  
  - **O #3 Publish a membership directory by the end of FY 2025.**
    - **KR #1:** Relaunch the Member Survey and achieve at least a 90% response rate.
    - **KR #2:** Use the Member Survey data to inform a Membership Directory that members and the public (funders, K-16) can access that will amplify their strengths and value-add to the community.
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## Operations

GOAL: Implement the vision, mission, goals, and OKRs of the coalition by delivering effective, efficient, and appropriate backbone functions.

*O = Objective | KR = Key Result*

- **O #1: Develop and Implement bylaws for NCCPC for FY 2026.**
  - **KR #1:** Get draft bylaws approved by the Steering Committee by November 1, 2024.
  - **KR #2:** Redesign membership MOUs to reflect and reference the approved Bylaws for member renewals/recruitment by February 28, 2025.
  
- **O #2: Redesign a goal-setting process for FY 2026 in collaboration with committee leaders by February 1, 2025.**
  - **KR #1:** Host the first Committee Leader Retreat by February 1, 2025.

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<sup>1</sup> See [slides 16-21](#) for the approved Fiscal Sponsorship Proposal.

- **Oe #3: Launch an NCCPC Event Guide by February 2025 to inform all 2025 and future events.**
    - **KR #1:** Draft an Event Guide by February 1, 2025 and use it to plan the 2025 5th Annual All Member Meeting
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## Campus Partnerships

COMMITTEE GOAL: Partnering with colleges to enter secure student-level data-sharing agreements for a coordinated care approach that includes on- and off-campus resources and financial support.

*O = Objective | KR = Key Result*

### **PROPOSED FOR FY 2024-2025 - TBD**

**IN PROGRESS:** Campus Partnerships committee members are in conversation regarding OKRs for FY24\_25. Their next meeting does not occur until after the 6.24.24 Steering Committee meeting. As such, they are working on draft OKRs to be shared at the June Steering Committee meeting. If that is not achievable, the draft OKRs will be shared in August.

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## Communities of Practice

COMMITTEE GOAL: Bring practitioners, leaders, and allies together for robust discussions around issues that affect the cradle-to-career ecosystem.

*O = Objective | KR = Key Result*

- **O #1: Launch a revamped vision for the Communities of Practice Committee that will drive scheduling and meeting topics for FY 2024-2025.**
    - **KR #1:** Document the fiscal year's schedule and suggested topics by August 1, 2024.
    - **KR #2:** Publish a Co-Chair-approved Communities of Practice vision and share member-wide by September 30, 2024.
    - **KR #3:** Implement a quarterly meeting schedule with topics defined in advance with NCCPC staff through June 30, 2025.
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## Policy

COMMITTEE GOAL: Advocacy coordination to focus on systems change efforts that promote college access, affordability, persistence, and success.

O = Objective | KR = Key Result

- **O #1: Be a consistent advocate against scholarship displacement in California**
    - **KR #1:** Submit a proposal to [CCGI](#) to 1) promote the issue of scholarship displacement and the ban in California and 2) support tracking of scholarships and displacement in CaliforniaColleges.edu.
  
  - **O #2: Secure funding in the FY 25-26 state budget for local, community-based outreach and engagement activities to help families claim their children's CalKIDS and (where available) local CSA and HOPE accounts.**
    - **KR #1:** \$5-10 million in the FY 25-26 California State budget for CalKIDS outreach & engagement conducted by local CSA programs and other community partners.
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## Workforce Partnerships

COMMITTEE GOAL: Employer partnerships to develop students' career clarity and provide targeted internship and job placement.

O = Objective | KR = Key Result

**IN PROGRESS:** Workforce Partnerships committee members are currently reviewing the proposed OKRs. The goal is to confirm that the draft OKRs below are to be shared at the June Steering Committee meeting. If that is not achievable, the draft OKRs will be shared in August.

- **O #1: Refine and formalize the NCCPC Workforce Partnership model based on learnings and member best practices.**
  - **KR #1:** Model Refinement - Develop NCCPC workforce partnership model to reflect the identified needs of workforce committee members and their respective organizations.
  - **KR #2:** Documentation - Finalize NCCPC Workforce Partnership Guide based on review and feedback from workforce committee members.
  - **KR #3:** Communication & Outreach - Test & Learn from using Google Site.

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