

CE Quarterly Goals

Q4 2015-2016: April - June 2016

Q4 - CE Department / Maggie

Quarterly Goals Summary

Goal	Measurement of Success	ETA	Dependency	Status
Goal 1. Assist in preparing the Wikimedia Foundation Annual Plan generally and the CE Annual Plan specifically	<ul style="list-style-type: none"> - Post Annual Plan and track community feedback - Modify CE Annual Plan according to community feedback and evolving Foundation tactical approaches 	4/1 EoQ	<ul style="list-style-type: none"> - Executive and contractor preparation of Annual Plan - Executive direction on evolving tactical approaches to strategy 	
Goal 2. Finalize CE reorg and restructures	<ul style="list-style-type: none"> - Finalize restructure by documenting boundaries of team responsibilities and clarifying expectations around interdependencies - Begin implementing restructure of CR grant programs based on "Reimagining Grants" outcomes 	5/31 EoQ		
Goal 3. Explore and implement improvements to harassment and hostility in the movement	<ul style="list-style-type: none"> - Inspire campaign - Code of Conduct conversations for tech spaces - SuSa harassment campaign 	-EoQ -EoQ -Var.		
Goal 4. Maintain and continue to improve ongoing workflows	<ul style="list-style-type: none"> - Launch several grants rounds: APG, Rapid Grants, IEG - Meet support SLAs - Rolling grants programs 	EoQ	<ul style="list-style-type: none"> - Engineering, Legal, Finance support to grants programs 	

Q4 - CE / Resources

Quarterly Goals Summary

Goal	Measurement of Success	ETA	Dependency	Status
Goal 1: Begin implementation of grants restructure	<ul style="list-style-type: none"> *Launch Rapid Grants *Begin portal redesign *Recruit new committee members *Create and post new Project Grant application form 	EOQ	Design/build resources for wiki pages/flows, Legal, Finance	
Goal 2: Conduct global metrics review (GM) and retrospective	<ul style="list-style-type: none"> *Based on community feedback, design a solutions to address issues raised by community + WMF *Select solution that replaces GM *Prepare for launch of updated GM in Q1 FY17 	EOQ	PC&L	
Goal 3. Maintain grant programs and workflows	<ul style="list-style-type: none"> *Launch grants funding rounds (IEG, APG:Full) and maintain rolling grants (PEG, APG:Simple, TPS) *Meet commitments for 10 of 10 grantmaking workflows on-time 	EOQ	Finance, CE dep't stability (including evaluation resources from PC&L), Recruitment to fill APG PO	
Goal 4: Provide strategic support to communities and staff by attending movement conferences	<ul style="list-style-type: none"> *Staff attend movement conferences to learn, build relationships, deliver training and present work at WMCon, Wikimania, WikiArabia, Hackathon 	EOQ	Comms, PC&L	
Goal 5: Pilot Community Capacity Development trainings in 3 communities	<ul style="list-style-type: none"> *Develop material and curriculum for 3 communities (Ukrainian, Portuguese, Tamil) *Execute pilots as planned, incl. scoping pre- and post-evaluation of trainings and their outcomes 	EOQ	Comms, PC&L (support on surveys)	

Q4 - Program Capacity & Learning

Quarterly Goals Summary

Goal	Measurement of Success	ETA	Dependency	Status
Program and Learning Infrastructure	<ul style="list-style-type: none"> * Finalize Annual Plan for 2015-2016 * Complete remaining UX Design Research interviews and analysis for hub resources and functions * Create and begin beta-test of Single Point of Entry Landing Page and Navigation for Wikimedia Resource Center. * Test alpha Programs and Events Dashboard with sample of community testers and compile prioritized list of known bugs and desired features on Phabricator. * Develop Community Engagement Insights process and protocols, for implementation in Q1 * Wikipedia Library Card Platform Beta Release 	<p>June</p> <p>June</p>	<p>Community Input</p> <p>Hub of Hub Team (Comms, Health and Safety, PC & L)</p>	
Community Leadership Development	<ul style="list-style-type: none"> * Pre-conference learning days held at Wikimedia Conference and Wikimania: 70+ community leaders engage in peer learning and leadership development. At least 50% of participants engaged as presenters and/or co-facilitators. * Engage 40+ leaders in Community Listening workshops at conferences * Education Collaborative Best Practice Curation (Video and Updated Tool Kit/Learning Patterns) * AffCom: Convene and facilitate committee's annual meeting to clarify the chapters affiliate model, review user group naming conventions, and other agenda items for planning affiliates development supports for 2016-2017. * Support Affiliate Discussion on WMF Strategy and Moving Forward in Partnership in Berlin * Proposal Analysis for Round 2 FDC APG 	<p>Jun 26</p> <p>Apr 22</p> <p>Apr 23</p> <p>Apr 30</p>	<p>Victor Grigas & Comms Team</p> <p>AffCom members WMF Board</p>	
Team Core	<ul style="list-style-type: none"> * Recruit and onboard Community Capacity Manager for Education 	<p>May 2016</p>		

Q4 - CE / Support & Safety

Quarterly Goals Summary

Goal	Measurement of Success	ETA	Dependency	Status
Goal 1. Continue analyzing and facilitating research and pragmatic steps on addressing harassment	<ul style="list-style-type: none"> Report on Research: Online Community Conduct Policies published on Meta Facilitate Modelling Talk Page Abuse project Facilitate INSPIRE campaign around Harassment with community-produced ideas 	5/23 TBA 4/7	<ul style="list-style-type: none"> None external Modelling Talk Page Abuse is being lead by Research and is further dependent on external researchers Resources department 	
Goal 2. Assist with preparing and consulting with community on WMF annual plan	<ul style="list-style-type: none"> Assist with consultation around Annual Plan. Adjust SuSa annual plan 16/17 in accordance to feedback as necessary 	4/30 EoQ	<ul style="list-style-type: none"> Executive and management feedback and review 	
Goal 3. Staff accounts & User rights	<ul style="list-style-type: none"> Plan and write an organized policy for staff user rights to ensure security and proper on-/offboarding Implement plan and transition all staff accounts. 	4/30 5/31		
Goal 4. Maintain the core.	Execute and maintain core workflows with 95% of inquiries responded to within 2 business days.	EoQ		

Q4 - Technical Collaboration / Quim

Quarterly Goals Summary

Goal	Measurement of Success	ETA	Dependency	Status
Communication workflows between WMF Product teams and Wikimedia communities	Product page template reflecting PDP status and history. Agreement on when and how Product teams communicate. Agreement on when and how communities provide feedback. Plan to expand communication with tech ambassadors and translators.	6/30	Product, community consensus.	Proposal
Technical Collaboration participation in Wikimania	Hackathon focusing on Community Wishlist and newcomers. Hackathon showcase promoted to non-technical audiences. Well prepared presentations bring feedback to PDP. Contribution to informative CE presence in Community Village.	6/30	Wikimania organization (Hackathon), PC&L (CE stand).	Proposal
A plan for the top ten Community Wishlist tasks driven by volunteers	Selection of 10 most voted suitable tasks. Technical and social feasibility assessment for each task. Recommendations for next steps vetted by developers. Plan for recruiting volunteer developers for each task.	6/30	Community Tech, related develop mentors / maintainers.	Proposal
Experiment with “users interactions” Consultation	Gather proposals from readers and editors around how to make Wikipedia more interactive, using a new interface. Document gathered solutions, lessons learned, and next steps.	6/30	Reading, community consensus.	Proposal