



PROGRESS REPORT

METRO TECHNOLOGY CENTERS • PREPARING FOR LIFE



Who We Are

Metro Technology Centers is a career and technology center district with five locations, serving the Oklahoma City metropolitan area. We offer a variety of training and career programs to high school students, adults, and business and industry. The District currently offers 84 full-time programs, 500 short-term and online classes, as well as customized training for business and industry. Programs and classes are available days, evenings and weekends.

Metro Tech's special services include career counseling, assessment, financial aid, college credit through cooperative agreements with local colleges,

employment services, computerized academic centers including ESL (English as a Second Language), child care, disability services including accommodations, and bus transportation for high school students. We provide special programs for high school dropout recovery (Renew program), transition from government assistance to the workplace (BEST program) and GED preparation.

Metro Tech promotes economic development through small and large business development, new business start-up and certification/licensure preparation and testing.

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Superintendent's Message

Our *MetroQuest* journey during the last seven years has produced amazing results. The results in our six strategic aims validate the success of our journey thus far. Organizationally, these results have produced the Commitment Level Award from the Oklahoma Quality Award Foundation (OQAF), five successive Gold Star Awards from the Oklahoma Association of Career and Technology Education and the **Achievement Level Award from OQAF this year.**

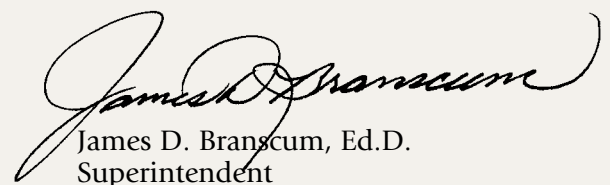
These milestones provide us not only with performance excellence but, more importantly, with high quality programs of study and successful job placement. This progress is also seen in business and industry improvement, as well as economic and community development. Such meritorious accomplishments could only be achieved through total organizational commitment toward *MetroQuest*.

In 2001 one of our goals was to increase positive placement of students to 90%. In 2006 we surpassed this goal at 94.6%. Our student completion and retention rates before 2000 were as low as 71%. Since then this rate has increased to 91.9% in 2006. These break-through results have been attained through the commitment of our faculty, site directors and staff. Beginning this year, follow-up in all categories will be done continually rather than on an annual basis thereby allowing us to assist more effectively and efficiently any student who may be seeking employment. Our quality journey has shown improvements in how our students and business partners perceive us. Survey results show satisfaction among students at 89.2% and satisfaction by businesses at 98.1%. We will continue to monitor these results and to implement processes allowing better service.

In the area of student services, our goal is to place the right students in the right programs to ensure student success that leads to high-skilled, high-wage employment or continuing education. To enhance student success in learning, faculty and staff are developing a process to ensure academic integration. This important developmental learning process will promote student achievement, once fully implemented. To provide more effective student support, the counselors are deploying a guidance and counseling plan that will be systematic, collaborative in approach and sustainable. Of the many benefits to this plan, the most important result will be increased student success.

Our number one priority is the continued emphasis of quality in the classroom. Faculty, lead teachers and site directors provide communication to students regarding this important concept. Students are taught to take ownership of their learning. This continued emphasis allows student improvement as a result of quality in the classroom initiatives.

We invite you to review our many successes in this document. Comments to the Superintendent's office are always welcome.



James D. Branscum, Ed.D.
Superintendent



Grand Strategy

Mission

Metro Technology Centers prepares people for successful employment and life in a global society.

Our Vision

To be the very best we can be at serving our students and stakeholders and to find joy in doing so.

Our Future Picture

MTC is a customer-focused, continuously improving, and learning organization that empowers all employees to make data-driven decisions and take actions that result in students' success. As a national leader in career and technology education and a market driver in Oklahoma City, MTC is benchmarked by other organizations and leads the way with agile, flexible, and innovatively-delivered education, training, and services. MTC's highly-qualified faculty and staff share our vision of where we are going, are engaged in executing the mission and strategies through aligned plans and activities, and are valued in doing so. MTC conducts itself in an ethical, cost-efficient and fiscally responsible manner. MTC systematically contributes to the community by meeting or exceeding student and stakeholder needs and promoting a thriving future.

Our Values (Prime Directives)

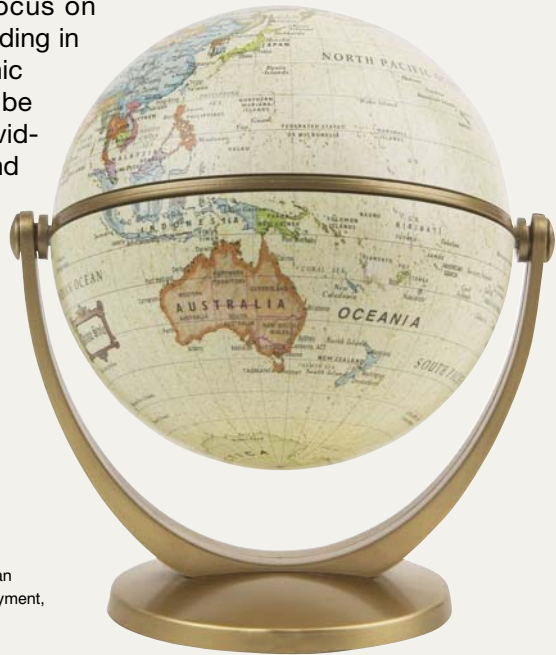
- We are customer focused.
- We are learning centered.
- We are ethical in practice.
- We are innovative in delivery.
- We are dedicated to continuous quality improvement.
- We do whatever it takes to forward our mission and Performance Excellence Plan.

Our Strategic Aims

- Learning Excellence
- Student and Stakeholder Satisfaction
- Financial and Market Strength
- Social Responsibility
- People Growth and Satisfaction
- Organizational Effectiveness

MTC Business Strategy

We actively seek out and market to persons and businesses who want, need, and can benefit from our programs and services. We respond with customized education and training options that will make a value-added difference to the person or business, are delivered by the ablest faculty and staff in a seamless and constructive manner, and provide opportunities for continued growth and success. We focus on persons and businesses residing in the Oklahoma City geographic market area. Our intent is to be the recognized leader in providing customized education and training solutions that result in measurable outcomes for the customer.



Preparing for Life

Metro Technology Centers does not discriminate on the basis of race, color, national origin, sex/gender, age, marital or veteran status, religion, pregnancy, or qualified disability in recruitment, hiring, placement, assignment to work tasks, hours of employment, levels of responsibility, and pay. For special accommodations, call: 405 605-4855, or e-mail: janet.cundiff@metrotech.org.

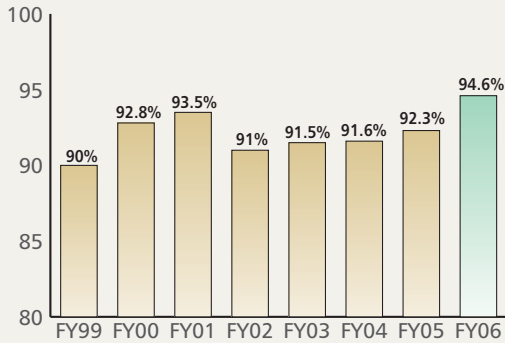


Strategic Aim 1

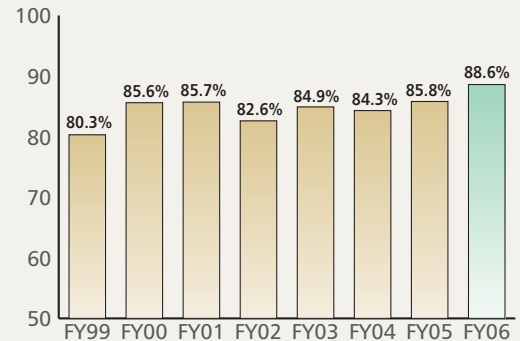
Learning Excellence

MTC is a professional learning community providing high-quality, customized instruction that is innovative in design, flexible in delivery, and adaptable to changing markets and requirements.

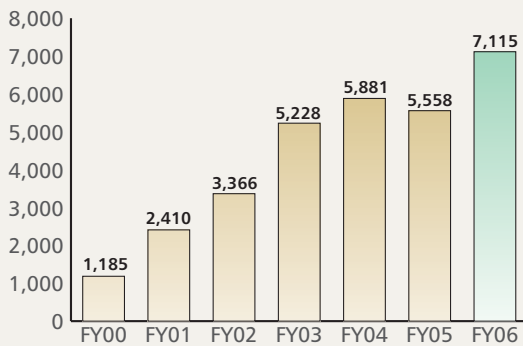
Positive Student Placement Rate



Related Student Placement Rate

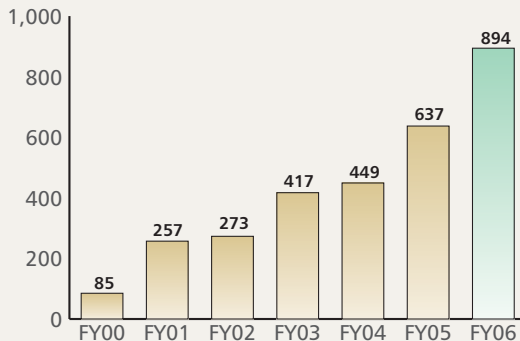


College Hours Earned Through Cooperative Agreements



6-year increase:
+500%

Number of Students Participating in Cooperative Agreements



6-year increase:
+952%

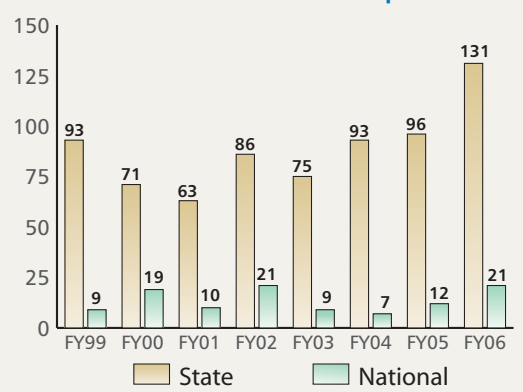




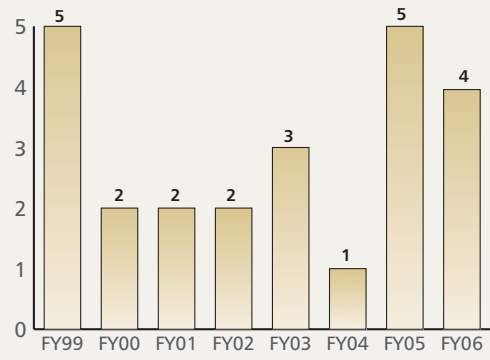
Strategic Aim 1

Learning Excellence

Number of Students Placing Top 10 in State and National Competitions



Number of District/State/National Officers



Percent Passing Licensure/Certification/Competency Test-2006

100%	Aviation Maintenance Technician (AMT)
100%	Microsoft Certified Professional (MCP), Microsoft Certified Systems Engineer (MCSE), or a Microsoft Certified Systems Associate (MCSA)
100%	CompTIA Network+, A+ Hardware, and A+ Software exams
100%	Dental Assistant
100%	Surgical Technologist
97.3%	NCLEX Review for LPN (first time tested)
94.4%	Registered Radiological Technologist (ARRT)
93.1%	Licensed Practical Nurse (LPN)
92.9%	Paramedic
92.3%	Certified Nursing Assistant (CNA)
91.0%	National Brainbench exams in Information Technology occupations
86.2%	Basic Cosmetology Operator, Facial Operator, or Manicurist



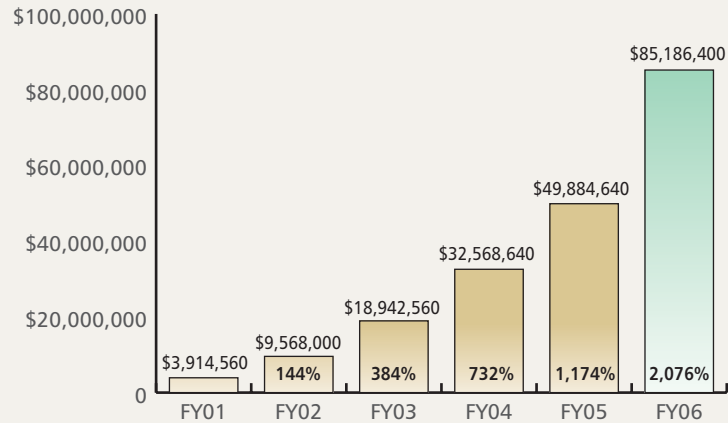
Strategic Aim 1

Learning Excellence

Tinker Air Force Base and Metro Technology Centers Help Strengthen Oklahoma's Economy

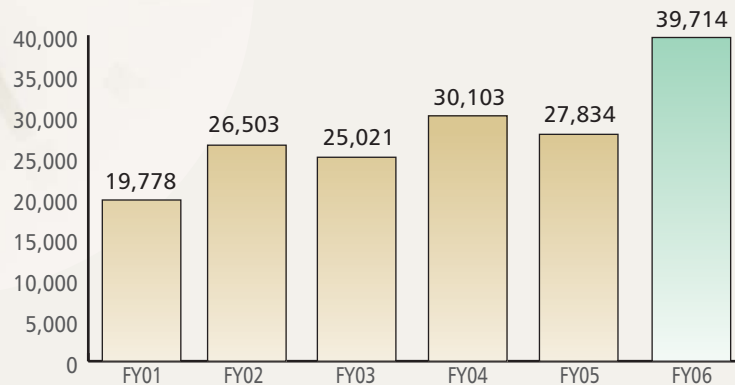
The Air Logistics Center (ALC) at Tinker Air Force Base (TAFB) partners with the Aviation Career Campus to employ students as Airframe and Powerplant mechanics. Over a five year period, 498 students have been hired at the ALC earning a combined annual income of over \$102 million.

Metro Tech Graduates Employed at TAFB Air Logistics Center (ALC) Combined Salaries (\$) and Cumulative Growth (%)



Total students hired from FY01 to FY06: 498

Business & Industry Services TOTAL Enrollment by Clock Hours



5-year clock hours increase: 101%



Strategic Aim 2

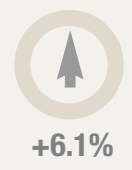
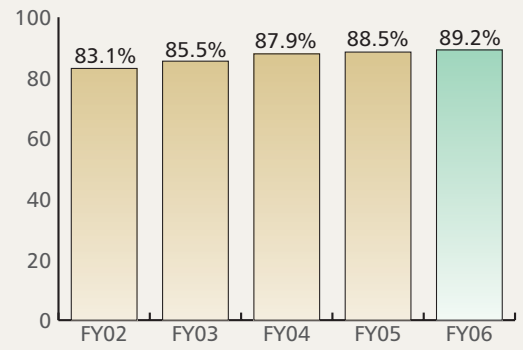
Student and Stakeholder Satisfaction

Metro Technology Centers satisfies our students and stakeholders by helping them build successful careers, meet school- and work-related requirements, adapt to market changes, and participate in lifelong learning.

Student Satisfaction

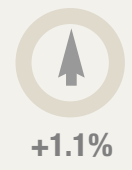
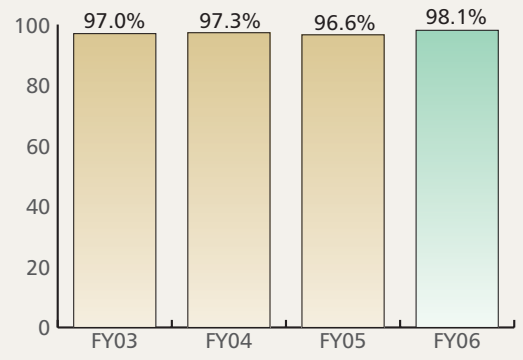
Metro Technology Centers conducts a student survey each year. On a 30-question survey, students are asked to rate items on a scale of 1 to 4 (strongly disagree to strongly agree) covering such topics as instruction, instructional support, availability of resources, counselor and site director support, student activities, student-related policies and safety/security of the school environment. Students are also allowed to write comments on the greatest strengths in their programs at Metro Tech, as well as the greatest opportunities for improvement.

Student Opinion Survey Trends Overall Percent Agree or Strongly Agree



+6.1%

Advisory Committee Survey Results Overall Percent Agree or Strongly Agree

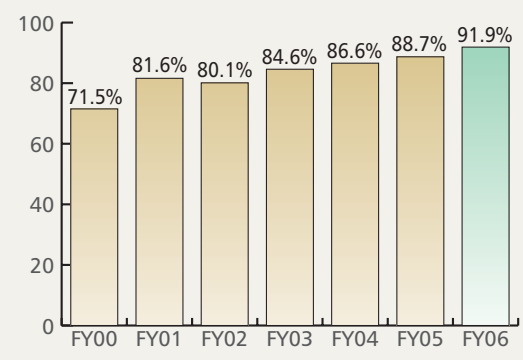


+1.1%

Advisory Committee Surveys

To determine the satisfaction of business and industry partners, Metro Technology Centers piloted a survey of full-time program advisory committee members. Business and industry representatives were asked to rate items on a scale of 1 to 4 (strongly disagree to strongly agree). Topics covered included rigor of skills training, communication about available programs, flexibility of program offerings, academic and college preparation, student activities, district contributions to the economic development of its community, and safety/security of the school environment.

Student Completion/Retention Rates



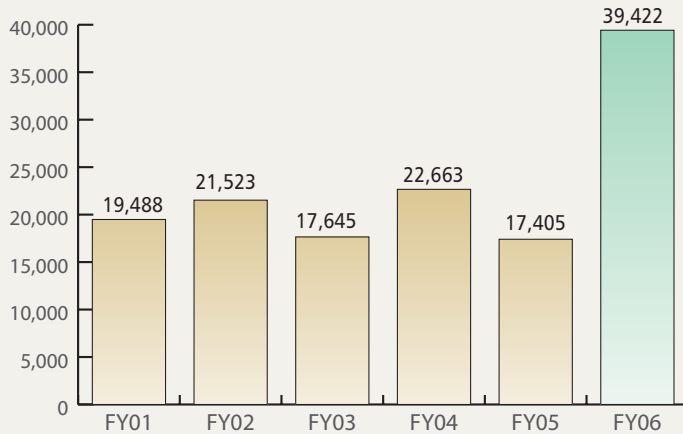
+20.4%



Strategic Aim 2

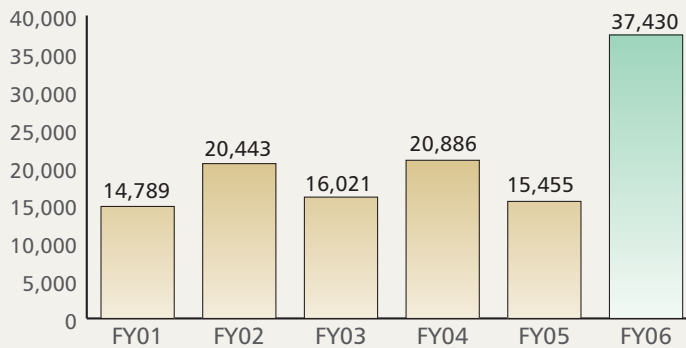
Student and Stakeholder Satisfaction

Total Enrollment



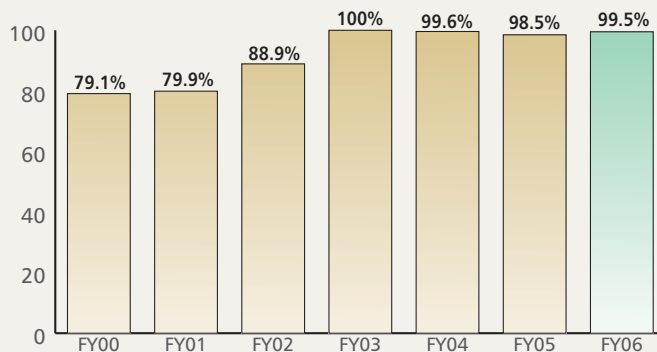
5-year enrollment growth:
+102%

Short-Term/Business & Industry Enrollment



5-year enrollment growth:
+153%

Full-Time Enrollment vs. Capacity Rate



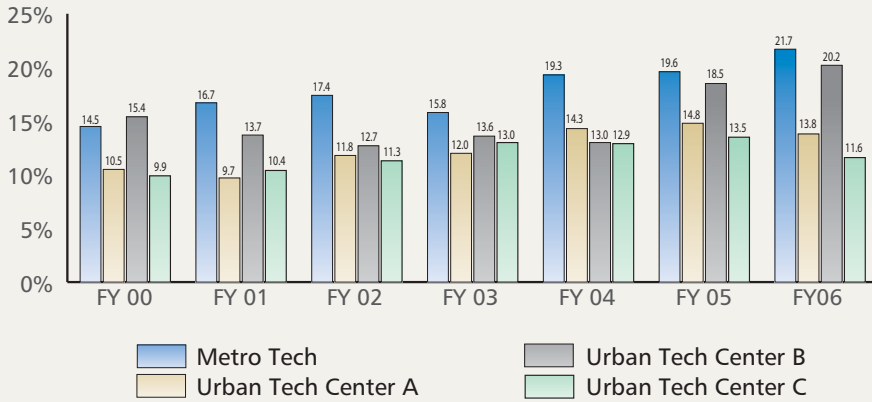
6-year enrollment growth:
20.4%



Strategic Aim 2

Student and Stakeholder Satisfaction

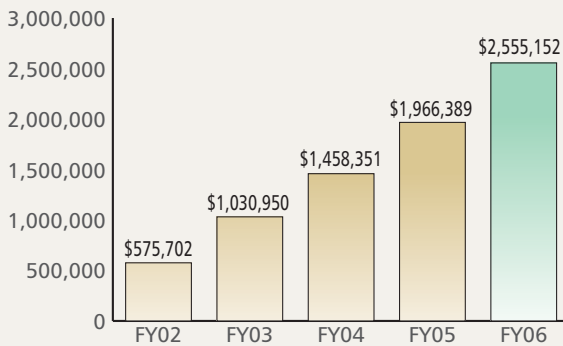
Secondary Service Rate



Secondary Service Rate

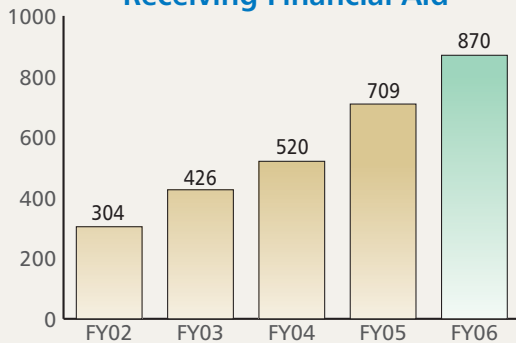
Secondary service rate measures the percentages of students attending a technology center compared to average high school district enrollments. Metro Technology Centers serves the highest percentage of high school students enrolled per sending school when compared to other Oklahoma urban technology centers.

Financial Aid Distributions



4-year increase of: 343%

Number of Students Receiving Financial Aid



4-year increase of: 186%

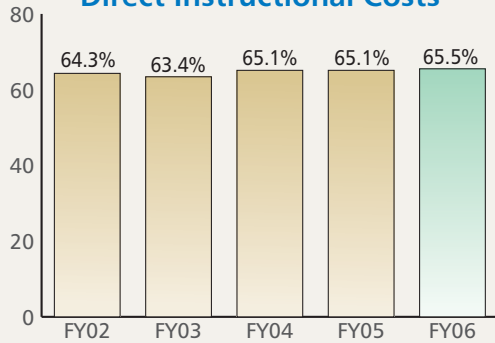


Strategic Aim 3

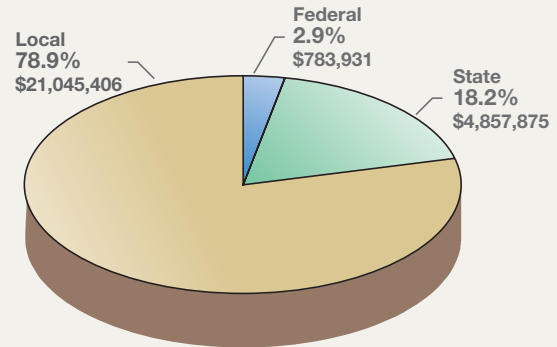
Financial and Market Strength

MTC has increased growth capital through cost effective process improvements and alternative sources of income. These results are being benchmarked and have provided funding for additional or enhanced program offerings that are in response to changing market requirements.

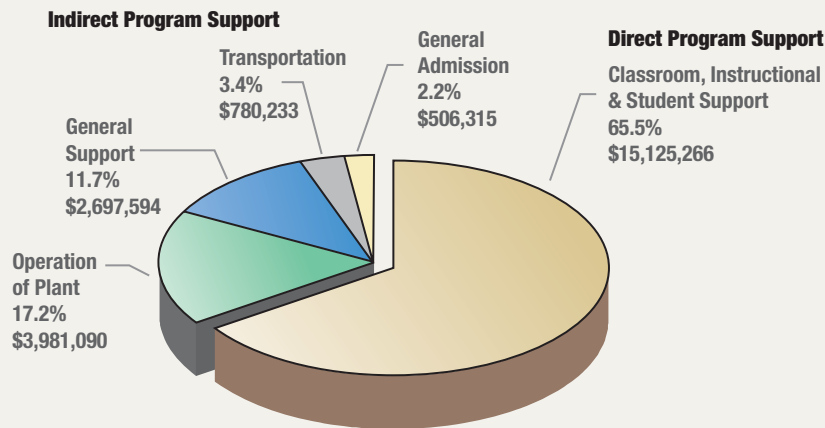
Percent of Expenditures Dedicated to Direct Instructional Costs



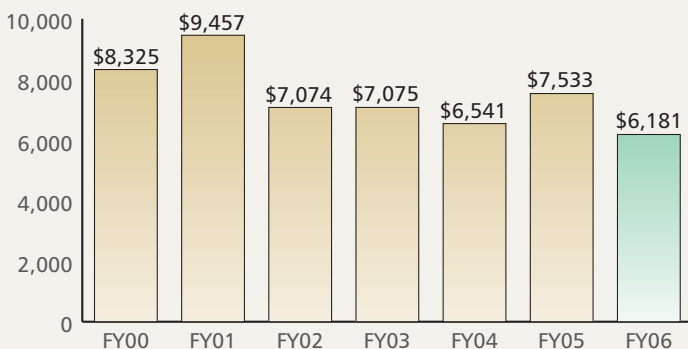
2006 Sources of All Funds



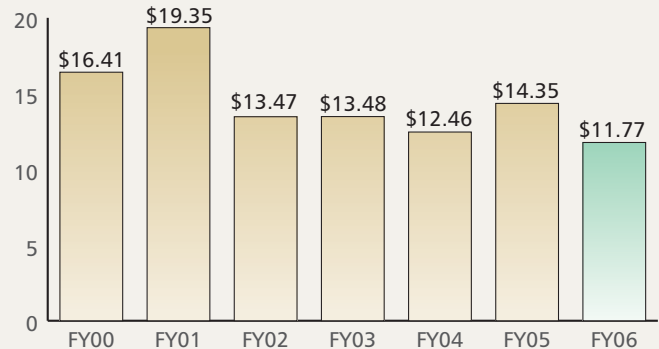
2006 Use of General Funds



Average Expenditure per FTE Student



Average Expenditure per Contact Hour





Strategic Aim 3

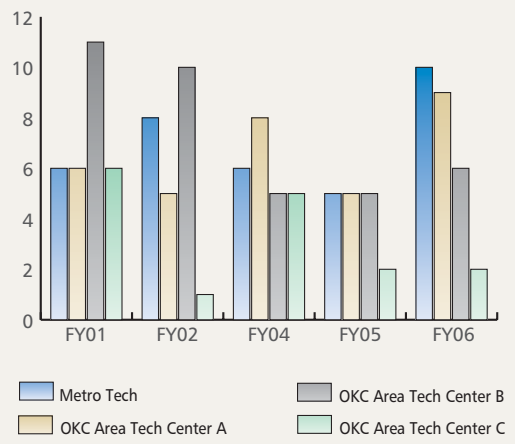
Financial and Market Strength

Market Position

Each year Marshall Marketing & Communications conducts telephone surveys in the Oklahoma City metro area. Over 850 respondents in eight counties answer questions concerning their choices for consumer products and media selection. One question asks if the respondent plans to continue their education in the next 12 months. If so, what school would they choose to attend. Results are to the right for metro area technology centers. These questions were not included on the survey in 2003.

In 2006, technology centers represented 28% of schools to consider out of 113 universities, community colleges and private learning centers.

School You Would Consider Attending



Metro Technology Centers: #1 for technology centers.

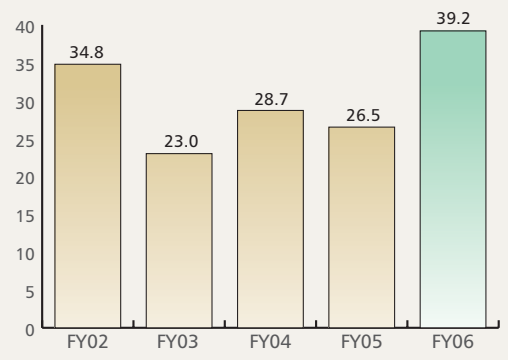
Brand Recognition

In efforts to create a new brand or identity for Metro Technology Centers, team members conducted research to develop a new slogan. Students were surveyed to unveil their true perceptions of Metro Technology Centers and to see what drives students to be loyal patrons. Team members analyzed 250 surveys and submitted the frequency of items mentioned. Thus a new slogan was born, "Preparing for Life," and a new branding campaign was implemented on April 1, 2006.

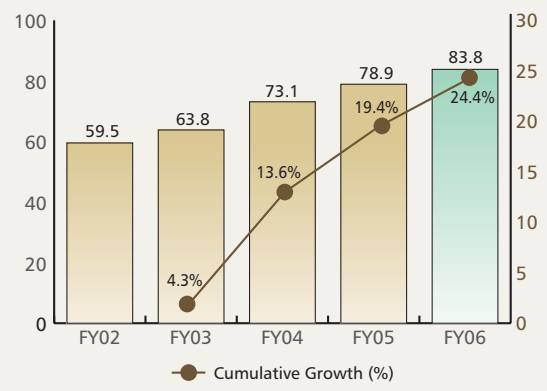
Preparing for Life

Survey Results of Student Perceptions	Times Mentioned
Future/Preparing for Life	89
Career, Job Preparation, Skills Training	53
Learning/Education	49
Success	43
Access, Advantage, Opportunity	31
World/Global	28
Achieving Goals and Dreams	26
Journey, Trip, Pathway	20
Fly, Soar, Rise, Distance	19
Information and Technology	18

Number of Short-Term (FTE) Programs



Number of Full-Time (FTE) Programs





Strategic Aim 4

Social Responsibility

MTC partners with business, industry, and other local agencies to build and sustain economic development and to add value through character development and community involvement.

Character First!

Since 2002, Metro Technology Centers' students and staff have been involved with character education through the Character First! program. The program teaches 49 specific qualities that make up an individual's character. This program helps students understand the importance of ethical decisions, behaviors and choices.

In August of 2005, eight Metro Tech sites were recognized by the Character Council of Central Oklahoma as a Campus of Character. Each site selected three to four staff members to attend the Character Training Institute. Each staff member agreed to serve on a Character Coordinating Council.

These site councils oversee integration of character education with staff and students.

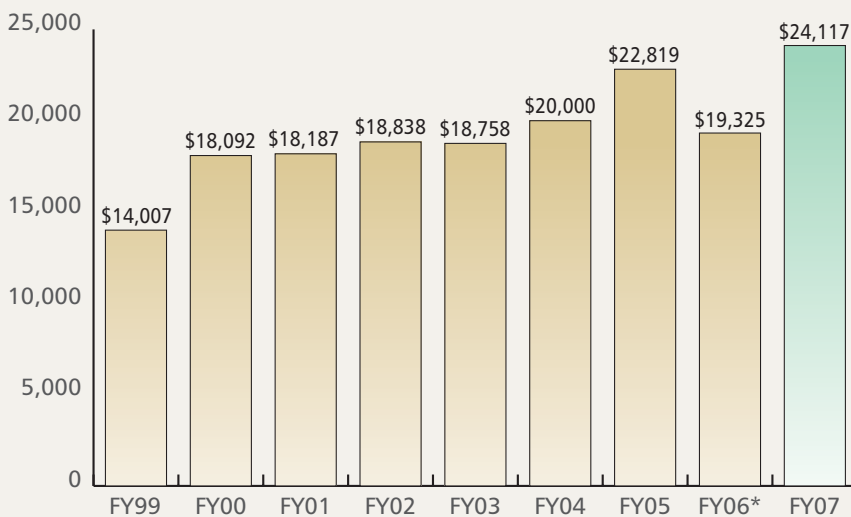
Each campus focuses on one main character quality every month. The monthly character traits are included in the Student Employee Handbook, designed by students of the Print Design program.

Business and industry representatives serving on advisory boards for Metro Tech affirm Metro Tech's efforts to help build character in the students. These are the qualities requested by most employers when hiring students.

Character Traits:

- | | |
|---------------|-----------------|
| Alertness | Hospitality |
| Attentiveness | Humility |
| Availability | Initiative |
| Benevolence | Joyfulness |
| Boldness | Justice |
| Cautiousness | Loyalty |
| Compassion | Meekness |
| Contentment | Obedience |
| Creativity | Orderliness |
| Decisiveness | Patience |
| Deference | Persuasiveness |
| Dependability | Punctuality |
| Determination | Resourcefulness |
| Diligence | Responsibility |
| Discernment | Security |
| Discretion | Self-control |
| Endurance | Sensitivity |
| Enthusiasm | Sincerity |
| Faith | Thoroughness |
| Flexibility | Thriftiness |
| Forgiveness | Tolerance |
| Generosity | Truthfulness |
| Gentleness | Virtue |
| Gratefulness | Wisdom |
| Honor | |

United Way Donations



**Increase of: 72%
from FY99 to FY06**



*FY06 does not include Katrina Relief contributions



Strategic Aim 4

Social Responsibility

Community Service Student Projects FY06

Program	Community Service	Number of Participants
ADULT & CONTINUING EDUCATION CAMPUS		
Customer Service	Clean & Paint Parent Assistance Center	8
Student Leadership Team	Providing assistance to the elderly, Grace Living Center	16
Print Design	Assisting Character First on Zoorific Day, face painting for youth	6
Student Leadership Team	Blood Drive	18
Carpentry	Marimbas for Mark Twain School	6
Campus-wide Participation	Katrina Charity Drive	80
		TOTAL 134
AVIATION CAREER CAMPUS		
Campus-wide Participation	VA Hospital (helping to make Christmas special)	30
Campus-wide Participation	United Way	23
		TOTAL 53
BEAUTY ACADEMY		
SkillsUSA	Katrina Charity Drive	72
Campus-wide Participation	Fashion Show for Capitol Hill High School	29
		TOTAL 101
HEALTH CAREERS CENTER		
Health Science Technology II	Community Service-Madison Elementary School	15
Health Science Technology II	Blood Drive	15
Health Science Technology I	HOSA-Childcare candy donation	22
Health Science Technology I	Community Service to children for Halloween	16
Medical Assisting	Flu shot to OU staff and students	10
Medical Assisting	Immunizations	7
Health Science Technology I	Assist in Adult Day Care	30
Medical Assisting	Decorating trees for Hospice	12
HOSA Day PN	Gathering donations for nursing home residents	24
HOSA	Assisting students at Thelma Parks Elementary	21
HOSA Day PN	Check customers' blood pressure at Big Lots	24
Health Science Technology I	Donating items to Children's Center in Bethany	35
Health Science Technology I	Delivery of items from children's wish list	15
Campus-wide Participation	Katrina Charity Drive	27
		TOTAL 273
INFORMATION TECHNOLOGY CENTER/CHILD CARE TRAINING CENTER		
Business Professionals of America	Longfellow reading/mentoring	40
Business Professionals of America	Book Drive	100
Computer Repair and Networking	Teaching Internet safety to Peppers Ranch boys	13
Accounting Services	Volunteer income tax assistance	24
Early Childhood Development Students	Students providing Foster Parent training	10
Early Childhood Development Students	Read Across America project	12
Campus-wide Participation	Katrina Charity Drive	75
		TOTAL 274
SOUTH BRYANT CAMPUS		
Cosmetology	Service clients from Red Rock	56
Graphic Design	Charity Drive for Jesus House (homeless shelter)	15
Auto Service	Community Car Care Clinic	35
Auto Service	Christmas Connection (helping the less fortunate)	15
Campus-wide Participation	Katrina Charity Drive	87
		TOTAL 208



**ALL SITES
COMBINED
GRAND TOTAL:
1,043**



External Financial Audits

Metro Technology Centers contracts annually with an independent certified public accountant firm to conduct audits of compliance with all requirements contained in the U.S. Office of Management and Budget (OMB) Circular A-133 Compliance Supplement; Government Auditing Standards; and OMB Circular A-133 Audits of States, Local, Governments, and Non-Profit Organizations. The most recent audit report, dated March 22, 2006, for the year ended June 30, 2005, had no findings of material weaknesses, no instances of noncompliance, nor any findings of questioned costs.

Compliance with Audit, Ethics and Other Regulatory Standards

KEY PRACTICES	RESULTS
REGULATORY	
PEOSH	0 Eminent Hazards
IDEA	100% complaints resolved
ADA	100% complaints resolved
Section 504	100% requests accommodated
ODEQ/ City of Oklahoma City	0 complaints
LEGAL	
Sexual/protected class discrimination or harassment	0 complaints
Policy enforcement	0 complaints
Negotiated agreements	0 complaints
Fire/Safety complaints	0 complaints
NLRB	0 complaints
State Labor Department	0 complaints

Accreditation

Metro Tech is fully accredited by:

- The North Central Association-Commission on Accreditation and School Improvement (NCA-CASI)
- The Oklahoma Board of Career and Technology Education (OBCTE)
- The Oklahoma State Board of Education
- Oklahoma Department of Environmental Quality (ODEQ) for training in lead-based paint (the only training facility in the state accredited by the ODEQ for this training program)

Program Specific Accreditations and Licensing

Auto Collision Technology	National Institute for Automotive Service Excellence (ASE)
Auto Service Technology	National Institute for Automotive Service Excellence (ASE)
Aviation Maintenance Technology	Federal Aviation Administration (FAA)
Construction Technology	Associated General Contractors of Oklahoma (AGC)
Cosmetology	Oklahoma State Board of Cosmetology
Dental Assisting	American Dental Association Commission on Dental Accreditation
Emergency Medical Technology	Oklahoma Department of Health, EMS Division Services
Facial Technology	Oklahoma State Board of Cosmetology
Medical Assisting	Commission on Accreditation of Allied Health Education Programs (CAAHEP)
Nail Technology	Oklahoma State Board of Cosmetology
Practical Nursing	National League for Nursing Accrediting Commission and Oklahoma Board of Nursing
Radiologic Technology	Joint Review Committee on Education in Radiological Technology
Surgical Technology	Commission on Accreditation of Allied Health Education Programs (CAAHEP)



Strategic Aim 5

People Growth and Satisfaction

MTC provides a culture that motivates and empowers employees to use their full potential to achieve the mission of Metro Technology Centers, supports employee satisfaction and wellness, and provides opportunities to promote personal and organizational growth.

Employee Satisfaction

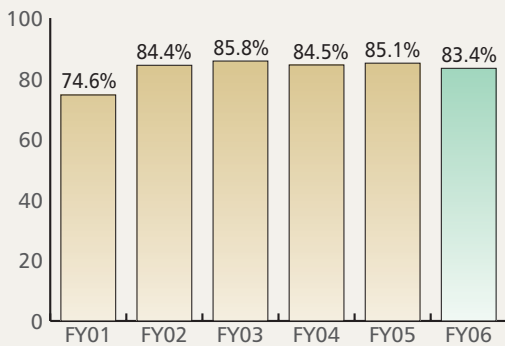
Metro Technology Centers conducts a survey to determine employee satisfaction. Employees rated 31 questions on a scale of 1 to 4 (strongly disagree to strongly agree). Topics included the district's quest for excellence, efficiency and effectiveness of work units, availability of resources and employee benefits.

Professional Development Hours Reported

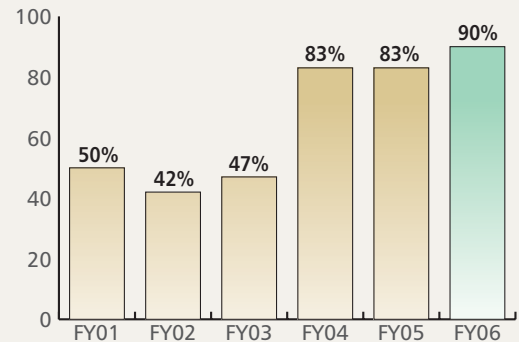


6-year increase: 188%

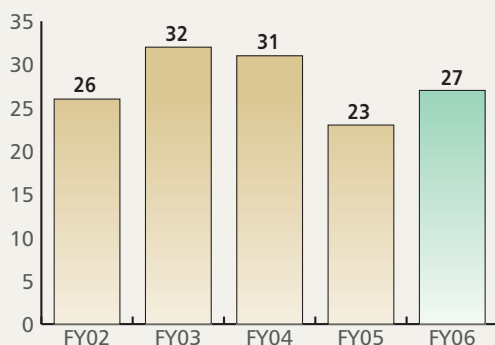
Employee Opinion Survey Overall Percent Agree or Strongly Agree



Employee Participation in Survey Response Rate

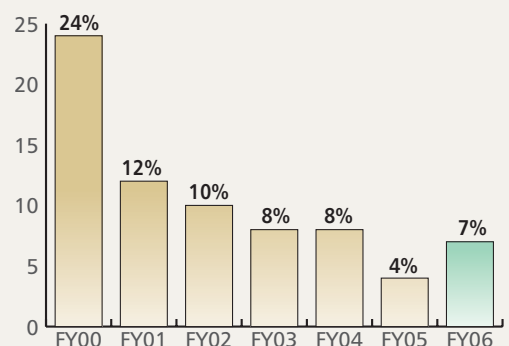


Employee Promotions



139 promotions over a 5-year period

Employee Turnover Rate





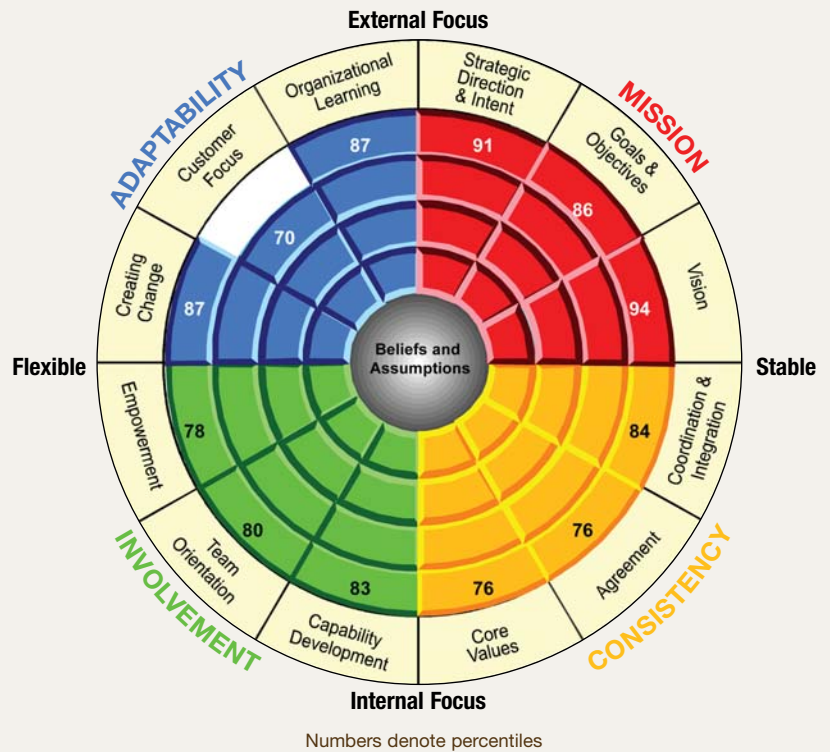
Strategic Aim 5

People Growth and Satisfaction

Denison Survey

The Denison Organizational survey is used to understand work system performance and effectiveness. This survey measures adaptability, mission, involvement and consistency. The survey also considers the organizational stability and flexibility to react to need. An organization's goal is to have no white areas on the circle chart.

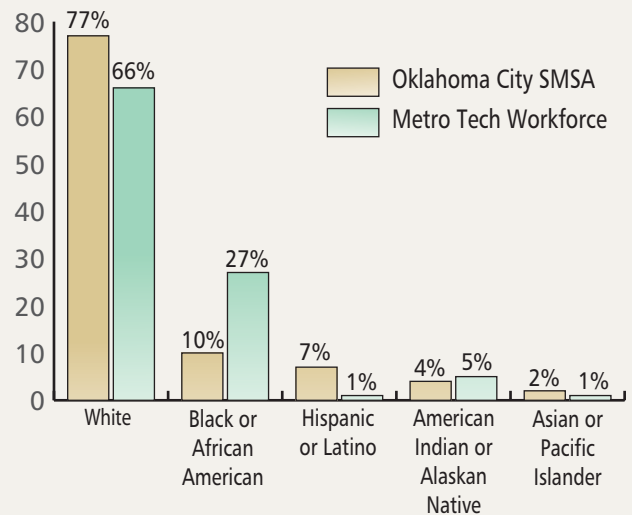
Metro Technology Centers scored at the 75th percentile or above in all categories except customer focus, which was at the 70th percentile. Metro Tech focused upon providing exceptional customer service, beginning a program of training for all employees in January 2006.



Minority Employment Rate

Metro Tech formed an Affirmative Action committee, using the Oklahoma Employment Security Commission Labor Force information, to identify areas of underutilization. Census numbers showed Metro Tech had increased the employment of minority populations represented by the Standard Metropolitan Statistical Area (SMSA) except in the Hispanic category. The SMSA Hispanic population has grown from 2% to 7%. Identifying this need produced the development of a systematic process for recruitment of prospective employees.

2006 Metro Tech Workforce





Strategic Aim 6

Organizational Effectiveness

MTC maximizes the effectiveness and efficiency of its learning-centered and support processes through rigorous pursuit of strategic alignment, active responsiveness to student and stakeholder needs, and disciplined attention to continuous improvement.

Number of Incidents Leading to Workers' Compensation Claims

Fiscal Year	# of Employees	# of Claims	Rate of Claims
FY03	286	23	8%
FY04	291	21	7%
FY05	299	24	8%
FY06	309	13	4%



**77% improvement
over three years**



Team Participation in MetroQuest

Metro Tech's quest for excellence, MetroQuest, moves ahead as teams are formed to review and improve district processes. All employees received training in Quality Tools, and each employee was invited to participate on teams called Strategic Aim Teams (SAT). Ten SAT teams were active in 2006 consisting of 137 members. Twenty-six new processes were implemented in 2006.

Process Improvement 2006

Number of teams:	10
Members participating:	137
Number of processes implemented:	26

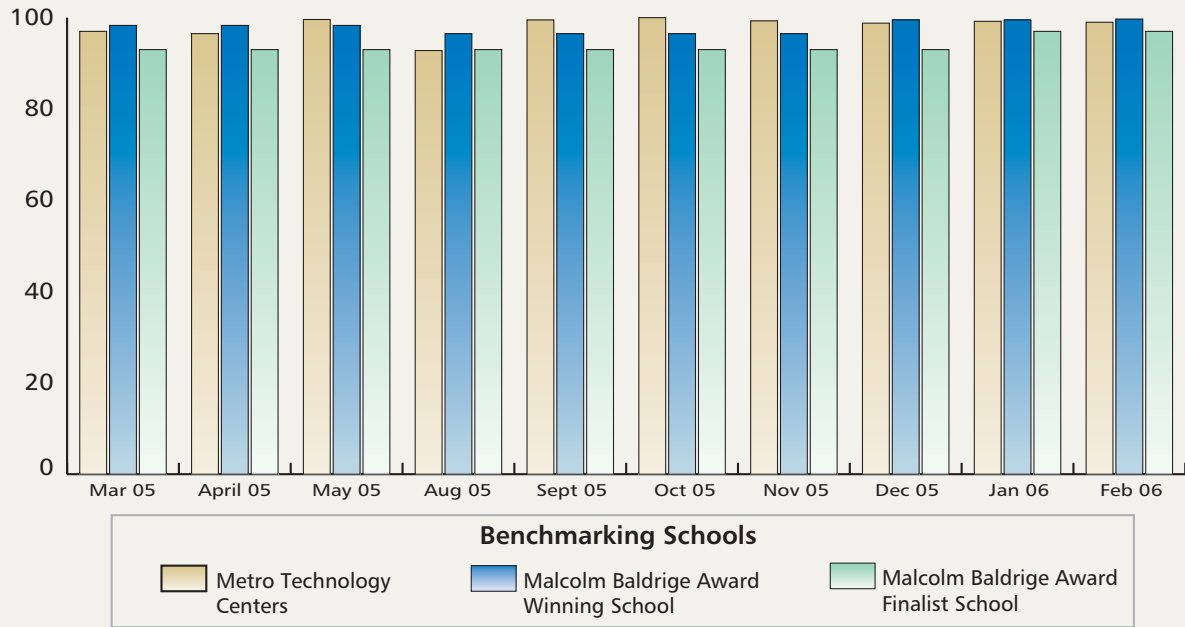
SAT Team Participation Rates

Job Classification	# of Team Members
Administrative	23
Support Services	74
Faculty	40
Total	137



Cycle Time Improvements

On-Time Bus Delivery of Students Compared to National Benchmarks



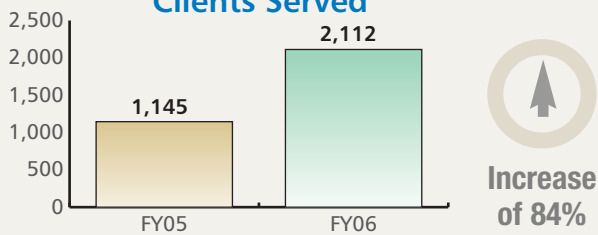
Student Services Center Improves Cycle Time of Enrolling Students

To help improve cycle times of enrolling students, key staff were cross-trained in all areas of enrollment. All Student Services staff have been trained to administer the COMPASS test, which is now computerized.

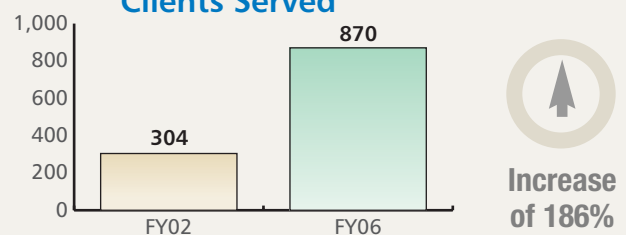
Results are automatically calculated for students. In the past, assessment tests were given once a week and interpreted a few days later. Now students are assessed daily with results provided immediately.

Financial Aid services have greatly increased the number of students served through the availability of online applications. This has cut the time it takes for students to receive financial assistance by several days or even weeks.

Student Services Center Assessment Clients Served



Financial Aid Clients Served





Metro Technology Centers

Preparing for Life



Springlake Campus (SPL)

Business Conference Center (BCC)
1900 Springlake Drive

Child Care Training Center (CCT)
3901 Martin Luther King Avenue

Economic Development Center (EDC)
1700 Springlake Drive

EMS Technology Center (ETC)
1700 Staton Drive

Health Careers Center (HCC)
1720 Springlake Drive

Information Technology Center (ITC)
1800 Springlake Drive

Student Services Center (SSC)
1600 Springlake Drive



Aviation Career Campus (ACC)

Will Rogers World Airport
5600 S. MacArthur Boulevard
Oklahoma City, OK 73179



Metro Tech Beauty Academy (BA)

309 S.W. 59th Street
Oklahoma City, OK 73109



Adult & Continuing Education Campus (ACE)

201 N.E. 48th Street
Oklahoma City, OK 73105



South Bryant Campus (SBC)

4901 S. Bryant Avenue
Oklahoma City, OK 73129



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