

VISION 2025



**METRO
TECH**

Superintendent's Message

Hundreds of voices have been heard to bring forth our strategic plan, titled **Vision 2025**.

I am grateful to our faculty, staff, students, partners, and community for their willingness to give feedback which guided our purposeful next steps. Together, we have created intentional goals, measurements and strategic actions that will guide our decisions at Metro Tech for years to come.



This plan centers around four pillars:

- Academic Excellence and Quality Career Training
- Empowered Employees as Valuable Team Members and Stakeholders
- Community and Workforce Partnerships
- Infrastructure, Growth and Investments

It is imperative that we continue to discuss these pillars within the work we do and accomplish. I am grateful for the work you are supporting as we take the goals and create annual objectives and measurements.

I am pleased to see our final map of the way forward. Thank you for your input and support of Metro Tech.

#MT4LIFE!

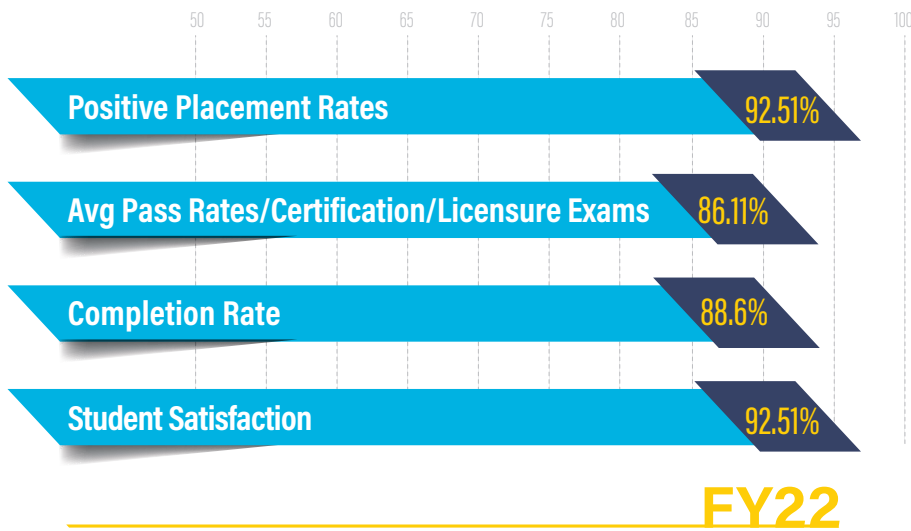
A handwritten signature in black ink that reads "Aaron S. Collins". The signature is fluid and cursive.

Aaron Collins
Superintendent

Strategic Plan Overview

Metro Tech's strategic plan process included hundreds of stakeholders ranging from students and board members to community partners and workforce representatives. A variety of formats were utilized to glean feedback including in-person gatherings, virtual meetings and surveys. Development began in October 2021 by finalizing the four pillars and identifying success metrics. Ongoing implementation of Vision 2025 is currently being captured by a scorecard that measures success and acknowledges areas for continuous improvement.

Metro Tech's balanced scorecard includes goals by 2025 per pillar as well as annual strategic actions with incremental measurements. Ultimately, the scorecard allows the organization to prioritize actions, reflect on progress and drive decisions at all levels to meet the mission of preparing people for successful employment and life in a global society.



\$17.79/hr
AVERAGE NEW
MTC GRAD SALARY

4,591
ADULT & CAREER
DEVELOPMENT
ENROLLMENTS

13,150
BUSINESS &
INDUSTRY SERVICES
(BIS) ENROLLMENTS

1,046
FULL-TIME
ENROLLMENTS

District at a Glance

NUMBER OF EMPLOYEES 300+

CERTIFIED GREAT PLACE TO WORK

Great Place To Work

Certified
APR 2023-APR 2024
USA

GOLD STAR SCHOOL
22 YEARS IN A ROW

VOTED BEST OKLAHOMA CAREER TECH CENTER BY TRADESCHOOL.ORG

CONSTRUCTION & FACILITY UPGRADES

\$25 Million invested in construction and facility upgrades thanks to the 2019 Community Bond

TOP LPN PROGRAM
IN OKLAHOMA CITY METRO
(practicalnursing.org)

Serves OKCPS, Crooked Oak, Millwood School Districts and OKC Area Charter Schools

18.4M

TOTAL GRANT MONEY AWARDED SINCE JULY 2021

MOST PRE ENROLLMENTS SINCE 2011

4 Campuses

30 Industry Professional Led Advisory Boards

55 Career Pathways

92.51%

POSITIVE PLACEMENT RATES

\$69,470

AVERAGE SALARY FOR AVIATION GRADS

18,000+

Students, clients and community members served annually

PARTNERSHIPS

Oklahoma County Sheriff and Oklahoma City Police Department Law Enforcement Training Partners

Two early childhood centers in partnership with Sunbeam and Community Action Agency Head Start

Vision 2025

PILLARS

GOAL BY 2025

STRATEGIC ACTION

ACADEMIC
EXCELLENCE &
QUALITY CAREER
TRAINING

1

Increase Student Satisfaction



Goal - 90%

1. Increase percentage of Career Majors and Course Concentrator completers

2. Increase related job placement

3. Increase programs outfitted with updated equipment

EMPOWERED
EMPLOYEES
AS VALUED TEAM
MEMBERS &
STAKEHOLDERS

2

Increase Employee Satisfaction



Goal - 85%

1. Recruit and retain a high quality workforce

2. Provide development programs to help staff and managers accomplish district and professional goals

3. Empower employees through training and development

COMMUNITY &
WORKFORCE
PARTNERSHIPS

3

Total Clients Served



Goal - 67,000

1. Create and nourish community and workforce partnerships

2. Increase Metro Tech brand awareness, training value and student experience

INFRASTRUCTURE,
GROWTH AND
INVESTMENTS

4

Maintain A Strong Fund Balance



GOAL - 6 Months of Payroll, Benefits Liability

1. Produce a balanced budget

2. Develop facility, IT, and program equipment tools to monitor performance and improvement

PILLAR 1

ACADEMIC EXCELLENCE & QUALITY CAREER TRAINING



GOAL BY 2025
INCREASE STUDENT
SATISFACTION TO 90%

STRATEGIC ACTION

1. Implement targeted initiatives and support programs to increase the percentage of Career Majors and Course Concentrator Completers.
2. Develop and execute comprehensive employment placement initiatives and partnerships to increase related job placements for program graduates.
3. Develop and implement plans to upgrade equipment for existing programs, aiming to increase the number of programs with updated and modernized equipment.

OBJECTIVE

- 1A. Teachers and site leaders track the pace and progress of students including, financial aid status, for communication purposes.
- 1B. The Dean of Instruction selects and disseminates relevant and research-based student satisfaction surveys.
- 2A. Faculty and staff will provide guidance, make connections for stable employment opportunities, measure the value of employment opportunities and the ROI for offering workforce training.
- 3A. Teachers and site leaders will use the Asset Tiger Inventory tool to analyze/document current program equipment, including relevance/age.
- 3B. Instructional sites and Finance will develop and implement plan to update program equipment.
- 3C. The Executive Leadership Team will develop and implement a recruitment strategy for advisory committee membership.

Why this work matters...



Metro Tech Prepares Students with Disabilities for Workforce

Michael Major a Metro Tech Project SEARCH Alumnus, is now working full-time as an Asset Management Assistant for the Oklahoma Office of Management and Enterprise Services.



Preparing for Life: One Generation at a Time

Tonya Perkins applied for the Aviation Maintenance program when her son, Derrick was only five years old. Derrick followed in his mother's footsteps and graduated from the program in 2022.



Do What You Love

Brea Highfill is an alumna of the Metro Tech Culinary Arts program. Upon graduation, Brea received an offer to work as a baker for Twisted Tree Baking Company in Edmond.

PILLAR 2

EMPOWERED EMPLOYEES AS VALUED TEAM MEMBERS & STAKEHOLDERS



GOAL BY 2025

INCREASE EMPLOYEE
SATISFACTION TO 85%

STRATEGIC ACTION

1. Recruit and retain a high quality workforce
2. Provide development programs to help staff and managers accomplish district and professional goals
3. Empower employees through training and development

OBJECTIVE

- 1A. Recruit, develop, and retain high-quality staff focused on maximum performance of the organization as it relates to the mission and overall student success
- 1B. Develop a formal, system-wide new employee onboarding process
- 2A. Create and implement leader continuation and succession planning to preserve the knowledge capital and commitment of employees
- 3A. Establish and implement professional development that includes all employees

Why this work matters...



Employee Convocation

The Annual Employee Convocation serves as a time where Metro Tech Employees can develop their professional skills at workshops and seminars led by their fellow colleagues and industry professionals.



Arch Alexander Award

Deputy Superintendent David Martin was recognized with this award as an educator who has made significant contributions to program development for CareerTech education in the State of Oklahoma. It is the second highest honor in OKACTE.



Gordon Committed to Mission

Inventory, Warehouse, and Grounds Supervisor Kim Gordon has worked at Metro Tech for 31 years and got her start as a bus driver.

PILLAR 3

COMMUNITY & WORKFORCE PARTNERSHIPS



GOAL BY 2025

INCREASE TOTAL CLIENTS
SERVED TO 67,000

STRATEGIC ACTION

1. Create and nourish community and workforce partnerships
2. Increase Metro Tech brand awareness, training value and student experience

OBJECTIVE

- 1A. Economic Workforce Development will leverage free/low-cost training to engage new and existing client base.
- 1B. Coordinators will track client visits and consulting services using a Plan, Do Study, Act model for change/improvement.
- 1C. Metro Tech Foundation support
- 2A. Marketing and Communication will develop and implement an annual plan that aligns with recruitment strategies, workforce classes, programs and events.
- 2B. Marketing and Communications will implement a Customer Relationship Management (CRM) System to manage contacts, applications and short-term enrollment.
- 2C. Strategic Communication and Transformation will host or sponsor 150 events to align brand with trusted community organizations in Oklahoma City.

Why this work matters...



Customized Workforce Training

Metro Tech offers workforce development training to area businesses and organizations, including M-D Building Products and the City of Oklahoma City. This training focuses on safety and leadership development, enabling companies to enhance employee skills and promote a culture of excellence in their organizations.



Integris Nursing Partnership

Metro Tech partners with INTEGRIS Health Southwest Medical Center to provide free, on-site Certified Nursing Assistant (CNA) training for INTEGRIS Health employees.



MAPS 4 HB Foster Center

Metro Tech, Progress OKC, Northeast OKC Renaissance and the Oklahoma Small Business Development Center will soon operate the H.B. Foster Center that, once renovated, will serve local and minority small businesses and entrepreneurs.

PILLAR 4

INFRASTRUCTURE, GROWTH AND INVESTMENTS



GOAL BY 2025

MAINTAIN A STRONG FUND BALANCE (6 MONTHS OF PAYROLL/BENEFITS LIABILITY)

STRATEGIC ACTION

1. Produce a balanced budget
2. Develop facility, IT, and program equipment tools to monitor performance and improvement

OBJECTIVE

- 1A. Finance will provide budgeting professional development to employees.
- 1B. Finance will maintain a healthy fund balance at minimum of six months of payroll/benefits liability.
- 2A. Operations will develop a facilities monitoring tool that aligns with standard and best practices.
- 2B. IT will utilize a monitoring tool that aligns with IT standard and best practices.
- 2C. Collaboratively develop a program equipment monitoring tool that aligns with standard and best practices.

Why this work matters...



Cosmetology at Douglass High School

Frederick Douglass High School now has a cosmetology program on campus thanks to Metro Tech's \$250,000 investment. High School students from other Oklahoma City Public Schools can also enroll in the expanded cosmetology program beginning fall 2023.



2019 Bond Initiative

The Student Community Investment Plan passed by Oklahoma City voters in 2019 is an \$80 million bond issue that has been used to fund construction on the new Public Safety Academy, renovations to the District Center, and more.



Metro Tech Early Education Center

Metro Tech is partnering with Sunbeam Family Services to offer affordable childcare at the newly constructed Early Education Center at the South Bryant Campus.

Four Metro **Locations**

AVIATION CAMPUS (AC)

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

DOWNTOWN BUSINESS CAMPUS (DBC)

Corporate Tower
101 N. Robinson Ave, Suite 300
Oklahoma City, OK 73102

SOUTH BRYANT CAMPUS (SBC)

4901 S Bryant Ave
Oklahoma City, OK 73129

SPRINGLAKE CAMPUS (SPL)

1900 Springlake Drive
Oklahoma City, OK 73111



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