

# Strategic Plan 2025-2030

## MISSION STATEMENT

We provide premier educational choices and advanced employment preparation for youth, adults, and organizations of the Miami Valley.

## VISION STATEMENT

Your Future, Our Passion.

## BELIEFS

Guided by our Mission Statement, both our thinking and our actions will reflect the following fundamental beliefs:

- Family is the primary influence in the development of the individual.
- Success depends upon working as a team to build a strong foundation for optimal learning.
- Continued partnerships among VCTC and businesses and colleges are important.
- Every student has the right to an education, but not the right to interfere with others.
- MVCTC must be the leader in career technical education for the Career Technical Planning District, the state and the nation.
- The learning environment must be safe and secure.
- The curriculum must be relevant and applied.
- All individuals can learn, are unique and have worth.
- Quality requires consistent review and improvement.
- Decisions should be made in the best interest of the students, the school and the community.
- Learning is a lifelong process.
- High expectations are the foundation of high achievement.

# STRATEGIC GOALS

## 1 - Student Development, Support and Retention

To provide tailored support resources which assure student readiness and connectedness to future educational opportunities and employment for all students.

### *Key Initiatives*

1. Develop a flexible short-term career exposure pathway which enables students to switch programs and maintain enrollment
2. Refine and create a better system of appropriate placement guidance and communication to partner school districts and parents
3. Expand social and emotional support resources to targeted needs (i.e., suicide, abuse, social inclusion, etc.)

### *Key Performance Indicators*

1. 95% or better annual graduation rate
2. 90% or better annual retention rate from first day of school at MVCTC to graduation

## 2 - Career-Technical and Academic Programs

To expand career-technical opportunities for youth and adult students blending academic and career choices and options which integrate diverse skills to assure their success.

### *Key Initiatives*

1. Explore long-term plans for curriculum and program options for flexible scheduling across academic, career-technical and College Credit Plus (CCP) to expand real world preparation to improve retention and meet student needs
2. Strengthen workplace learning support services, such as Ohio Means Jobs or employability skills, to maximize options for students
3. Continue to develop career-technical partnerships with our partner school districts especially for middle school career exposure
4. Expand the review of current career-technical programs for relevance and add new options as needed

### *Key Performance Indicators*

1. Expanded access to career-technical programs for students increasing our market share
2. Alignment of career-technical and academic instruction with employability skills and real-world programming while providing course flexibility

### 3 - Diversity and Cultural Awareness

Model a welcoming learning community of kindness and mutual respect for diverse cultures and expressions among students and staff.

#### ***Key Initiatives***

1. Facilitate more structured opportunities among students and staff which build on our diverse experiences and backgrounds
2. Promote diversity and cultural awareness development among students and staff
3. Increase student multicultural awareness through academics and school climate program(s)
4. Examine student program data to understand equity gaps, “melting pot” concept

#### ***Key Performance Indicators***

1. Increased diversity and cultural competence awareness of students and staff
2. Continuous and coordinated exposure of staff and students to cultural awareness opportunities

### 4 - Staff Development and Professional Growth

Engage staff in ongoing and continuous professional development which reinforces their value and supports their role creating a unified academic and career-technical team.

#### ***Key Initiatives***

1. Foster awareness of the Professional Development Committee and its work
2. Utilize internal and external professional development experts in key areas, such as technology, instruction, special education, etc.
3. Explore and pilot teacher collaboration days with partner school districts
4. Promote collaborative academic and career-technical teacher opportunities

#### ***Key Performance Indicators***

1. 85% or better overall staff satisfaction with professional development offerings
2. 85% of professional development offerings directly relate to the strategic plan. (State/Federal requirements may influence the opportunities that are presented on a yearly basis)

## 5 - Shareholder Engagement and Marketing

Educate, engage, empower, and collaborate with stakeholders and dedicated partners to highlight the multifaceted value MVCTC brings to the district, its student and adult learners, the community, and its economic growth.

### *Key Initiatives*

1. Implement preview opportunities for partner school counselors and staff and increase their awareness of appropriate placements guides and tools
2. Foster awareness of the districts' Business Partnership Team (BPT) that engages employers' liaisons and relationships. The scope should encompass all learners (high school and adults), job types (internships, graduates, etc.), and extend outreach services and assistance to grads
3. Engage alumni population in opportunities to drive value, funding, employers and staffing opportunities
4. Engage with partner district schools and their staff to leverage the value of satellite programs in their stakeholders' communications

### *Key Performance Indicators*

1. Annual % of student enrollment sustained across campus and satellite programs as measured on June 1 of each current school year.
2. Consistently increase the annual % of all students engaged in workplace learning opportunities across all career-technical programs

## 6 - Futuring

Expand our resource capacity of people, facilities, technology, finance, and land to meet the workforce demand and options of our industry partners, partner school districts and students for flexible career choices.

### *Key Initiatives*

1. Continue good stewardship of taxpayer dollars and pursue opportunities for available public, private, and foundation funding
2. Research and evaluate locations for future growth including satellite programs and alternate facilities to meet emerging workforces demands
3. Systemically survey and evaluate parent and employer perception of career-technical education needs on a regional basis for the future
4. Continue long-term, competitive faculty/staff recruitment and retention practices for the main campus and satellite programs

### *Key Performance Indicators*

1. District fiscal health as measured by the current financial documents required by the state of Ohio
2. Consistently monitor and evaluate stakeholder input via a survey opportunity that is available at district events
3. Growth in diversity of program options for in-demand jobs and school-to-work opportunities