



## Process

Mitchell Technical Institute's Strategic Planning Group (SPG) was initially formed in 2008. Today the group, consists of administrators, division heads, and faculty. The primary task for the group during the 2016-17 school year was to carry out a process to develop a new plan modeled upon the framework and structure of the technical institutes' statewide plan.

SPG members were assigned to one of three teams, each assigned to a strategic goal: Product (recruitment, students, graduates); People (employees) and Plant (facilities). The team leaders were tasked with identifying and including outside sources to each team gathered from advisory committee membership and industry partners.

Each team held a series of meetings between January and April 2017. The final draft for each team was presented to a meeting of the full SPG in May 2017. Three leadership team members were selected to refine the plan and ensure that the performance objectives and benchmarks were matched to each goal.

The plan was debuted to the entire faculty and staff in August 2017 when input and suggestions were solicited at the fall in-service workshop.

MTI is proud to present its 2017-2022 Strategic Plan, the product of extensive collaboration and cooperation. This plan incorporates new objectives and action steps that represent MTI's constituencies and align with the statewide vision for technical education, *SDTechsWork 2021*. The 2017-2022 Strategic Plan is a workable framework that will help guide MTI as it positions itself for the future.



## Performing

From its inception, the institution's strategic plan has been viewed as a fluid document. Timelines, cost estimates, and action plans that don't work as expected can be adjusted, and new objectives and strategies can be incorporated as circumstances change.

The Strategic Planning Group (SPG) continues to meet to review progress, accomplishments, challenges, and barriers to the achievement of our goals.

We have already made great strides in accomplishing our goals established through strategic planning, although we still have much work ahead of us.

Among recent accomplishments – to name just a few – include MTI's inclusion on the Top 10 list for the Aspen Prize in 2020; results of an economic impact study that show MTI is a major economic engine in its service region; and the creation of several Criterion Committees preparing for HLC accreditation in 2021.

We have made progress on other objectives but have more work yet to do to achieve our intended outcomes. Strengthening partnerships between industry and our programs and with our Advanced Technical Education department; installation of a new telephone and campus-wide communication system to enhance safety; and a 50th anniversary celebration in 2018 are a few of the "works in progress" at MTI.

As part of a continual, formal process, planning will continue, within the framework of Product, People and Plant in order to make academic, facility and employee improvements with input from the entire campus community. The result is an annually updated strategic plan that will help provide MTI with a clear and focused roadmap for the future.



# Mitchell Technical Institute

## Strategic Plan 2017-2022

### Mission

It is the mission of Mitchell Technical Institute to provide skills for success in technical careers.



## Mitchell Technical Institute

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# The Plan 2017-2022

MTI's current Strategic Plan mirrors the framework set forth by the statewide system's plan, SDTechsWork2021. The mission statement of the statewide plan is to provide quality postsecondary education and training to enable South Dakota's workforce and economy to grow. To achieve that goal, the plan is based on three key areas: **Product, People and Plant**.

<b>Product</b> <i>Grow a technically skilled workforce prepared to meet the challenges of industry and continuing education.</i>	
<b>Institutional Goals</b>	<b>Performance Objectives</b>
1. Increase overall student enrollment.	<ul style="list-style-type: none"> <li>a. Maintain strong program retention</li> <li>b. Fill programs to enrollment capacity</li> <li>c. Expand the availability of institutional scholarships and the Workforce Recruitment Program, Build Dakota and Double Edge.</li> <li>d. Increase faculty participation in MTI's outreach efforts to high schools and high school students</li> <li>e. Develop credit-bearing coursework available through MTI's Advanced Technical Education division</li> </ul>
2. Enhance curriculum to more fully meet employers' needs and expectations.	<ul style="list-style-type: none"> <li>a. Increase industry certifications offered at MTI</li> <li>b. Incorporate a customer service component within each program's curriculum</li> <li>c. Maintain a strong in-field placement rate</li> </ul>
<b>People</b> <i>Lead a system with the appropriate quality and quantity of instructors, staff, and administrators.</i>	
<b>Institutional Goals</b>	<b>Performance Objectives</b>
1. Provide competitive compensation and benefits to attract and retain employees at levels necessary to provide high quality services and instruction.	<ul style="list-style-type: none"> <li>a. Maintain faculty salaries and benefits competitive with supervisory-level salaries in applicable industries</li> <li>b. Increase non-faculty salaries and benefits competitive with corresponding positions in the general labor market</li> <li>c. Determine and attain effective staffing levels and student/employee ratios</li> </ul>
2. Support and provide opportunities for employees to acquire certifications and/or training relevant to their field.	<ul style="list-style-type: none"> <li>a. Develop and implement an effective, ongoing professional development process for faculty and non-faculty participation</li> <li>b. Increase number of faculty and non-faculty with relevant certifications/training</li> </ul>
3. Foster a positive work environment that cultivates open communication, quality, cooperation, and effectiveness.	<ul style="list-style-type: none"> <li>a. Develop and implement a variety of strategies to enhance effective employee communication</li> <li>b. Utilize and analyze employee surveys to assess and improve communications and the workplace environment</li> </ul>
<b>Plant</b> <i>Ensure facilities are adequate, safe, and capable of meeting evolving industry demands and are conducive to learning.</i>	
<b>Institutional Goals</b>	<b>Performance Objectives</b>
1. Ensure that campus facilities are student-centered, accessible, and conducive to learning.	<ul style="list-style-type: none"> <li>a. Update campus-wide notification system to strengthen emergency response and increase campus safety</li> <li>b. Research construction of student area (fitness, study, gymnasium; 24x7 access)</li> <li>c. Develop five-year plan to enhance student success</li> </ul>
2. Ensure that facilities are up-to-date, safe, and capable of meeting evolving student needs.	<ul style="list-style-type: none"> <li>a. Develop five-year plan for campus facilities and grounds and review on a bi-annual basis</li> <li>b. Review technology plan quarterly</li> <li>c. Upgrade technology (campus mapping, digital signage/wayfinding, safety alerts)</li> <li>d. Regularly upgrade and replace maintenance equipment</li> <li>e. Establish a centralized location for the custodial and maintenance personnel and equipment</li> <li>f. Assure ADA compliance</li> </ul>
3. Continue an environment of energy efficiency in the operation of the campus.	<ul style="list-style-type: none"> <li>a. Develop a plan to convert 20% of lighting to LED each year until completed</li> <li>b. Unify controls software and analyze information to decrease electrical/natural gas usage</li> <li>c. Develop and review a five-year plan to integrate alternative forms of energy (solar, etc.)</li> <li>d. Publish monthly energy usage in the employee newsletter</li> </ul>

