



MOUNTAINLAND
TECHNICAL COLLEGE

Strategic Plan 2024-2027





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Mission Statement

To enhance the employability of individuals through market-driven career and technical education.

Vision: Affordably prepare the workforce in the three county service region and implement the Mission Statement of the Mountainland Technical College through the five core areas of: Program Development; Student Achievement, Faculty and Staff Support; Physical Resources; and Community Outreach.

Executive Summary: The Mountainland Technical College Strategic Plan has been developed through a coordinated process. The overall plan reflects input from administration, students, support staff, faculty, and the MTECH Board of Trustees.

Strategic Plan FY 2024-2027

1. Program Development

Vision: Strengthen current programs and develop new programs based on employer needs founded on market data and emerging trends.

Objectives:

1. Explore, develop, and expand program offerings to meet industry and regional growth demand. (Responsible: MTECH Board of Trustees, Executive Staff, Instruction)

Strategies:

- a. Develop Diagnostic Medical Sonography by July 2025.
- b. Develop Civil Construction 1 by January 2025, and Develop Civil Construction 2 by August 2025.
- c. Expand Practical Nursing, Phlebotomy, and EMT slots by August 2025.
- d. Focus on program development for Payson and Heber Valley Campuses.
- e. Explore new programs with industry partners for August 2025.

Evaluation of Progress:

- a. Items will be reviewed for approval and progress during Advisory Meetings, Instructional Leadership, Executive Staff, and Board of Trustees meetings.

Financial Resources:

- a. Current and increased legislated funding.
 - b. Talent Ready and Utah Works grant funding.
2. Implement Utah System of Higher Education (USHE) initiatives and prepare for reaffirmation of accreditation. (Responsible: MTECH Board of Trustees, Instruction, Student Affairs)

Strategies:

- a. Complete system-wide alignment of programs by July 1, 2025.
- b. Qualify for reaffirmation of accreditation with the Council on Occupational Education (COE) accreditation self-study with exhibits by December 2024.

Evaluation of Progress:

- a. Items will be reviewed in Instructional Leadership, COE Steering Committee, Student Affairs, and Executive Staff Meetings.

Financial Resources:

- a. Current legislated funding.

2. Student Achievement

Vision: To assist students in meeting their educational goals through opportunities in the classroom, lab, on-line, externships.

Objectives:

1. Continue to meet new USHE performance funding metrics for timely completion, high yield awards and underrepresented populations by increasing completion and placement rates for 2024-25. (Responsible: Instruction, Student Affairs)

Strategies:

- a. Prioritize hiring bilingual Spanish speakers in key positions.
- b. Develop partnerships with K-16 members to direct additional resources towards ELS learners.
- c. Track student movement from course to course to ensure students aren't dropping out between courses.
- d. Add printable notes for videos and lectures for at least one program in each major area.

Evaluation of Progress:

- a. Progress will be evaluated at Student Affairs, Instructional Leadership and Executive Staff meetings.

Financial Resources:

- a. Current legislated funding.
2. Continue to promote ease of student access to relevant information (Responsible: Instruction, Student Affairs)

Strategies:

- a. Simplify enrollment process for students.
- b. Build more robust student orientation package
- c. Make some orientation documents accessible online in dual language.

Evaluation of Progress:

- a. Progress will be evaluated at Student Affairs, Instructional Leadership and Executive Staff meetings.

Financial Resources:

- a. Current legislated funding.
- b. Special grants and current legislated budgets.

3. Faculty & Staff Support

Vision: To attract and retain the best possible faculty and staff through in-service training and a competitive, performance-based salary and benefits program.

Objectives:

1. Improve employee retention through examination of salaries, benefits, and working conditions. (Responsible: Human Resources, Instruction, Student Affairs, Office of Teaching & Learning)

Strategies:

- a. Re-evaluate all full and part time salaries during budget preparation in April 2025. Use new legislative appropriations to increase compensation, using cost of living and merit increases.
- b. Identify program areas where some part-time instructors can be made full-time, to lend stability and reduce turnover.
- c. Establish a mentorship community approach for new faculty members.
- d. Develop new instructional leadership training at each supervisor level.
- e. Reduce faculty workloads by using teachers in training, and administrative assistants.
- f. Maintain the current MTECH culture as a retention tool.
- g. Increase the number of faculty appreciation instances.
- h. Show appreciation through sharing of state discounts, and other discounted services for employees.
- i. Set up a system of having new employees meet with administrative leadership.

- j. Set further strategies to hire and better retain part-time employees.

Evaluation of Progress:

- a. Progress will be evaluated in President/Vice President, Human Resources, Student Affairs, and Instructional Leadership meetings.

Financial Resources:

- a. Current and increased legislated funding.
 - b. Talent Ready and Utah Works grant funding.
2. Increase the hiring and development of employees to support the opening of the Payson and Heber City Campuses, to minimize stress on current campuses. (Responsible: Human Resources, Instruction, Student Affairs)

Strategies:

- a. Determine staffing levels at each new campus, and potential employee reassignments.
- b. Begin the hiring and training process at least six months prior to opening dates. Hire for Payson starting in spring of 2025, and Heber Valley starting in spring of 2026.

Evaluation of Progress:

- a. Progress will be evaluated in President/Vice President, Executive Staff, and Instructional Leadership meetings.

Financial Resources:

- a. Current and special growth legislated funding
- b. Performance Funding

4. Physical Resources

Vision: To provide for capital facilities that are conveniently located and appropriately equipped to meet the future needs of a growing student and employer population.

Objectives:

1. Develop a 5-year College Master Plan including a Capital Facilities request prioritization schedule. (Responsible: Board of Trustees, Facilities, Executive Staff)

Strategies:

- a. Prioritize land banking and capital facilities requests including development of a Facilities Master Plan.
- b. Develop a Master Plan Coordination Committee.
- c. Share plan with faculty, staff, and other shareholders.

- d. Seek land donations through the Office of Economic Development.

Evaluation:

- a. Progress evaluated in Executive Staff and MTECH Board of Trustees Meetings.
2. Increase student access for rural areas of the Mountainland Region. (Responsible: Board of Trustees, Facilities, Executive Staff)

Strategies:

- a. Complete programming and design for the Heber Valley Campus. Ground breaking on August 16, 2024.
- b. Complete Payson and Heber Valley Campuses on-time and under budget.
- c. Move all programs out of the Spanish Fork Campus Main Building.
- d. Research options for improving and keeping the Spanish Fork Automotive Building, or selling it and finding space in a Payson leased building.

Evaluation of Progress:

- a. Progress will be evaluated in Facilities, Executive Staff, and MTECH Board of Trustees Meetings.
3. Improve opportunities to serve students in quickly growing areas of the region. (Responsible: Board of Trustees, Facilities, Executive Staff)

Strategies:

- a. Request legislative funding of land banking requests for property in the Eagle Mountain/Saratoga Springs areas.
- b. Request legislative funding and land banking requests for property in the Orem/Vineyard areas.
- c. Find a better location for Commercial Driver's License Class A Program.

Evaluation of Strategies:

- a. Progress will be evaluated in Executive Staff and MTECH Board of Trustees Meetings.

Financial Resources:

- a. All funding will be through legislative appropriations, (Infrastructure and general government appropriations subcommittee), or improvement funds through Division of Facilities and Construction Management.

5. Community Outreach

Vision: To enhance awareness of the Mountainland Technical College Mission through strengthened business and community partnerships. (Responsible: College Relations-Community Affairs & Communications, Executive Staff)

Objectives:

1. Develop a detailed marketing plan for the Mountainland Region.

Strategies:

- a. Develop a marketing campaign to target articulation agreement opportunities.
- b. Develop a marketing plan to enroll adults at Wasatch West and Wasatch UVU Campuses.

Evaluation of Strategies:

- a. Progress will be evaluated in College Relations and Executive Staff Meetings.

2. Continue to provide space that is welcoming to students of all backgrounds of needs. Increase nontraditional and under-represented enrollment to student success.

(Responsible: College Relations-College Rights and Advocacy, Communications)

Strategies:

- a. Develop Plan targeting underrepresented populations (Marketing)
- b. Participate in Career Fairs for non-traditional populations.
- c. Use "Bridge" scholarships, as necessary.
- d. Reach out to community and faith leaders of underrepresented populations to share information on MTECH programs.
- e. Develop further strategies to provide meaningful and needed support for multilingual students.

Evaluation Strategies:

- a. Progress will be evaluated in College Relations and Executive Staff Meetings.

Financial Resources:

- a. All programs will be funded through legislative appropriations. (Higher Education Appropriations Subcommittee)

Board Approval Date: October 16, 2024