



**MOUNTAINLAND**  
TECHNICAL COLLEGE

# STRATEGIC PLAN 2025 - 2028



BOARD APPROVAL DATE:  
JANUARY 21, 2026



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TECHNICAL COLLEGE

## **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 2025-2028**

### **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. Expand Practical Nursing.
- b. Focus on program development for Payson and Heber Valley Campuses.
- c. Explore new programs with industry partners for August 2027.

#### ***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. Tuition increase.
2. Prepare initial courses for Concurrent Enrollment. (Responsible: MTECH Board of Trustees, Instruction, Student Affairs)

***Strategies:***

- a. Select courses from the Utah State Board of Education master list of approved programs and determine high schools that might participate.
- b. Prepare the student information system to enroll Concurrent Enrollment students, in coordination with local high schools and charter schools.
- c. Determine faculty credentials and experience requirements.
- d. Vet and train faculty

***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, online, and 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 2025-26. (Responsible: Instruction, Student Affairs)

***Strategies:***

- a. Prioritize increasing completion percentages across programs, making it the Instructional Department's number one goal.
- b. Focus departments on improving CPL in programs with the lowest outcomes.
- c. Prioritize hiring bilingual Spanish speakers in key positions.
- d. Develop partnerships with K-16 members to direct additional resources towards ESL learners.
- e. 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 appropriations.
- b. Tuition increase.

2. Continue to promote ease of student access to relevant information (Responsible: Instruction, Student Affairs)

***Strategies:***

- a. Simplify the enrollment process for students.
- b. Build a 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. Expand the Student Ambassador Program to make it more robust, providing better support for students, especially those facing language challenges.  
(Responsible: President, Vice Presidents.)

***Strategies:***

- a. Focus on securing bilingual employees in the hiring process.
- b. Coordinate with the Office of Teaching and Learning to develop and secure bilingual teaching materials.

***Evaluation of Progress:***

- a. Secure feedback from the student satisfaction survey.
- b. Meet with students from all programs including practical nursing in town hall format to determine success and what additional resources need to be provided.

***Financial Resources:***

- a. Utilize legislative appropriations along with dedicated credit funding to address staffing and resources.

4. Budget requests aimed at addressing the waiting list.  
(Responsible: President, Vice Presidents)

***Strategies:***

- a. Meet with key stakeholders to discuss the need for faculty and staff to open the Heber Valley Campus and expand to full capacity at the Payson Campus.
- b. Prioritize programs to expand with any new funding based on availability of clinical sites, demand, regional job demand, and wages.
- c. Prioritize sections and times to expand first.

***Evaluation of Progress:***

- a. Debriefing with the Executive Team following the legislative session to determine capacity and growth funding generation.

***Financial Resources:***

- a. Legislative funding from the 2026 legislative session.
5. Create better communication about financial aid and scholarship options.  
(Responsible: President, Vice Presidents.)

***Strategies:***

***Evaluation of Progress:***

- a. Identify implementation success through student ambassadors and student satisfaction surveys.

***Financial Resources:***

- a. General funds will be used to address the minimal expenditures to address the issues.

### **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. Use new legislative appropriations and/or tuition increases 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.

- 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. Tuition Increase

2. Increase the hiring and development of employees to support the opening of the Payson Heber City Campuses, to minimize stress on current campuses.

(Responsible: Human Resources, Instruction, Student Affairs)

***Strategies:***

- a. Determine staffing levels at Heber Valley campus, and potential employee reassignments.
- b. Begin the hiring and training process at least three months before the opening date.
- c. Continue to expand offerings in Payson as resources become available.

***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

3. Task the Office of Teaching and Learning with creating more tailored resources to support new faculty members better.

***Strategies:***

- a. Develop an intake interview to determine specific strengths and weaknesses in an instructor's teaching experience and education.
- b. Provide a specific training plan, geared personally towards each new instructor.

- c. Set objectives for the kinds of resources and any new training resources to be developed.

***Evaluation of Progress:***

- a. Progress will be evaluated in the Instructional Officers meeting, with recommendations forwarded to the President and Vice Presidents.

***Financial Resources:***

- a. Legislative Appropriation (Capacity Funding).
- b. Donor resources.

## **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. Revise 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 of Progress:***

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

***Financial Resources:***

- a. Legislative appropriations through the MTECH general fund.

2. Increase student access for rural areas of the Mountainland Region. (Responsible: Board of Trustees, Facilities, Executive Staff)

***Strategies:***

- a. Complete Payson Campus Building B, and Heber Valley Campuses on time and under budget.
- b. Move all programs out of the Spanish Fork Campus Main Building.
- c. 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.

***Financial Resources:***

- a. Funding through regional partners as well as legislative appropriations.
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 the 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 the Division of Facilities and Construction Management.
- b. Resources could also be derived from the sale of existing assets to purchase different assets.

## **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 Communications plan for the Mountainland Region.

***Strategies:***

- a. Sustain existing campaign that raises awareness of certificate transfer opportunities.
- b. Develop a communications plan that supports the college's enrollment management strategies for each campus.

***Evaluation of Strategies:***

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

***Financial Resources:***

- a. All programs are funded through legislative appropriations. (Higher Education Appropriations Subcommittee).
2. Continue to provide space that is welcoming to students of all backgrounds.  
(Responsible: College Relations-College Rights and Advocacy, Communications)

***Strategies:***

- a. Participate in Career Fairs.
- b. Use scholarship funding, as needed.
- c. Reach out to community leaders to share information on MTECH programs.

***Evaluation Strategies:***

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

***Financial Resources:***

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

*Board Approval Date: January 21, 2026*