Note from the Superintendent

In order to successfully complete Vision 2020, TCTC will need to accomplish many things. We will have to develop programs, pioneer initiatives and capture the creativity and passion of those that are committed to our vision of “Inspiring Success Through Life-Changing Learning Experiences.”

Vision 2020 is a vision inspired by those who had the courage to establish the great system of technology centers that we enjoy today; a system that has been recognized as the nation’s best. I am inspired by our students that entrust us to help them realize their dreams. It is also a vision inspired by the great educators and friends of TCTC that are committed to the success of our students.

Tri County Technology Center’s plan for the future is well organized, and it allows for a steady progression with noticeable and tangible results. This is a vision that is achievable because it represents who we are, what we do and how we do it. Vision 2020 will guide us to ensure that we continue to meet the needs of our customers who are our students, our partners in business and industry, and our stakeholders.

The vision and journey presented in this document will take TCTC to the year 2020 in a deliberate process designed for success. I am unequivocally committed to these goals and the future of TCTC. As we continue to strive for excellence, our staff remains dedicated to using the best practices and finding innovative ways to inspire the success of our students through life-changing learning experiences. That is the Tri County Way.

Best Regards,

Lindel Fields
Superintendent & CEO
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Who We Are: **Vision and Mission**

**Vision**
Inspiring success through life-changing learning experiences

**Mission**
To provide superior training

What We Do: **Strategic Aims**

Instructional and Learning Excellence
Economic and Community Development
Fiscal and Operational Effectiveness
Employee Development and Well-Being
Goals of Strategic Aims

Instructional and Learning Excellence
Continually improve the delivery of instruction

Economic and Community Development
Foster partnerships and strengthen involvement in our communities

Fiscal and Operational Effectiveness
Perform efficient, ethical and fiscally responsible management of resources

Employee Development and Well-Being
Provide an environment where employees have the opportunity to excel

How We Do It: Values

Student Focused
Investing in the Community
Leadership By All
Great Place to Work

Description of Values

Student Focused
Success of our students is the fundamental value upon which all decisions are made

Investing in the Community
Economic strength and quality of life in the communities we serve will be enhanced by what we do

Leadership By All
Highly engaged employees who are committed to continuous improvement and focused on the future will ensure the success of our organization

Great Place to Work
An exceptional team of professionals, highly engaged in achieving success for all creates a positive work culture
Overview of Strategic Planning Process

Purpose of Strategic Planning

The current strategic planning of TCTC has been to formulate a long-term vision that will be fully realized in 2020 when all of the major initiatives noted in this document have come to fruition. The strategic aims and values of TCTC have served as the area of focus for the planning process to make certain that we stay true to our customers, stakeholders, community and employees. The strategic plan outlined here will guide the leadership of TCTC into the future.

Process of Strategic Planning

Every year TCTC develops an “Annual Plan for Excellence” to ensure that our resources and energy are focused in the most critical areas for organizational success. The “Annual Plan for Excellence” serves as an operational plan, and TCTC has identified the planning steps and desired outcomes that serve as the outline for the process.
Strategic Planning Chart

Listening & Learning
- Identify customer and stakeholder needs, requirements and expectations
- Identify current and desired level of satisfaction

Focus
- Identify strategic aims and goals
- Identify strategies and major initiatives
- Set key performance measures

Alignment

Results
- Individual leadership plans developed
- Deployment of plan to stakeholders
- Work group action plans developed
- Quarterly reporting and evaluation of data
- Celebration of successes
Timeline for Strategic Planning

There is a formal process and specific timeline for strategic planning at TCTC. While senior leadership, which is comprised of key directors, gathers input throughout most of the year, the entire leadership team is involved in developing major initiatives for the next year. All of the directors along with the senior leadership comprise the leadership team, and the leadership team is responsible for planning the budget.

The major initiatives are campus-wide goals that all employees at TCTC are involved in making a success. Likewise, work groups set their own specific and measurable goals each year, and all individuals have an ILP, or individual leadership plan. As you can see in the timeline, all of the goals are also evaluated along with performance. High performance is rewarded with bonuses, and all employees are aware of this process and how it is calculated. All of the major initiatives, work group plans and individual leadership plans fit into the strategic aims and values of TCTC.
Strategic Planning Timeline

- Input from key customer groups
- Input from stakeholders
- Finalize major initiatives
- Budget planning
- Evaluate employee and work group performance
- Strategic Planning Session
  - Evaluate performance
  - Finalize plan for excellence
  - Process improvement identification
- Present plan for excellence to board for approval
- Present plan for excellence to staff
- Work Group plans completed
- Individual leadership plans completed
- Strategic Planning Session
  - Determine next year’s major initiatives
Vision 2020

Time line for Vision 2020

The time line for Vision 2020 is broken down into three-year increments of short-, intermediate- and long-term goals. While major initiatives have been identified in each time increment, there is flexibility in this vision and space to grow in different directions as needed. As you can see in the Strategic Planning Time line, these major initiatives are decided one year ahead of implementation to best fill the need of each of the strategic aims. Ideally, there would be a major initiative that fits under each strategic aim every year.
Building a Strong Foundation

Long-term goals are essential, but they can only be properly achieved if an organization takes the appropriate steps in the short term. For the first three years of Vision 2020, the major initiatives set will help build toward the long-term major initiatives. With a strong foundation set, TCTC can continue building toward the completion of Vision 2020.

Striving for Excellence

While TCTC is building a strong foundation in the short-term, intermediate goals are needed also to work toward completing Vision 2020. The work done at TCTC is important because it is life-changing work. At TCTC, we are all great educators committed to the success of our students. Our customers and stakeholders are vital to our organization, and we want to serve them to the best of our abilities. Along the path toward Vision 2020, TCTC will be re-evaluating major initiatives outlined and constantly working to improve what we do and how we do it.

Realizing the Future

There are four long-term major initiatives that drive Vision 2020. They correspond with the TCTC strategic aims and values. Furthermore, they are specific, measurable and attainable goals. Each of these long-term major initiatives are outlined in the following pages along with their strategic aim. Tri County Technology Center will complete these four long-term major initiatives in the year 2020.

“Inspiring success through life-changing learning experiences”
Strategic Aims

Instructional and Learning Excellence

Student Focused
At TCTC we are continually working to improve the delivery of instruction, which aligns with our strategic aim of Instructional and Learning Excellence. The goal is to ensure that our institution provides quality programs and services, which are based on data-driven decisions. We will recognize this long-term goal when we receive a site visit from the Baldrige National Quality Program, a program that recognizes national quality leaders whose award winners are recognized by the President of the United States.

Employee Development and Well-Being

Great Place to Work
It is the hope and desire of TCTC to be recognized as one of the nation’s top educational organizations for which to work. This is a place where the employees thrive because they have jobs they love due to their meaningful and challenging work. They are excited for their future because TCTC embraces them and respects them for their hard work and talent. Tri County Technology Center will achieve this goal after we are recognized as a top place to work in Oklahoma and are exploring becoming a top place to work in the United States.
Economic and Community Development

Investing in the Community

Investing in the community is an important value at TCTC, and it fits into our strategic aim of Economic and Community Development. As such, one of our major long-term goals is to ensure that any person that desires to attend TCTC will not be denied based on their inability to pay. Tri County Technology Center will accomplish this goal by making our foundation a top priority, and our employees will commit their time and resources toward building a foundation that will generate enough income to allow any individual the ability to attend TCTC. This will increase the number of trained workers in our community, thereby contributing to our overall economic development efforts. Our goal will be realized in 10 years when our foundation assets will be around five million dollars.

Fiscal and Operational Effectiveness

Leadership By All

Increasing enrollments and growing the foundation are initiatives that are strongly entwined. Increasing our enrollment to 15,000 will provide TCTC with the resources necessary to grow our programs and services, which will ensure that we are meeting the needs of our customers who are our students and our partners in business and industry. Our efforts to grow our foundation will help support the growth in enrollment by allowing any person, regardless of their financial position, to attend TCTC. In essence, we are creating our own source of revenue. More importantly, however, we are giving access to thousands of students who might not otherwise have the opportunity to get the education, training or services that they need and deserve.
**Vision 2020**

for Instructional and Learning Excellence

- **Years 1-3**
  - Earn Oklahoma Quality Achievement Award
  - Implement success guides for student mentoring

- **Years 4-6**
  - Oklahoma Quality Award/Baldrige site visit
  - 75% of majors and programs nationally certified

- **Years 7-10**
  - Receive Malcolm Baldrige Quality Award

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**Vision 2020**

for Employee Development and Well-Being

- **Years 1-3**
  - Health and fitness center available to staff & students
  - Apply for top places to work in Oklahoma

- **Years 4-6**
  - 25 bright ideas implemented each year
  - 50-60% of staff with national credential
  - 50-60% of staff with bachelor’s degree
  - Recognized as a top place to work in Oklahoma

- **Years 7-10**
  - Recognized as a top place to work in U.S.
Vision 2020
for Economic and Community Development

- Grow Foundation to $5 Million
- Grow Foundation to $1 Million
- Nowata Incubator/Training Facility
- Grow foundation to $500,000
- Pawhuska Incubator/Training Facility
- Osage Nation Child Development Comprehensive Training Plan

Vision 2020
for Fiscal and Operational Effectiveness

- Tech Works Academy
- National Incident Management System
- Serve 500 secondary students
- Aerospace: Pre Engineering
- Update existing master plan
- Increase enrollment to 10,000
- Serve 200-250 full-time adult students
- Complete master plan for grounds
- Increase enrollment to 12,000
- Increase enrollment to 15,000
Board of Education

Mike Moore

Gil Greenwood

Don Creel

George Halkiades

John Woolman

It is the policy of Tri County Technology Center District Number One to provide equal opportunities without regard to sex/ gender, race, color, age, religion, national origin, disability, veteran or marital status in the operation of its educational programs, activities, recruitment, admissions and employment practices. Kim Smith has been designated as the Compliance Officer to assure compliance with Title VI of the Civil Rights Act 1964, as amended by the Equal Opportunity Act of 1972; Executive Order 11246, as amended by E.O. 11375; the Equal Pay Act, as amended by Title IX, the Education Amendments of 1972; Section 504 of the Rehabilitation Act of 1973; the Individuals with Disabilities Education Act; the Individual with Disabilities Act of 1990 and other subsequent Federal laws and regulations. Inquiries may be directed to Kim Smith, Compliance Officer, Tri County Technology Center, 6101 SE Nowata Road, Room 202B, Bartlesville, OK 74006, (918) 331-3203 or ksmith@tctc.org  March 10, 2010