Dear Tri County Stakeholder,

For 47 years, Tri County Technology Center has provided superior training to thousands of high school and adult students within the Osage, Nowata, and Washington County communities we proudly serve. Our vision of “Inspiring Success Through Life-Changing Learning Experiences” means we are committed to ensuring our students gain the knowledge, training, leadership skills, and confidence for successful and productive futures.

At Tri County, students are at the core of everything we do. Our team of educators is committed day in and day out to continuous improvement through structured, long-range planning as evidenced in Vision2020. Tri County’s completion retention rate of 92 percent this year is one of the highest in our state’s CareerTech system, reflecting this commitment to our students and their educational success. Notably, 97 percent of our graduates achieve a recognized credential or license in their field of training.

With over 14,600 enrollments this fiscal year in our five education service offerings (full-time programs, adult programs, The Strategy Center, community education, and conference meeting services), Tri County is keeping our community educated and working! We were proud to receive the national Technology Centers That Work Gold Readiness Award this year, one of only five technology centers in the nation. And for the 10th consecutive year, TCTC was awarded the Gold Star Award by the Oklahoma Association of Technology Centers.

Tri County continues to be a valuable part of the educational and economic health of the communities we serve. The Strategy Center – a division of TCTC that delivers customized business and industry training – was chosen as 2014 Incubator of the Year by the Journal Record for its work in training hundreds of workers for possible employment on the Flanagan South Pipeline and for helping small businesses get to the next level by assisting with funding for growth.

We continue to take pride in our beautiful facilities and innovative equipment that enhance the educational experience for our students. We offer conference meeting spaces and services that are second to none. And, we were delighted to complete the construction of our onsite health and fitness center this year!

Thank you for your investment in the welfare and success of Tri County and our students. We value our partnership with each of our stakeholders on our journey towards becoming one of the premier educational institutions in the U.S.

Sincerely,

Lindel Fields
Superintendent & CEO
BOARD OF EDUCATION

MIKE MOORE
Copan Public School District; Oklahoma Union Public School District, in Washington County; Barnsdall Public School District, north of Sand Creek; Dewey Public School District; north portion of Bartlesville Public School District
Office Term | 2009 - 2014
Board Office | President
Member Since | 2004
Occupation | President & COO of Jane Phillips Medical Center

GEORGE HALKIADES
Bartlesville Public School District
Office Term | 2005 - 2015
Board Office | Member
Member Since | 2005
Occupation | Retired from Siemens

DR. GIL GREENWOOD
Bartlesville Public School District
Office Term | 2006 - 2016
Board Office | Vice President
Member Since | 1997
Occupation | Retired from ConocoPhillips

MARY JANE MASHUNKASHEY
Wynona Public School District; Avant; Osage Hills; Barnsdall Public School District; Dewey Public School District, south of Sand Creek; Caney Valley Public School District, in Washington County; Pawhuska Public School District
Office Term | 2012 - 2017
Board Office | Deputy Clerk
Member Since | 2012
Occupation | Account Executive with Bartlesville Radio

JOHN WOOLMAN
Nowata County; extreme eastern portion of Bartlesville Public School District
Office Term | 2010-2018
Board Office | Clerk
Member Since | 2010
Occupation | President of Regent Bank in Nowata
05 Instructional & Learning Excellence
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- Student Organizations
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- Focus on Business
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- Focus on Workforce
- Great Place to Work
- Honors
Vision: Inspiring success through life changing learning experiences

Values:
- Student Focused
- Great Place to Work
- Investing in The Community
- Leadership by All

Aims:
- Instructional & Learning Excellence
- Employee Development & Well Being
- Economic & Community Development
- Fiscal & Operational Effectiveness

Mission: Provide Superior Training
At Tri County Technology Center, a focus on community service unites students and employees in their kinship with each other. TCTC is proud to serve students from 11 partner schools within a three-county area and is dedicated to serving our students and their local communities.

TCTC is invested in the community as shown through the numerous volunteer projects undertaken by the TCTC students and staff. A few of the projects included: United Way Day of Caring, Bowl for Kids’ Sake, Blue Star Mothers, Heart of a Child, Breast Cancer Walk – Pink the ‘ville, Mary Martha – Shamrock the ‘ville, and many more.

Instructional & Learning Excellence

- Tri County Technology Center’s Completion/Retention rate of 92% in FY14, is one of the highest in the state among CareerTech Centers. This number reflects the number of students that complete, or are retained in programs.
- During the FY14 school year, 97% of Tri County’s graduates achieved a recognized credential or license in their field of training.
- The average starting wage of TCTC full-time graduates was $15.36 in FY14.
Part of being a member of a CTSO is having fun and meeting new people, but it is also about learning and leadership development. 124 TCTC students participated in district, state, national and International competitions. Two TCTC students even placed in the top 10 at the International competition!

Program Accreditations

- Oklahoma State Board of Cosmetology - Cosmetology
- Automotive Service Excellence (ASE) - Collision & Service
- American Culinary Federation - Culinary Arts
- American Dental Association Commission on Dental Accreditation - Dental Hygiene
- National Association for the Education of Young Children & National Accreditation Commission for Early Care and Education Programs - Early Care and Education
- National Center for Construction Education & Research - Construction Technology & Applied Welding Technology
- National League for Nursing Accrediting Commission & Oklahoma Board of Nursing - Practical Nursing
- Project Lead the Way - Pre-Engineering, Medicine and Biosciences
- National Institute for Metalworking Skills (NIMS) - Precision Machine Operations Technology
- North Central Association Commission on Accreditation & School Improvement - TCTC
- Oklahoma Department of CareerTech Education - TCTC Programs
The Foundation is making a difference, student by student. By awarding scholarship grants to deserving students, the TCTC Foundation is aiding in the preparation of students for higher education leading to better employment and for lifelong learning. These are life-changing, service minded efforts that not only impact the individuals enrolled, but also their families, their community and their future.

~ Jason Hopkins, TCTC Foundation Chair
Investing in the community is a core value at Tri County Technology Center and fits into the strategic aim of Economic and Community Development. A major long-term goal is to ensure that any person who desires to attend TCTC will not be denied based on their inability to pay. As such, growing the TCTC Foundation continues to be a major initiative - with student success as the catalyst. With the help of generous supporters and talented staff, the Foundation is growing steadily, in line with Vision 2020 goals.

FY14 Giving to the TCTCF:

• **Employee Giving**- 88% of employees donated to the Foundation each pay period, resulting in $36,160 in contributions.

• **Corporate Contributions**- $50,700

• **Individual and Board Member Contributions**- $18,033

• **Other Foundation/Club Donations**- $500

• **Program Services**- (Truity Credit Union’s Spirit Card rewards program and Arvest VISA corporate rewards program) total $1,220

FY14 Benefits of Giving:

• **Full-time and Short-term Scholarships**- The Foundation awarded 70 scholarships totaling $40,000.

• **Individual Assistance**- The Foundation provided 48 full-time students with school supplies to ensure their successful kickoff in their program and 14 emergency assistance grants totaling $4,600 that otherwise would have resulted in a student dropout.

• **Other Assistance**- The Foundation purchased $1,700 in food for the TCTC Food Bank to ensure no student goes hungry and $3,250 for staple food items in classrooms for student nourishment and holiday food baskets for students in need.
Economic & Community Development

FOCUS ON BUSINESS

The Strategy Center partners with businesses – small, large, non-profit, corporate, and government – to create customized training that will strategically improve operations and sharpen a company’s competitive advantage.

In FY14, The Strategy Center team of experts provided training and services to 104 area businesses. Their goal for the year was to train 4,000 individuals; they exceeded that goal, training over 6,000.

Of particular focus in FY14, was customized safety training to ensure businesses meet state or national safety laws, including:

- Hearing Conservation
- Hazard Communication
- Forklift Training and Certification
- Slip, Trip, and Fall Protection
- Basic First Aid
- CPR/AED Training
- Lockout/Tag Out
- And more!

Healthy businesses spur economic development and improve the quality of life for everyone. The Strategy Center helps businesses reach their full potential as a means of supporting the communities in which TCTC stakeholders live.

The Strategy Center Enrollments, FY14

<table>
<thead>
<tr>
<th>Category</th>
<th>Enrollments</th>
</tr>
</thead>
<tbody>
<tr>
<td>Community Services</td>
<td>416</td>
</tr>
<tr>
<td>Consultations</td>
<td>96</td>
</tr>
<tr>
<td>Safety</td>
<td>2965</td>
</tr>
<tr>
<td>Existing Industry Training</td>
<td>78</td>
</tr>
<tr>
<td>Customized Industry</td>
<td>1623</td>
</tr>
<tr>
<td>Community Ed</td>
<td>905</td>
</tr>
</tbody>
</table>
Tri County Technology Center partners with businesses and economic development teams to ensure local companies have professionally trained employees. In 2014, local manufacturers approached TCTC to help fill an employment gap in various manufacturing environments.

The Automated Manufacturing/Engineering Tech (AMET) program was developed as a result of the collaboration between TCTC, The Strategy Center, the Bartlesville Development Corporation, ABB, ChevronPhillips, Siemens, and STC.

Staying true to our mission of providing superior training, the AMET program exemplifies TCTC’s commitment to the local community, to student success, and to economic development. Students in the program learn pneumatics, hydraulics, motor controls, automation, and programmable controls. Upon completion of the program they are trained to work anywhere in the United States.

As a result of a business incentive created by the Bartlesville Development Corporation, employers that are partnering with TCTC in the AMET program will be hiring graduates from the program upon completion. There is also the potential for students to have part-time employment while completing the one or two year course.

This targeted approach to education and training means companies are getting the skilled workers with experience-based learning that they need to help keep their business competitive. It also means new recruits have greater opportunity for higher wages and advancement.

“This program is revolutionizing education in our area. It is designed for the working adult that has a desire to get ahead.”

~ Lindel Fields,
TCTC Superintendent & CEO
The Strategy Center had the opportunity to work with 104 area businesses in FY14 to provide business development, incubator services, startup business training, and safety training.

A Little Code
ABB
Allford Brothers
Alltra
Ambler Architects
Architectural Fabricators
Armor Wrap
Arrowhead Pipeline
Bartlesville Development Corporation
Bartlesville Regional Chamber of Commerce
Bartlesville Police Department
Benson Lumber Company
Blue Star Studio
Bureau of Indian Affairs
Calvary Construction
Carter Insurance Agency
Cates Supply
C & F Painting
Chevron Phillips (CPCHEM)
City of Bartlesville
City of Pawhuska
Clean Tech
Conoco Phillips
Cornerstone Electric
Custom Molding
Dancing Bear
Delaware Facilities Management Solutions
Dewey Public Schools
Disan
DIW
DynaFlo
East Cross Preschool
EGS Nelson
Encore Financial Solutions
Glen Security
God’s Building Blocks
Green Lawn
H.S. Field Services
Hayes Air Conditioning and Heating
High Quality Electric
Husky Portable
J & S Machine
Jimmy McClelland
JPMC of Pawhuska
LDC McKinney
Mahle
McAnaw Construction
Miller Construction
MillerTime Manufacturing
Muzzie Productions
NCCR Services
Niche Sales
Nowata County Commissioners
Nowata Public Schools
Nurse Success Group, Inc.
OPS Sales Company
Osage LLC
Osage County
Osage County Commissioners
Osage County District Court
Osage County Election Board
Osage County Emergency Management
Osage County Health Department
Osage County Housing Authority
Osage County Industrial Authority
Osage County Interlocal Cooperative
Osage County Sheriff
Osage Historical Society Museum
Osage Indian Health Clinic
Osage Million Dollar Elm Casino
Osage Nation
Osage Nation Education Department
Osage Nation Language Department
Osage Nation Social Services
Osage Nation Social Services
Overlees – Woods Lumber
P & K Equipment
Pawhuska Chamber of Commerce
Pawhuska Fire Department
Pawhuska High School
Pawhuska Hometown Foods
Pawhuska Pozier
Phillips 66
Pinnacle Coding Solutions
QEM
Reeds Rangeland Reclamation
Sarvam Solutions
Schlumberger
Service and Manufacturing
Service and Technology
Shipman, Carolyn
Shooting Star Farms
Siemens
Spencer Management
Superior Companies
SynchroDestiny Coaching
The Bronze Horse
Travis Dunlap Piano and Percussion
Triangle Serum
Truity Credit Union
United Linen
Washington County
Washington County Commissioners
Whiting Bed and Bath
Workforce Oklahoma
“Our goal is to continue helping businesses thrive and strengthening the economy in northeastern Oklahoma and southeastern Kansas.”

~ Larry Thrash,
President of The Strategy Center
Economic and Community Development

FOCUS ON COMMUNITY

During FY14, TCTC employees volunteered a total of 2,026 hours of community service. Every employee completed a minimum of 16 hours of community service this year.

“Tri County Technology Center supports our community. They encourage community development and support all the hours I donate to community service. They give me the opportunities I need to work disasters for the Red Cross. They encourage and support my training to not only help the Campus and the Child Development Center be safer but to help others in the community, as well. Tri County Technology Center has been very supportive of all my volunteer activities.”

Tami Lewis
Child Development Center
Economic and Community Development

JOB PLACEMENT

The average wage of TCTC graduates continues to be on par with the state median hourly wage, and the majority of our graduates attain jobs in training related fields. The overall success of a TCTC student can directly be correlated with Training Related Placement, which includes placement in a training related job, continued education, or entering the military. During FY14, TCTC surpassed its goal for average starting wage for full-time graduates at $14.40 per hour.
Fiscal & Operational Effectiveness

EVENT CENTER

Tri County Technology Center’s Event Center is a great setting for entertaining or for meeting any business needs. This elegant room is equipped with audio-visual equipment, two large-screen televisions, and a kitchen. The Event Center seats up to 232 individuals in a banquet-style setting, or up to 300 in a theater-style setting. This beautiful facility can accommodate every need from business meetings to weddings.

There are several packages available for utilization of TCTC meeting and conference rooms. Tri County staff strives to meet your every need while taking care of all the fine details.

“We love working with the Technology Center! It’s a great place to have meetings!”

~ Theresa Greer, Grand Gateway Area Agency
Fiscal & Operational Effectiveness

FOCUS ON PROGRESS

FY14 brought many new and exciting improvements to the TCTC campus, including:

- State-of-the art fitness center, including fully equipped locker rooms
- Purchase of three school buses
- Groundbreaking of the Child Development Center safe room
- New campus-wide landscaping
- New cabinet, lighting, and mirrors in the Cosmetology facial room
- New countertop in the Cosmetology dispensary
- Restroom improvements
- Office and conference room remolds
- Updated culinary display cabinets
- New soda/ice machine in culinary
- Electrical upgrades
- New gas line to the Physical Plant
- And more!
Fiscal & Operational Effectiveness

FOCUS ON MEETING NEEDS

TCTC meeting rooms were utilized by members of the community at an average of 121 meetings per month, and 1,456 per year. The Tri County Event Center has become the top choice for business meetings and conferences, as well as entertaining.

A major initiative of Tri County’s Vision 2020 strategic plan is to increase enrollments to 15,000 by 2015. 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. In addition to creating our own source of revenue, we are giving access to thousands of students who might not otherwise have the opportunity to get the education, training, or services they need and deserve.

<table>
<thead>
<tr>
<th>FY14 Enrollments</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Full-Time Programs</td>
<td>698</td>
</tr>
<tr>
<td>Community Education</td>
<td>1237</td>
</tr>
<tr>
<td>The Strategy Center</td>
<td>6083</td>
</tr>
<tr>
<td>Conference/Meeting</td>
<td>7667</td>
</tr>
</tbody>
</table>

The Technology Center is funded with a mix of local, state and federal tax dollars.
Federal funds comprise the smallest percentage of funding sources for Tri County Technology Center. The funds are given to Tri County Tech in the form of grants, including Carl Perkins and Temporary Assistance to Needy Families (TANF). Students also receive federal financial aid in the form of Pell grants, federal supplemental educational opportunity grant (FSEOG) and work study.

State funds are appropriated to the Oklahoma Department of Career and Technology Education. The Oklahoma Career Tech Department allocates state funds based on the amount of local funding available to a technology center.

Local funding comes from the ad valorem property taxes, tuition and other local sources. A mill is equal to 1/10 of one cent and is calculated upon the value of property. For example, the ad valorem tax a citizen pays annually on a home valued at $75,000, about $108.75 per year goes to Tri County Technology Center.

What is Tri County Tech’s Budget?
Tri County Technology Center operates on a $15.37 million combined General and Building Fund budget. Sources of revenue are listed above.

Fiscal & Operational Effectiveness
MONEY SPENT
Combined General Fund and Building Fund
Tri County Technology Center has programs in place to help high school students and adults succeed in the workforce and in continuing education. Programs and services are in place to help businesses, large and small, achieve their goals.
Fiscal & Operational Effectiveness

EXPENDITURES

FY14 expenditures were $9.2 million from the General Fund and $2.0 million from the Building Fund. Tri County Tech employee salaries and benefits accounted for 59% of the combined General and Building Fund expenditures. The school’s Building Fund monies are used to build, equip and maintain facilities, purchase software, computers, and telecommunications services.

2014 Use of General Funds

Transportation $184,627
Includes fuel and repair expenses for buses and school vehicles.

General Administration $315,102
Includes superintendent’s office, board of education, elections, legal services and audits.

Operation of Plant $577,220
Includes building maintenance, utilities, grounds maintenance, equipment maintenance and security.

General Support $1,547,877
Includes business office, central supplies, printing and reproduction of materials, marketing communications, and information technology services.

Direct Program Support $4,449,665
Includes classroom activity for long-term and short-term students, including instructor salaries, supplies and support as well as staff training, curriculum development and educational media services.
Employee Development & Well-Being

FOCUS ON HEALTH

Recognizing the link between healthy employees and productive employees, Tri County Technology Center set the goal of providing a health and fitness center to staff and students as part of Vision 2020.

Construction of TCTC’s state-of-the-art fitness center was completed in October 2013, and doors officially opened December 2013.

The facility is open to all TCTC employees, spouses of full-time employees, and adult full time students. Cardio and resistance machines are top-of-the-line Precor equipment and include Internet and cable access. In addition, free weights, a rowing machine, a function trainer, and a stretch machine are available.

Group fitness classes are open to the public and include yoga, Zumba, Zumba Gold, toning, and cardio kickboxing. They are offered on the expansive group fitness floor.

TCTC also hired a Full-time Fitness & Wellness Specialist certified in American Council on Exercise (ACE) and licensed in Zumba, Zumba Gold, Aqua Zumba, and Crossfit Level 1. She offers services such as fitness assessments, body composition assessments, and individual workout plans. In addition, the Fitness & Wellness Specialist sends weekly wellness newsletters to all staff and interested students and plans workshops that focus on creating a culture of wellness.

“Having the gym has improved my health in so many ways! I don’t huff and puff anymore when I walk. My breathing is better. My flexibility and mobility has improved. I haven’t taken as many sick days, and I think it’s because I am in shape. I would never have gone to a gym if there wasn’t one on campus.”

~ Brenda Savala,
Child Development Center

“For me, the new fitness facility at Tri County Technology Center has been extremely beneficial. The flexibility of the hours means that I can work out before or after work, or on my lunch break. The fitness classes offered allow me to be a part of a group and provide accountability, which is very important for my success. Most of all, I am very grateful for the supportive environment that Tri County provides me as an employee who is looking to better her health, and ultimately, her life.”

~ Lauren Walls,
Enrollment Services
Employee Development & Well-Being

FOCUS ON WORKFORCE

Tri County is as invested in their employees as they are in the community. Flexible work schedules and college tuition reimbursements of $21,999 allowed 14 TCTC staff members to earn college credit toward a degree in FY14. In fact, 64% of staff hold a Bachelor’s degree or higher, and 51% of staff hold a national certification or license.

“Tri County Technology Center is a great place to work because leadership stands with their educators in advancing their dreams of further education. Whether it be financial assistance to help pay for coursework or the flexibility in hours to accommodate attending class, I know that I can count on Tri County to support me as I further my education.”

~ Jason Godfrey
Director of Tri County University
The TCTC Leadership Team fosters a culture of transparency and inclusiveness. Monthly Superintendent Forums bring all employees together for food and fellowship and provide the opportunity to learn about school-wide initiatives, progress toward goals, Key Performance Measure status, Vision 2020 updates, and other business that occurred at Board meetings. The monthly gatherings also give staff time to enjoy the fruits of their shared labor and enjoy their successes.

Bonuses are awarded based upon the successful completion of Individual Learning Plans, workgroup goals, and school-wide Key Performance Measures. This reward structure fosters a culture of goal setting and team-building that keeps the focus on the students.

Employee National Certification/Licensure

Accreditation in Public Relations
ADA
Aerospace Engineering
American Council on Exercise
Architecture & Engineering
ASE Master Certification
Certified Public Accountant
Child Development Associate
Certified Dental Assistant
Certified Program Planner
CLEET
DDI Instructor Certified
Disney Keys to Excellence
Facilities Management Administrator
Franklin Covey
Incubator Management Certification
LERN - Certified Program Planner
Microsoft User Specialist
National Administrator Credential
National Accreditation Commission
National Board Certified Teacher
NAC
NCCER
NIMS
Project Lead the Way
Registered Dental Hygiene
Registered Nurse
ServSafe Certification
Employee Development & Well-Being

HONORS

Tri County Technology Center continues to distinguish itself with honors. In FY 14 Tri County received the National Technology Centers That Work Gold Readiness Award. This award is based on the success of center leaders and teachers in improving center practices and increasing the quality of experiences provided to students.

Over the summer, TCTC was once again recognized as a Gold Star School. This was Tri County’s 15th time to receive the award, with the past ten years being consecutive. The Gold Star Award is designed to recognize technology center districts that have met rigid and demanding criteria demonstrating a higher level of excellence. This voluntary program provides recognition to districts with exemplary programs designed to meet a broad spectrum of community needs.

The Strategy Center – Tri County’s business division – was named Incubator of the Year by The Journal Record for its work to train hundreds of workers for possible employment on the Flanagan South Pipeline. The Strategy Center was chosen out of possible 40 incubators selected as a 2014 Incubator of the Year. Throughout the selection process, the judges looked for an innovative project, program, or activity that has been in existence at the incubator for at least a year and helped better serve clients, or more effectively accomplish their mission as well as a list of the program’s most significant accomplishments.
Of TCTC’s 98 employees, 64% have a bachelor’s degree or higher and 51% have obtained a National Certification or license.

During FY14, TCTC served 472 high school students and 226 adult students. Total enrollment for the year exceeded the goal by 2,134 at 14,634 enrollments.

• Tri County Technology Center has an outstanding staff. In FY14, 100% of the TCTC employees completed their Professional Development goals as well as, their Community Service goals.

• 11 Programs offered at Tri County Technology Center have a National Certification or Recognition.

### KEY PERFORMANCE MEASURES

<table>
<thead>
<tr>
<th>Instructional and Learning Excellence</th>
<th>FY 13 Goal</th>
<th>FY 13 Final</th>
<th>FY 14 Goal</th>
<th>FY 14 Final</th>
<th>FY 14% of Goal</th>
</tr>
</thead>
<tbody>
<tr>
<td>Completion/Retention Rate (Full-Time Programs)</td>
<td>92%</td>
<td>93%</td>
<td>92%</td>
<td>92%</td>
<td>100%</td>
</tr>
<tr>
<td>Graduate Licensure and Certification Rate</td>
<td>96%</td>
<td>96.5%</td>
<td>96%</td>
<td>97%</td>
<td>101%</td>
</tr>
<tr>
<td>Programs with National Certification</td>
<td>62%</td>
<td>65%</td>
<td>68%</td>
<td>68%</td>
<td>100%</td>
</tr>
</tbody>
</table>

### Economic and Community Development

<table>
<thead>
<tr>
<th>Economic and Community Development</th>
<th>FY 13 Goal</th>
<th>FY 13 Final</th>
<th>FY 14 Goal</th>
<th>FY 14 Final</th>
<th>FY 14% of Goal</th>
</tr>
</thead>
<tbody>
<tr>
<td>Total Related Placement (Full-Time Programs)</td>
<td>91%</td>
<td>92%</td>
<td>90%</td>
<td>92%</td>
<td>103%</td>
</tr>
<tr>
<td>100% Staff Meet Individual Community Service Goal</td>
<td>100%</td>
<td>100%</td>
<td>100%</td>
<td>100%</td>
<td>100%</td>
</tr>
<tr>
<td>*H.S. Program Graduates Continuing Education</td>
<td>64%</td>
<td>68%</td>
<td>59%</td>
<td>65%</td>
<td>110%</td>
</tr>
<tr>
<td>**Average Wage (Adult Full Time-Programs)</td>
<td>$13.50</td>
<td>$15.36</td>
<td>$14.36</td>
<td>$14.40</td>
<td>100%</td>
</tr>
</tbody>
</table>

### Fiscal and Operational Effectiveness

<table>
<thead>
<tr>
<th>Fiscal and Operational Effectiveness</th>
<th>FY 13 Goal</th>
<th>FY 13 Final</th>
<th>FY 14 Goal</th>
<th>FY 14 Final</th>
<th>FY 14% of Goal</th>
</tr>
</thead>
<tbody>
<tr>
<td>Allocation of Budget Spent on Direct Classroom Support</td>
<td>63%</td>
<td>64%</td>
<td>63%</td>
<td>63%</td>
<td>100%</td>
</tr>
<tr>
<td>High School Students Served</td>
<td>478</td>
<td>490</td>
<td>494</td>
<td>472</td>
<td>96%</td>
</tr>
<tr>
<td>Adults Served</td>
<td>215</td>
<td>228</td>
<td>215</td>
<td>226</td>
<td>105%</td>
</tr>
<tr>
<td>Total Enrollment</td>
<td>11000</td>
<td>13628</td>
<td>12500</td>
<td>14634</td>
<td>117%</td>
</tr>
</tbody>
</table>

### Employee Development and Well-Being

<table>
<thead>
<tr>
<th>Employee Development and Well-Being</th>
<th>FY 13 Goal</th>
<th>FY 13 Final</th>
<th>FY 14 Goal</th>
<th>FY 14 Final</th>
<th>FY 14% of Goal</th>
</tr>
</thead>
<tbody>
<tr>
<td>Employee Retention Rate</td>
<td>89%</td>
<td>94%</td>
<td>94%</td>
<td>94%</td>
<td>100%</td>
</tr>
<tr>
<td>100% Staff meet Individual Professional Development Goal</td>
<td>100%</td>
<td>100%</td>
<td>100%</td>
<td>100%</td>
<td>100%</td>
</tr>
<tr>
<td>Staff with National Certification/License</td>
<td>49%</td>
<td>51%</td>
<td>50%</td>
<td>51%</td>
<td>101%</td>
</tr>
<tr>
<td>Staff with a Bachelor’s Degree or Higher</td>
<td>61%</td>
<td>62%</td>
<td>60%</td>
<td>64%</td>
<td>107%</td>
</tr>
</tbody>
</table>

*New KPM Post Secondary placement no longer includes adult students--changed terminology to match state department

** New KPM average wage no longer includes high school students

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**INSPIRING SUCCESS THROUGH LIFE CHANGING LEARNING EXPERIENCES**

Tri County Technology Center’s Vision
Tri County Technology Center does not discriminate on the basis of race, color, national origin, religion, sex, disability, veteran status, sexual orientation, genetic information, or age in its programs, services, employment and activities. The following person has been designated to handle inquiries regarding the non-discrimination policies: Tiffany Bruce, Compliance Officer, 6101 SE Nowata Road, Bartlesville, OK, 74006, 918.331.3241.