



Dear Mitchell Technical College Community,

Since 1968, Mitchell Tech continues to support the needs of South Dakota’s workforce by providing top-notch education in the state’s most in-demand industry fields of the times. We are confident the 2023-2028 Strategic Plan will solidly lead Mitchell Technical College into the next five years, building upon the legacy of the previous 55 years.

It has always been the purpose of Mitchell Tech to provide skills for success in technical careers. We provide quality education in state-of-the-art facilities, led by best-in-the-field instructors. The industries we prepare our graduates to enter are constantly evolving, and so is the definition of what it takes to prepare them to “Be The Best.” Therefore, it is essential that we consistently align with the state’s overarching vision for technical education while continually monitoring the attainment of our own goals.

Our Strategic Plan serves as a roadmap and a benchmark to ensure that we keep our sights on the future we envision for Mitchell Tech and to evaluate our goals. Mitchell Technical College values the support of the community, and its commitment to technical education, as we continue to build South Dakota’s workforce.

Sincerely,

Mark Wilson
President
Mitchell Technical College

1800 East Spruce Street | Mitchell, South Dakota 57301
1.800.684.1969 | mitchelltech.edu

Mitchell Technical College is accredited by the Higher Learning Commission (www.hlcommission.org), an institutional accreditation agency recognized by the U.S. Department of Education.



mitchelltech.edu

1800 E. Spruce St. • Mitchell, SD 57301

Strategic Plan 2023-2028



Strategic Plan Overview

The 2023-2028 Mitchell Technical College Strategic Plan mirrors the framework set forth by the previous MTC strategic plan and continues to focus on three key areas:

- Product • People • Plant

In addition, the 2023-2028 Strategic Plan highlights the South Dakota Board of Technical Education focus areas of Attainment, Affordability, and Alignment.



Accomplishments

Mitchell Technical College was ranked the 6th best community college in America by Wallethub, and was recognized as being among the best colleges by Niche. The school was named Military Friendly, Military Spouse Friendly, and was one of 835 employers nationwide to receive the Honoring Investments in Recruiting and Employing American Military Veterans Medallion Award from the U.S. Department of Labor. Post-graduation surveys show that 99 percent of Mitchell Tech alumni in the job market are employed full-time within six months of graduation, with 85 percent living and working in South Dakota. During the 2022-2023 school year, Mitchell Tech students received more than \$2 million in Build Dakota Scholarship dollars, with an additional \$1 million coming from other scholarships and workforce partnerships.

Planning Process

Employees began developing the 2023-2028 Strategic Plan with a strengths, weaknesses, opportunities, and threats (SWOT) analysis in the Fall of 2021. Facilitators led groups of employees through a series of questions about the areas of Product, People, and Plant, with responses documented and shared at an employee meeting. Strategic planning groups were organized and met throughout the 2021-2022 academic year to develop the goals for each key area. The groups identified short-term priorities, long-term objectives, and measurable performance outcomes. Product, People, and Plant sub-committees will continue to meet biannually to evaluate progress toward each objective.

Mitchell Technical College Strategic Plan Key Areas

Product – Grow a technically skilled workforce prepared to meet the challenges of industry and continuing education.

People – Lead a system with the appropriate quality and quantity of instructors, staff, and administrators.

Plant – Ensure facilities are adequate, safe, and capable of meeting evolving industry demands and are conducive to learning.

South Dakota Board of Technical Education Key Areas

Attainment – Increasing the number of South Dakotans who have access to high-quality postsecondary credentials.

Affordability – Ensuring technical education in South Dakota is affordable.

Alignment – Preparing learners and graduates for meaningful employment or continued education opportunities.

PRODUCT	
Goals	Performance Objectives
Increase overall student enrollment. Attainment	<ol style="list-style-type: none"> 1. Maintain strong program retention and completion rates. 2. Fill programs to enrollment capacity. 3. Expand the availability of institutional scholarships, including those offered through the Workforce Recruitment Program, Build Dakota Scholarship, and Double Edge program. 4. Decrease incoming student loss through summer attrition. 5. Increase enrollment of non-traditional (age) degree seeking students.
Enhance curriculum to fully meet industry needs and expectations. Alignment	<ol style="list-style-type: none"> 1. Increase industry certifications offered by programs. 2. Emphasize customer service and professionalism within each program's curriculum. 3. Evaluate program curricula annually with Advisory Board members. 4. Maintain a strong in-field and in-state placement rate.
Develop new programs in emerging technology. Attainment	<ol style="list-style-type: none"> 1. Research recommendations of Advisory Boards and industry partners. 2. Investigate insights of Mitchell Technical College employees. 3. Study Department of Labor and industry trends.

PEOPLE	
Goals	Performance Objectives
Develop comprehensive human resources processes. Alignment	<ol style="list-style-type: none"> 1. Define and post job descriptions for all positions. 2. Redesign onboarding and exiting processes. 3. Attain an employee satisfaction rate of 90% or higher on an annual standard instrument. 4. Establish best practices for consistent collegiate communication practices.
Communicate compensation information. Alignment	<ol style="list-style-type: none"> 1. Annually distribute a benefits fact sheet. 2. Review South Dakota Administrative Rule 24:59:05:01 and supporting documentation for salary structure.
Provide professional development opportunities. Alignment	<ol style="list-style-type: none"> 1. Increase employee awareness of training opportunities. 2. Establish rotation for core in-service training topics.

PLANT	
Goals	Performance Objectives
Assure facilities are student-centered, conducive to learning, and capable of meeting evolving student needs. Attainment	<ol style="list-style-type: none"> 1. Update the campus-wide notification system to strengthen emergency response and increase campus safety. 2. Develop a 5-year plan to enhance student success. 3. Assure ADA compliance.
Maintain campus infrastructure to meet the needs of an ever-changing campus. Alignment	<ol style="list-style-type: none"> 1. Review the technology plan quarterly. 2. Upgrade campus navigation through digital signage. 3. Regularly upgrade and replace maintenance equipment.
Continue an environment of energy efficiency in campus operations. Affordability	<ol style="list-style-type: none"> 1. Convert 20% of lighting to LED each year, with full transition completed by 2026. 2. Unify controls software and analyze information to decrease electrical/gas usage. 3. Review recycling opportunities for the campus.

Mission

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

Vision

Mitchell Technical College will be an innovative leader in technical education and a valued partner in global workforce development, preparing students for career success and lifelong learning in an ever-changing world.

Core Values

- **Learning:** Mitchell Tech provides high-quality Associate of Applied Science degree, diploma, and certificate programs which prepare students for successful careers.
- **Life Skills:** Mitchell Tech prepares graduates for lifelong learning by building skills in technology, communication, professionalism, problem-solving, teamwork, and adaptability.
- **Access:** Mitchell Tech provides educational services and quality training to students, alumni, businesses, and the community, both on campus and at a distance.
- **Innovation:** Mitchell Tech integrates state-of-the-art technologies, instructional methods, and facilities to deliver a high-quality, unique educational experience.
- **Excellence:** Mitchell Tech commits to improve student learning and institutional effectiveness through a system of assessment and continuous review.
- **Talent Investment:** Mitchell Tech recruits, develops, and invests in skilled, dedicated, and student-oriented faculty and staff.
- **Community:** Mitchell Tech builds student community through social and recreational activities, counseling support, and a student government structure administered through organized student services.
- **Diversity and Respect:** Mitchell Tech seeks and values a diverse population and responds to the unique needs of individuals, recognizing the dignity and worth of all people and fostering a climate of respect among its students, faculty, staff, and administrators.
- **Advocacy:** Mitchell Tech promotes the value of technical education through the development of relationships with stakeholders and activities that raise awareness of the college's mission.
- **Equity:** Mitchell Tech strives to address gaps in achievement so that every student receives purposeful, ongoing support and programming to be successful throughout the college experience.