



MID-AMERICA TECHNOLOGY CENTER

COMPREHENSIVE LOCAL EDUCATIONAL PLAN
2025-2029

Mission

Providing a competitive advantage for workforce and economic growth through quality education and training.

Philosophy

To invest in staff, programs, and students to provide resources necessary for a workforce development educational experience that prepares the unemployed to work, the underemployed to approach their professional potential, the high school and college-bound student to be prepared for success in their post-secondary education pursuits or career path, and the businesses in the district to economically benefit from the presence of a skilled local workforce.

I. School and Community Improvement

A. Maintain a Student Retention and Completion Rate of 85% or Higher Across All Programs.

MATC will strive to sustain a student retention and program completion rate of 85% or greater by implementing a coordinated support system involving both the Student Services department and individual program instructors. Efforts will include proactive academic advising, early intervention strategies for at-risk students, and consistent mentoring throughout each student's academic journey. By fostering a supportive and responsive educational environment, MATC is committed to helping students overcome challenges, remain engaged, and successfully finish their academic programs. (Continuous)

B. Maintain a Program Placement Rate of 85% or Higher through Targeted Counseling and Instructor Support.

MATC targets a placement rate of 85% or greater across all academic and technical programs by providing job placement assistance, and individualized guidance. The Student Services department will work collaboratively with program instructors to deliver personalized career planning sessions, resume and interview preparation workshops, and employer networking opportunities. Instructors will play a critical role by integrating career readiness into the curriculum and offering mentorship tailored to students' professional goals. These coordinated efforts are designed to ensure that graduates are well-prepared to transition successfully into the workforce or pursue further educational opportunities. (Continuous).

C. Strengthening Communication and Collaboration Between Mid-America and Partner Schools through Regular Meetings with Key Stakeholders.

To foster a stronger partnership, Mid-America will increase communication and collaboration with partner schools by organizing regular meetings involving administrators, counselors, faculty, and other key staff members. These meetings will serve as a platform to discuss program updates, share best practices, address emerging challenges, and ensure alignment of academic and student support services. By maintaining open and consistent lines of communication, MATC seeks to foster a more unified partnership that enhances student success and strengthens the educational experience across all participating institutions. (Continuous)

D. Promote Meaningful and Relevant Jobsite-Based Educational Experiences Across All Training Areas.

Mid-America will prioritize the integration of real-world jobsite-based educational experiences into all training programs, ensuring that students gain practical, hands-on learning opportunities that are aligned with industry standards and workforce needs. These experiences will be designed to provide students with relevant skills and knowledge by partnering with local businesses, organizations, and industry leaders. Through internships, apprenticeships, field placements, and collaborative projects, students will have the chance to apply classroom learning in real-world settings, enhancing their readiness for employment upon graduation. (Continuous)

E. Foster Active Parental Involvement through a Variety of Campus Activities and Engagement Opportunities.

To strengthen the connection between families and MATC, Mid-America will actively promote and encourage parental involvement through a variety of activities designed to engage. These activities will include Open House events, Campus Spotlight sessions, New Student Orientation programs, and Student Recognition ceremonies. Each event will provide parents with opportunities to interact with faculty and staff, learn about campus resources, and celebrate student achievements. By fostering a supportive network of parental engagement, MATC is committed to fostering student success while cultivating a stronger sense of community. (Continuous)

F. Conduct a Comprehensive Analysis of Each Pathway's Curriculum Using Employer Feedback, Advisory Committees, and Program Quality Indicator Tool.

Mid-America will conduct a thorough review of the curriculum for each educational pathway by gathering insights and feedback from key stakeholders, including employers, Advisory Committees, and using the Program Quality Indicator tool, along with other relevant data sources. This collaborative analysis will ensure that the curriculum remains responsive to current industry trends, workforce needs, and student learning outcomes. The Program Quality Indicator tool will offer data-driven insights into the effectiveness of each program. Based on this analysis, necessary updates and modifications will be made to ensure that the curriculum remains aligned with industry standards. (Continuous)

G. Increase Public Awareness of the Technology Center's Activities and Achievements through Strategic Media Outreach.

Mid-America will promote the Technology Center's initiatives, programs, and successes by utilizing a range of media channels, including news articles, press releases, social media platforms, and local community publications. We will work closely with local media outlets to share compelling stories of student accomplishments, innovative projects, faculty achievements, and community partnerships. We will leverage its website and social media presence to regularly update the public on key events, milestones, and advancements in its programs. This proactive communication strategy seeks to increase the visibility of the Technology Center, showcase its role in workforce development, and actively involve the wider community in its mission and accomplishments. (Continuous)

H. Develop and Implement a Comprehensive Curriculum for Fire Service Training Program.

MATC will design a specialized curriculum for a Fire Service Training program, tailored to meet industry standards and the evolving needs of fire service professionals. This curriculum will be developed in collaboration with fire service experts, local fire departments, and industry stakeholders to ensure it aligns with both state and national certification requirements. The program will cover a broad range of essential skills, including fire suppression, rescue operations, emergency medical procedures, hazardous materials management, and incident command. Upon finalizing the curriculum, the program will be launched with a structured training schedule, hands-on practical exercises, and access to state-of-the-art firefighting equipment and simulation tools. This initiative will provide aspiring firefighters with comprehensive education and training they need to succeed in the field and serve their communities effectively. (2027-2029)

I. Strengthen and Expand Collaborative Efforts with Partner Schools to Provide Comprehensive Education and Career Awareness Activities for All Students.

We will continue to strengthen and enhance its cooperative partnerships with partner schools to offer a wide range of education and career awareness activities. These activities will include career exploration workshops, industry-specific seminars,

job shadowing opportunities, and college readiness programs designed to expose students to various career paths and the educational pathways that lead to them. By fostering these collaborative relationships, MATC plans to equip students with the knowledge and resources they need to make informed decisions about their future careers and academic pursuits. These initiatives will be designed to engage students from all backgrounds, ensuring equal access to valuable career guidance and exploration opportunities. (Continuous)

J. Foster and Expand Partnerships with Local Businesses to Provide Internship and Workforce Transition Opportunities for Students.

Mid-America will actively promote and develop strategic partnerships with local businesses and employers to create valuable internship and workforce transition opportunities for eligible students. These partnerships will facilitate hands-on learning experiences in real-world work environments, allowing students to apply classroom knowledge, develop professional skills, and enhance their employability. Through these collaborations, businesses will have the opportunity to mentor future talent, while students gain critical industry exposure that helps smooth their transition from education to career. The program will focus on connecting students with businesses in their chosen field of study, ensuring alignment with career goals and industry needs. (Continuous)

K. Expand and Enhance Program Offerings with Corresponding Courses to Meet the Evolving Needs of Students.

Mid-America will focus on expanding or diversifying its program offerings to ensure they align with the changing needs and career aspirations of students. This will involve the development of new programs or expansion of current programs., That address current industry trends, emerging fields, and student interests. We will work closely with industry partners, faculty, and students to identify gaps in existing programs and to create curriculum that provides practical, market-relevant skills. These expanded offerings will be designed to offer students more pathways to success, ensuring they are well-prepared for a variety of career opportunities. (2024-2029)

L. Integrate Academic Skills (Literacy and Numeracy) into Technical Course Offerings to Enhance Student Achievement.

Integration of foundational academic skills, including literacy and numeracy, within its technical course offerings to ensure that students develop both the practical and academic competencies necessary for success. This integration will involve embedding reading, writing, and math skills into the curriculum of technical courses, helping students to not only master technical content but also improve their overall academic performance. By reinforcing these essential academic skills in context, students will be better equipped to understand complex concepts, solve problems, and communicate effectively in the workforce. (Continuous)

M. Identify Industry Certifications That Can Be Converted into Academic Credit at Institutions of Higher Learning.

MATC will identify and establish a process for recognizing industry certifications that can be translated into academic credit at partnering institutions of higher learning. This initiative seeks to bridge the gap between technical training and higher education by allowing students who earn certifications can apply these credentials toward college credit. By working with regional colleges and universities, we will create pathways for students to advance their education and careers seamlessly, allowing them to earn academic credit for the skills and competencies already acquired through certification programs. (Continuous)

N. Identify Courses and Units within Each Program and Develop a Comprehensive Year-Long Teaching Plan for Each Program.

MATC will conduct a thorough review of all programs to identify the key courses and units that comprise each curriculum. Based on this analysis, a detailed year-long teaching plan will be developed that will outline the sequence of courses, learning objectives, instructional methods, and assessment strategies. This plan will ensure that students experience a coherent and well-structured academic journey, with a clear progression of knowledge and skills over the course of the year. The teaching plan will also include timelines for course delivery, integration of hands-on learning opportunities, and coordination with faculty to ensure consistent and high-quality instruction. (Continuous)

O. Expand the Enrollment Process to Include an Additional Opportunity for Program Exploration Following the Sophomore Showcase.

Mid-America will enhance the enrollment process by incorporating an additional "second look" period after the Sophomore Showcase event. During this time, prospective students will be encouraged to revisit and further explore the programs they are interested in, allowing them to ask questions, meet with faculty, and participate in hands-on demonstrations or informational sessions. This extended opportunity will help students make more informed decisions about their academic and career paths, providing them with deeper insights into each program's offerings, structure, and outcomes. The second look period will also give students the chance to revisit any programs they may have initially overlooked, ensuring they select the best fit for their goals and interests. (2025-2028)

P. Organize Program Shadowing Days with Partner Schools and Invite Sending School Staff to MATC During Professional Development Days.

Mid-America will coordinate program shadowing days in collaboration with partner schools, providing sending school staff with the opportunity to experience our programs firsthand. These shadowing days will allow educators and counselors from sending schools to observe classroom instruction, interact with faculty, and explore the resources and facilities available to students. Additionally, during designated Professional Development days, sending school staff will be invited to MATC for specialized sessions designed to strengthen the partnership, enhance program understanding, and improve student referral processes. These initiatives will foster greater collaboration between us and partner schools, ensuring that sending school staff are well-informed about program offerings and better equipped to guide students toward the right academic and career pathways. (2022-2026)

Q. Identify Opportunities for Improvement Based on Findings from ODCTE Accreditation.

Mid-America will conduct a thorough review of the findings from the Oklahoma Department of Career and Technology Education (ODCTE) accreditation process to identify areas for improvement across all programs. This review will focus on assessing compliance with accreditation standards, evaluating program effectiveness, and addressing any recommendations or

areas of concern highlighted in the accreditation report. The goal is to implement continuous improvements that align with best practices in education and ensure we maintain high standards of excellence in its offerings. (Continuous)

R. Expand the Small Business Management Program by 10%, Providing Expertise in Self-Employment, Consultation, Coaching, and Workshops to Support Small Business Growth.

Mid-America will work to increase enrollment in the Small Business Management Program by 10%, focusing on providing valuable resources to individuals aiming for self-employment and existing small businesses seeking growth opportunities. This expansion will include offering specialized consultation services and interactive workshops that help small business owners and aspiring entrepreneurs navigate key aspects of business development, including launching, expanding, and optimizing profitability. With this expansion we can enhance the entrepreneurial ecosystem by equipping small business owners with the skills, knowledge, and resources needed to succeed and thrive in the competitive marketplace. (Continuous)

S. Increase the Training Footprint by 10% Through the MATC Agriculture Business Management (ABM) Program.

Mid-America will focus on expanding the reach and impact of the Agriculture Business Management (ABM) program by increasing its training footprint by 10%. This growth will be achieved through the introduction of additional courses, enhanced partnerships with agricultural organizations, and the development of specialized training modules that address key industry trends. (Continuous)

T. Coordinate and Host Quarterly Events, Volunteer Support, and Membership in Community Organizations to Strengthen the Local Economy and Community Engagement.

Mid-America will coordinate and host quarterly events, while also actively participating in and supporting local organizations such as Rotary, Lions Clubs, and Chamber of Commerce groups. These events will focus on community outreach, volunteerism, and networking, providing valuable opportunities for collaboration and support for local businesses, residents, and community

leaders. Through active membership and involvement in these organizations, MATC aspires to contribute to the local economy by fostering relationships that drive economic development, community improvement, and shared prosperity. The goal is to promote a strong, vibrant community where education, service, and local businesses thrive together. (Continuous)

U. Expand “Customized Safety Training” for Businesses and Industries in the District to Reduce Workplace Injury Costs and Provide Greater Support for Employers.

Mid-America will increase its "Customized Safety Training" program to offer tailored safety courses and workshops specifically designed for businesses and industries within the district. These programs will focus on identifying and addressing the unique safety needs of various sectors, helping employers mitigate risks and reduce costs associated with workplace injuries. By offering more flexible training options, including on-site sessions, online courses, and industry-specific safety certifications, MATC will enable businesses to create safer work environments, comply with safety regulations, and minimize the financial impact of workplace accidents. (Continuous)

V. Increase Healthcare Certification Classes Through the PRO Healthcare Coordinator, Offering 5% More Training Hours and Reducing Costs by Utilizing the Healthcare PRO Trainer.

The goal is to increase training hours by 5% through the PRO Healthcare Coordinator. This expansion will involve offering additional training sessions and specialized courses to meet the growing demand for healthcare professionals. By utilizing the healthcare PRO trainer, this should offset the costs typically associated with hiring outside adjunct faculty, thereby improving the efficiency and cost-effectiveness of the program. The enhanced training opportunities will provide students with more comprehensive learning experience, helping them gain the certifications and skills needed to excel in the healthcare field, while also supporting the healthcare workforce in the district. (2023-2027)

W. Partner with MATC and Sister Career Tech Schools to Leverage Resources for Providing Customized, Industry-Specific Training in Previously Underserved Areas.

Mid-America will collaborate with sister Career Tech schools to expand industry partnerships and offer customized training programs tailored to the specific needs of various sectors. By leveraging the expertise, facilities, and networks of these institutions, we can provide specialized training that covers emerging and underserved areas within the workforce. These collaborative efforts will enable the creation of flexible, industry-specific courses that address skills gaps and equip local workers with the relevant knowledge and competencies needed to excel in new or evolving industries, in addition this will also strengthen relationships with industry partners.

(Continuous)

X. Increase Industrial Coordinator Training Hours by 5% to Address the Growing Needs of Industries in the MATC District.

Mid-America will increase the training hours for industrial coordinators by 5% to better meet the demands of rapidly expanding industries within our district. This expansion will involve assessing industry trends and identifying areas where additional training and upskilling are needed to support workforce development. By enhancing the capabilities of industrial coordinators through additional training hours, Mid-America will ensure that coordinators are equipped with the latest knowledge and strategies to effectively address specific needs. This will strengthen partnerships with local businesses, improve the skillset of the workforce, and help ensure that industries in the district have access to well-trained professionals. (2023-2027)

Y. Leverage Existing Data on Businesses in the MATC District to Develop a Strategy for Disseminating Information and Identifying Business Needs.

Using existing data on businesses, PRO will develop a targeted strategy to effectively disseminate information and engage local businesses. This strategy will involve reaching out to business owners and industry leaders to gather insights into their workforce needs, as well as identifying areas where training, resources, or support services may be required. By systematically contacting and assessing the needs of businesses, PRO will be able to tailor educational offerings to better align with the demands of the local economy. (Continuous)

II. Professional Development

A. Encourage Instructors to Conduct Annual Self-Evaluations of Their Curriculum, Instructional Goals, and Teaching Methods for Professional Growth.

Mid-America will promote a culture of continuous professional development by encouraging instructors to engage in an annual self-evaluation of their curriculum, instructional objectives, and teaching methods. This self-reflection process will provide instructors with the opportunity to assess the effectiveness of their teaching strategies, identify areas for improvement, and align their curriculum with current educational standards and student needs. Self-evaluation will be a key component of professional growth, helping instructors refine their approaches, enhance student engagement, and ultimately improve learning outcomes. (Continuous)

B. Administration Will Review, Revise, and Implement Performance Guidelines (Professional Practices) for Professional Staff.

The administration will conduct a review/revision of existing performance guidelines for professional staff to ensure they align with our goals, standards, and expectations. This process will involve updating professional practices to reflect best practices, current trends, and the evolving needs of our district. The goal is to promote a culture of excellence, accountability, and continuous improvement, while providing staff with clear frameworks for their professional growth and contributions. (Continuous)

C. Enhance Communication Between the Professional Development Committee and Administration to Ensure Inclusive Professional Development Opportunities for All Staff.

Mid-America will strengthen communication between the Professional Development Committee and the administration to ensure that professional development opportunities are inclusive and accessible to all staff members. This will involve regular meetings and discussions to align the goals of the committee with the needs and priorities of MATC. By fostering an open dialogue, the committee and administration can ensure that training programs are comprehensive, addressing the professional growth needs of faculty, administrative staff, and support personnel. (Continuous)

D. Encourage and Provide Opportunities for Instructors to Visit Industry Partners for Professional Updates and Workforce Transition/Job Placement Insights.

Mid-America will encourage instructors to participate in industry visits related to their program areas as a means of staying current with industry trends, technological advancements, and workforce needs. These visits will provide instructors with valuable firsthand knowledge of the skills, qualifications, and competencies employers are seeking, ensuring that their teaching remains relevant and aligned with industry standards. Additionally, these visits will offer instructors opportunities to build relationships with industry partners, explore potential workforce transitions, and identify job placement opportunities for students. (Continuous)

E. Use Professional Development Days to Promote Specific Teaching Skills and Fulfill State-Mandated Training Requirements.

Mid-America will strategically utilize Professional Development Days to focus on enhancing specific teaching skills and ensuring that faculty and staff meet state-mandated training requirements. These days will be dedicated to targeted workshops, seminars, and hands-on sessions designed to improve instructional practices, address emerging educational trends, and promote the adoption of best practices in teaching. This focused approach will ensure that staff members remain up to date with educational standards and regulatory requirements while fostering a culture of continuous professional growth. (Continuous)

F. Encourage Instructors to Involve Industry Professionals as Guest Speakers and Presenters to Enrich Instruction.

Mid-America will encourage instructors to invite industry professionals and experts within their respective skill areas to serve as guest speakers and presenters. This will enrich the learning experience, providing students with valuable insights into industry practices, current trends, and career opportunities. Instructors will be encouraged to collaborate with professionals to ensure that their content is up-to-date and reflective of the skills and knowledge demanded in the workforce. (2022-2029)

G. Encourage Training for Instructors to Prepare Them to Become Mentor-Teachers for Future Mid-America Teacher Hires.

Mid-America will promote current instructors to develop the skills necessary to serve as mentor-teachers for future hires. This training will equip experienced faculty with the tools and strategies needed to effectively guide, support, and mentor new instructors as they integrate into the teaching environment. Mentor-teachers will play a critical role in fostering a positive and collaborative learning atmosphere, helping new faculty navigate curriculum development, classroom management, and instructional techniques. We intend to build a strong support system for new hires, ensuring that they receive the guidance and resources they need to succeed and grow in their teaching careers. (Continuous)

H. Align Embedded Skills in the Technology Curriculum with Oklahoma Academic Standards for Math, Science, and English.

Mid-America will conduct a thorough review of the existing technology curriculum to identify and align the embedded skills with the Oklahoma Academic Standards for Math, Science, and English. This alignment process will ensure that the technical skills taught in the Technology programs are not only industry-relevant but also support the academic proficiency required by state standards. By correlating the curriculum with these core academic standards, MATC will strengthen the integration of technical and academic learning, providing students with a more comprehensive education that prepares them for both the workforce and continued academic success. (Continuous)

I. Continue Implementing the Teacher and Leader Effectiveness (TLE) Evaluation System for Certified and Non-Certified Full-Time Teachers to Enhance Educational Delivery Methods

Mid-America will continue the implementation of the Teacher and Leader Effectiveness (TLE) evaluation system for both certified and non-certified full-time instructors, with the goal of promoting continuous improvement in instructional delivery. Through consistent evaluation, instructors will receive structured feedback on their teaching practices, classroom management, student engagement strategies, and overall instructional effectiveness. The TLE process will identify areas of strength and opportunities for growth, guiding professional development and encouraging the

adoption of innovative and effective teaching methods. By maintaining and refining the TLE implementation, we will support a culture of accountability and excellence, leading to higher quality education and improved student outcomes. (Continuous)

J. Promote Professional Development on the Southern Regional Education Board (SREB) "Making Schools Work" Framework and Strategies for Academic Integration.

Mid-America will actively promote professional development opportunities focused on the Southern Regional Education Board (SREB) "Making Schools Work" initiative, with an emphasis on integrating academic content into career and technical education programs. Training sessions and workshops will introduce faculty and staff to the key principles, strategies, and best practices outlined by SREB, aimed at raising student achievement and preparing students for success in college, careers, and life. Special attention will be given to academic integration strategies, helping instructors weave essential literacy, numeracy, and critical thinking skills into their technical instruction. By embracing the "Making Schools Work" model, Mid-America will strengthen its commitment to improving instruction, increasing rigor, and supporting student success across all pathways. (Continuous)

K. Develop Work-Based Learning Opportunities and Capstone Projects to Provide Students with Real-World Experience.

Mid-America will design and implement structured work-based learning opportunities and capstone projects that offer students authentic, hands-on experiences in their chosen career fields. These initiatives will connect classroom instruction with practical application, allowing students to apply technical skills, critical thinking, and problem-solving abilities in real-world settings. Partnerships with local businesses and industries will be cultivated to offer internships, apprenticeships, job shadowing, and project-based learning experiences. Additionally, capstone projects will serve as culminating activities where students synthesize their knowledge and skills to solve real industry challenges. This approach will better prepare students for workforce entry and lifelong career success by providing meaningful exposure to workplace expectations and professional environments. (Continuous)

L. Provide Comprehensive In-House Training for New Teachers to Support Effective Integration and Instructional Excellence.

Mid-America will develop and deliver a structured in-house training program specifically designed for new teachers to support their successful transition into the instructional environment. This training will cover key areas such as classroom management, lesson planning, instructional strategies, use of technology in the classroom, assessment methods, and alignment with our educational standards and culture. Additionally, the training will include an orientation to policies, procedures, and expectations, along with mentoring opportunities to connect new teachers with experienced faculty members. We want equip new teachers with the tools and confidence they need to deliver high-quality instruction and contribute effectively to student success.

(Continuous)

M. Redesign and Expand the Employee Onboarding Process to Provide Comprehensive System Knowledge, Institutional History, and Culture of MATC.

Mid-America will establish a dedicated committee to redesign and enhance the onboarding process for all new employees. The restructured onboarding program will extend over the course of a year and will be designed to immerse new staff members in our system operations, historical background, and organizational culture. The new model will feature quarterly meetings to allow new employees to build connections with existing staff and gain a comprehensive understanding of the diverse functions and operations. This extended and in-depth approach will ensure a smoother transition, greater staff retention, and deeper engagement with Mid-America's goals and values.(Continuous)

N. Expand the Lunch-n-Learn Program to Offer Monthly Professional Development Opportunities for Staff.

Mid-America will broaden the Lunch-n-Learn initiative to provide structured, monthly professional development sessions for all staff members. These informal, yet informative gatherings will be designed to cover a variety of relevant topics such as instructional best practices, leadership skills, technological tools, workplace wellness, and updates

on institutional initiatives. By offering these sessions during the planning period in the middle of the day, staff can conveniently engage in ongoing professional growth without significantly disrupting their daily schedules. The expanded program will not only enhance professional skills but also foster collaboration, information sharing, and a stronger sense of community among employees across all departments. (Continuous)

O. Expand Professional Development Offerings to Include All Non-Instructional Staff to Support Continuous Improvement and Broaden Job-Related Skills.

Mid-America will ensure that professional development opportunities are inclusive of all non-instructional staff, recognizing the critical role they play in our overall success. These offerings will focus on equipping non-instructional employees with up-to-date techniques, tools, and trends that enhance their job performance and workplace effectiveness. Training sessions will also aim to broaden their skill sets, providing knowledge and resources that can assist them in their current roles and prepare them for future responsibilities. By engaging all staff members in continuous professional growth, Mid-America will foster a more knowledgeable, efficient, and collaborative workforce that supports our mission at every level. (Continuous)

III. Capital Improvements and Equipment

- A. Systematically upgrade the equipment in each skill-specific instructional area to ensure students have access to the latest industry-standard tools and technologies.**

This project will involve assessing current equipment for functionality and relevance, retiring outdated or obsolete items, and investing in modern replacements that align with current workforce demands and best practices. These improvements will better prepare students for real-world careers by giving them practical experience with the tools and technologies they will encounter in their respective industries. (Continuous)

- B. Pursue Millage Increases to Support Development of a North Campus near Highway 9/Highway 62 and Evaluate Expansion Opportunities for a New PRO Facility near Highway 59.**

Phase I of the campus improvement plan has been completed, which involved the design and construction of a new addition to the front of the Administration Building. During Phase II, efforts will focus on pursuing millage increases to secure funding for the development of a new north campus located either on existing land near Highway 9 or by purchasing additional property within the same general vicinity. This north campus expansion is intended to address growing enrollment, program demand, and community needs in the region. Simultaneously, an evaluation will be conducted to determine the feasibility and requirements for establishing a new PRO facility on the north side of Highway 59. This facility would be designed to house a state-of-the-art Fire Service Training Center, providing specialized training grounds, classrooms, and simulation environments to better prepare first responders and emergency personnel. The evaluation will include facility design considerations, infrastructure requirements, and projected costs. This strategic investment aims to support workforce development and enhance emergency services training capacity in alignment with future growth projections. Phase II (2024-2028).

C. Design and construct the North Campus, located on or near Highway 9.

Phase III will involve the comprehensive design and construction of the new North Campus, strategically located on or near Highway 9, depending on land availability and site suitability identified during earlier planning phases. This project will include the selection and acquisition of the final site, followed by a full architectural and engineering design process to ensure the campus meets both immediate educational needs and future growth potential. The North Campus will be designed to include technical training facilities, administrative offices, student services areas, and spaces for community engagement. Special attention will be given to incorporating sustainable building practices, advanced technological infrastructure, and flexible learning environments that can adapt to evolving program demands. Site development will address essential infrastructure such as road access, parking, utilities, landscaping, and safety features. The goal of this phase is to create a vibrant, accessible, and future-ready campus that expands educational opportunities for students in the northern region and supports regional workforce development initiatives.

Phase III (2025-2029)

D. Ongoing Updates to Technology in Alignment with the Technology Plan.

Mid-America will continue the systematic update and enhancement of technology resources across the campus, following the recommendations outlined in the Technology Plan. This ongoing effort will include the replacement of outdated hardware and software, the integration of new instructional technologies into classrooms and labs, upgrades to network infrastructure, and the implementation of cybersecurity enhancements. Mid-America will ensure that students, instructors, and staff have access to the modern tools necessary for effective teaching, learning, and administrative operations. Regular reviews and adjustments to the Technology Plan will meet the evolving educational and industry standards. (Continuous)

E. Evaluate Existing Infrastructure to Prepare for Future Water Needs.

Mid-America will conduct an evaluation of the campus infrastructure to assess its capacity to meet current and future water needs. This evaluation will include a review of existing water supply systems, usage patterns, plumbing infrastructure, and potential areas for expansion or improvement. The assessment will consider projected campus growth, new construction projects, and evolving regulatory requirements related to water conservation and sustainability. This plan is to ensure the campus remains equipped to support future demands efficiently and sustainably, safeguarding resources for students, staff, and future development initiatives. (Continuous)

F. Replace Carpet in Classrooms and Conference Rooms to Enhance Aesthetics and Functionality

Mid-America will undertake a project to replace the carpeting in various classrooms and conference rooms across the campus. This initiative seeks to enhance both the aesthetic appeal and functionality of these spaces by upgrading the flooring with durable, modern materials that are easier to maintain and better suited for a professional learning and meeting environment. The new carpet will enhance comfort, reduce noise, and create a cleaner, more welcoming atmosphere for students, faculty, and staff. The replacement process will be scheduled to minimize disruption to classes and meetings, ensuring that all areas are upgraded efficiently and with minimal inconvenience. (Continuous)

G. Enhance and Modernize Fleet Maintenance Facility.

Make comprehensive improvements will be made to the fleet maintenance facility to better support current and future operational needs. Planned upgrades include expanding the physical workspace to accommodate a larger and more diverse fleet. The facility will also incorporate sustainable practices, such as energy-efficient lighting to reduce operational costs and environmental impact. (2025-2029)

H. Improve east and west hallways in administration building.

A project will be undertaken to renovate and modernize the east and west hallways within the administration building to improve functionality, aesthetics, accessibility, and to match design features of the new commons area. Upgrades will include replacing outdated flooring with durable, low-maintenance materials and repainting or replacing walls

with modern, neutral colors to create a more professional and welcoming environment. These renovations aim to create a safer, more comfortable, and visually appealing workspace for staff and visitors. (2025-2029)

I. Improve student services area.

Make significant improvements to the student services area to better meet the evolving needs of the student body and enhance the overall campus experience. Planned enhancements include aesthetic updates such as new modernized flooring, updated lighting, and improved signage to create a welcoming, student-centered environment. These upgrades are intended to provide a more supportive, accessible, and user-friendly space that promotes student success and satisfaction. (2025-2029)