



## **AVTEC – Alaska’s Institute of Technology Strategic Plan**

The purpose of Strategic Planning is to evaluate trends, then identify a niche in the environment in which AVTEC can successfully compete and improve its performance through alignment of goals and objectives and prioritization of resource allocation.

Strategic Planning at AVTEC is the process of matching the strengths and distinctive characteristics of the school with the unique and emerging needs of its students and the community. An essential component of AVTEC’s ongoing efforts to work with businesses and community leaders is to identify educational and training needs.

The Strategic Plan is the basis of AVTEC’s local plan as defined by the Carl D. Perkins Vocational and Technical Education Act of 1998.



## **Our Mission**

AVTEC is a postsecondary vocational and technical training center. Our mission is to train a diverse and effective workforce that supports the economic growth and stability of our state.

## **Our Vision**

AVTEC is Alaska's preferred technical training center, recognized for its student-centered environment and training excellence. Through creative and collaborative partnerships, AVTEC is the state's most responsive leader in strengthening business and industry by building the highest quality workforce. AVTEC is the model for best practices in teaching and learning in postsecondary education and vocational training in Alaska.

## **Our Values**

- **Trustworthiness:** Modeling and promoting appropriate workplace conduct and ethical behavior.
- **Respect:** Treating students as individuals and honoring their diversity.
- **Responsibility:** Maintaining accountability by providing proper training and assessment for occupational preparedness.
- **Fairness:** Applying rules consistently and equitably to students and staff.
- **Caring:** Providing quality student services that contribute to student success and achievement.
- **Citizenship:** Encouraging leadership while preparing student for their role in the workforce.

## **Our Goals**

### **1. Student Success: Create “the AVTEC experience” by incorporating a holistic approach to student learning.**

- Diversify the type and increase the amount of support available to students outside the instructional day
- Identify and create opportunities for development of healthy life skills
- Identify and create opportunities for development of leadership skills
- Consistently communicate and reinforce high standards for student learning and behavior while attending AVTEC

**2. Programs: Continuously evaluate programs to prepare students for employment or transition to further education.**

- Utilize available data and state performance measures for program evaluation
- Conduct assessment of how AVTEC meets the needs of special populations
- Maintain highest industry standards for technical skills and employability skills
- Transition programs as appropriate from certificate granting to degree granting

**3. Technology: Utilize leading edge technology for maximizing student learning and operational efficiency.**

- Develop plan for improving and upgrading technology used for data management, administration, and in instruction.
- Develop plan for improving and upgrading technology used within occupational areas so that students can demonstrate competence with appropriate technology in a work-based environment

**4. Access: Increase access to exemplary training programs and learning resources that are responsive to Alaska's workforce development needs.**

- Investigate opportunities for financial aid to be provided for short term training programs and online training programs
- Implement an academic preparatory program that integrates academic and technical skills for students who test below grade level
- Expand technical training programs statewide

**5. Partnerships: Strengthen ties with secondary schools, other postsecondary education providers, business and industry, apprenticeship programs, non-governmental organizations, governmental agencies, and others to increase opportunities for all learners.**

- Increase partnerships statewide
- Increase number of tech prep agreements with secondary schools
- Increase number of articulation agreements with other postsecondary education programs and apprenticeship programs
- Identify mutually beneficial outcomes in all partnerships

**6. Responsive: Position AVTEC to take advantage of large, statewide economic development projects and requisite employment demands.**

- Identify potential projects that will require a skilled workforce
- Use labor market data to identify existing skills gap
- Create new or improve existing programs to provide training

**7. Personnel: Maintain high standards in recruiting, hiring, and retaining outstanding staff committed to AVTEC's mission and vision.**

- Investigate alternate routes for recruiting and hiring qualified personnel
- Provide competitive salaries for all staff, faculty, and administration
- Ensure level of support staff keeps pace with growth in student enrollment
- Provide for continuous professional development for staff, faculty, and administration
- Create associate degree program for faculty needing degree for salary advancement

**8. Image: Educate statewide audience on the many positive attributes of AVTEC.**

- Create and implement an aggressive and comprehensive marketing plan for individual programs and AVTEC
- Promote programs that are exclusive to AVTEC
- Increase AVTEC's web presence
- Improve campus facilities to enhance image of school so that it is commensurate with the quality of programs offered

**9. Fiscal Resources: Ensure adequate funding for programs and projected growth.**

- Demonstrate fiscal responsibility and accountability by effective and efficient use of resources
- Utilize data to show true costs and benefits of training programs, including support services, in securing funding from state and external sources

**10. Plan for Improvement: Clearly articulate the importance of the strategic plan as a living document that guides our work and directs us toward our vision.**

- Establish a process of continuous improvement for AVTEC
- Conduct periodic review of strategic plan
- Utilize data available for evaluating strategic plan
- Engage all employees in evaluating proposed actions against goals and activities outlined in strategic plan