

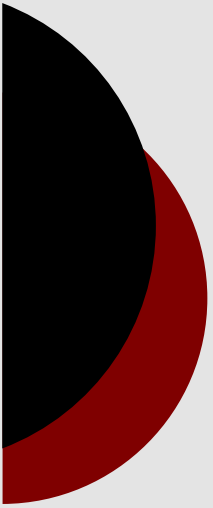
STRATEGIC PLAN 2025-2030



RED RIVER
TECHNOLOGY CENTER

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Duncan, OK 73533

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STRATEGIC PLAN 2025-2030

EXECUTIVE SUMMARY

Red River Technology Center is focused on training a workforce for success both locally and globally. RRTC delivers a variety of educational and training experiences through its full-time programs, short-term offerings, and customized business and industry training. RRTC's goal is to improve our community by providing companies with the workforce they need to be competitive in today's economy.

VISION STATEMENT

Preparing Tomorrow's Workforce Today

MISSION STATEMENT

To support economic growth and development for our community by providing a career-ready workforce through leadership and training.

GOALS

Quality Instruction
Educational Opportunity
Business and Industry Partnerships
Employee Satisfaction and Retention

CORE VALUES

Community – Value and serve the needs of our community
Integrity – Model honesty, trust, and morality in all we do
Student Centered – Focus on the student and client when making decisions
Excellence – Deliver quality services, education, and training
Innovation – Integrate new techniques and technologies into instruction and training
Teamwork – Combine our actions to work efficiently and effectively

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RRTC Delivery Arms

Full-Time Programs

- Administrative Assistant
- Automotive Service Technology
- Biomedical Science Academy
- Clinical Medical Assistant
- CNC Machining
- Combination Collision Technology
- Computer Aided Drafting
- Construction Technology
- Cosmetology
- Emergency Medical Services
- Graphic Design and Digital Marketing
- Heating, Ventilation, and Air Conditioning
- Nurse Assistant
- Practical Nursing
- Pre-Engineering Academy
- Welding

Adult Education and Family Literacy

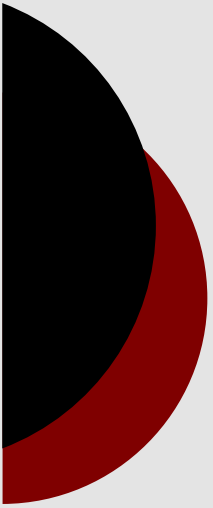
- Adult Basic Education Classes
- ESL Classes
- College Prep Classes
- Job Readiness Classes

Workforce and Economic Development

- APEX Accelerator Services
- Customized Business and Industry Training
- Fire Fighter Training
- Environmental Health and Safety Training
- Small Business Development Services
- Adult and Career Development Classes (Short-Term)
- Certification Classes

Testing and Assessment Center

- CEOE Oklahoma Educator Exams
- CLEET Exams
- Driver' License and CDL Exams
- High School Equivalency Exams
- NREMT National EMT and Paramedic Exams
- Nurse Aide Registry Long-Term Care and CMA Testing
- ODCTE Competency Exams
- Oklahoma Department of Mental Health Exams
- Oklahoma State Board of Cosmetology Written Exams



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RRTC Service Area

Red River Technology Center is one of 29 technology centers in Oklahoma, and serves high school and adult students from Cotton, Jefferson, and Stephens Counties. Red River Technology Center is accredited by both the Oklahoma Department of Career and Technology Education and the Oklahoma State Department of Education.

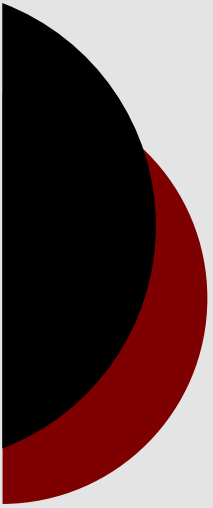
School Districts Served

- Bray-Doyle Public Schools
- Central High Public Schools
- Comanche Public Schools
- Duncan Public Schools
- Empire Public Schools
- Marlow Public Schools
- Ryan Public Schools
- Temple Public Schools
- Velma-Alma Public Schools
- Walters Public Schools
- Waurika Public Schools
- Grandview Public Schools (K-8)

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Businesses and Industries Served

Ace Hardware	Duncan Machine Products	Loco Fire	South Western Oklahoma Development
Adams Sod	Duncan Regional Hospital	Loveday Designs	Southern Machine Works
Addington Fire	Duncan Total Roofing	Loves Travel Stop	Southwest Oklahoma Hose Specialist
All American Construction Projects	Duncan Wood Works	MAK Right of Way	Southwest Oklahoma Plumbing
Allied Home Improvement	Duncansips	Mangum Fuel Service	Sparks Construction
Allred Services	Dynamic Machine Solutions	Manitou Fire	St. Moritz Security Services
Amber Fire	Dynamic Workforce Solutions	Marlow Fire	Stuckey & Sons
Ashbrook Village Assisted Living	E & S Oil	Marlow Manor	Sustainment Technologies
B & J Backhoe	E & W Construction	Martin Brothers Painting	Sweet Lee's BBQ
B & M Electric	Eagletown Academy	Martin Pressure Washing	TARGA Pipeline Mid-Continent
BAE Systems	Ecogreen Cleaning Services	Mary Mann	Taylor's Painting & Finishing
Barb's Cleaning Service	Elgin Propane	Mason James Trucking	Temple Manor Nursing Home
Basin Fire	Elk Crossing Nursing & Rehab	Match Enterprises	Texoma Masonry
Big Bob's Little Johns	Elmore City Fire	Meridian Nursing Home	Texoma Premium Glass Solutions
Bishop Electric	Empire Fire	MFA Oil	The Grindstone
B-K Engine Specialties	Enderby Gas	Miller Construction & Sons	The Village Fire Dept.
Blackburn Concrete Construction Co	England Construction	MJM Concrete	Think Ability
BlackFoot Services	Enlighteneering	Model 1	Thornton Solutions
Blue Arc Innovations	Equus Environmental	Moore Electrical Services	Tilley Pressure Test
Brandt Ace Hardware	Express Employment Professionals	Mutha Truckin	Tommy England Plumbing
Brookridge Retirement Center	Farmer's Plumbing	New Life Security	Tractor Supply
Burrow Tool	Fire & Ice Geothermal	Nora O'Neal Adult Day Care	Trademark Electric
C & C Contracting Services	G.O.A.T. General Contracting	North End Construction	Tri-C Asphalt
C & J Oil Field Services	Gearhead Trucking	Oakridge Fire	Trinity Technologies
C Bar C Trailers	Gourney Electric	Ok Dept. of Rehabilitation Services	Turley Fire and Rescue
C One 3 Concrete	Great Plains Analytical Services	Ok Dept. of Veterans Affairs	U-Haul Moving & Storage
Cameron Measurement Systems	Great Plains Technology Center	Ok Employment Security Commission	Union Hill Electric
Canoe Brook of Duncan	Gregston's Nursing Home	One Nation	Valco Manufacturing Company
Cedar Crest Manor	Gutierrez Concrete & Fencing	Paladin Manufacturing	Valor Mobile Security
Center of Life Management	Haigood & Campbell	Pan America Electric	Vermillion Plumbing
Chisholm Trail Assisted Living	Hale's Moving	Paver's Inc.	Walls Mechanical Services
Choctaw Nation	Halliburton	Phipps Deep Tine Solutions	Walters Fire Dept.
Cimarron Energy	Harmon Heat & Air	Precision Underground of Oklahoma	Washita Construction & Renovation
City of Comanche	Herron's Construction	Protech Professionals	Waste Connections
City of Duncan	Hertzler Electric	Quality Electrical Solutions	West Wind Assisted Living
City of Marlow	Holloway Technical Services	Quality Fence	Westbrook Care Center
Clayburn Asphalt & Concrete	Home Again Restorations	RC Mowing	Western Farmers Electric
Comanche County Juvenile Dept.	Hope Construction	Red River Pallet	WF Lepskis Custom Embroidery
Comanche Fire	Hot-Line	Redbud Retrievers	Whaley Electric
Community Access Inc.	Hulen Fire	Rehme Manufacturing	Whitehead Distributing
Davis Contracting Services	Hurley Creative Tile	Rockin B Welding and Rental	Wild Olives
Davis Air Conditioning	Industry Systems	Roger's Metal Buildings	Wildhorse Dozer Service
DDB Unlimited	International Dearth Solutions	Rumley Oil & Gas	Wildhorse Waste Services
Dehart Air Conditioning	J & S Irrigation and Landscaping	RV Connection	Wilkins Nursing Center
U.S. Army	J.Q. Services	S J Machine Shop	Woodland Animal Hospital
Diamond'z Trucking	Jamison Heat & Air	Sanner Pipe & Salvage	WW Builders
Dismuke Plumbing	Jason's Service Station	Section 37 Surveying and Mapping	WW Paul Scales
Dodson Machine Solutions	Jett Energy	Sellers Air Conditioning	
Don Prater Dozers	Keck's Propane	Shanoan Springs Residence	
Dry Creek Construction	Keystone Fire	Shotgun Trucking	
DSI Security Systems/Dothan Security	KWL Group	Smith Power Systems	
Dubb Trucking	Lawton Public Schools	Smith-Dressler Electric	
Duncan Community Residence	Lincoln County Fire	Sooner State Propane	



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RRTC Goals, Objectives, and Action Plans

Employee Satisfaction and Retention

Goal 1

Provide an organizational culture where staff members feel appreciated and empowered to reach their full potential.

Objectives

1.1 Provide opportunities for staff recognition

- Create monthly RRTC Staff Spotlights
- Nominate at least one deserving employee for OkACTE divisional awards (Rotate to represent all divisions)
- Recognize Staff/Students of the Month In-person at Board Meetings

1.2 Increase communication within the campus

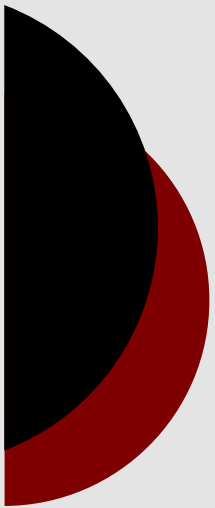
- Create a monthly newsletter for announcements, board meeting wrap-ups, and biographies on new employees
- Use an accompanying text to clarify announcements sent over the intercom
- Assess employee satisfaction through an annual survey and share results with employees

1.3 Provide opportunity for networking and team building activities

- Provide off campus team building activities for all staff
- Provide “Lunch and Learn” opportunities to share best practices among instructors

1.4 Provide additional employee incentives to attract and retain staff

- Provide communication with staff on all opportunities currently available
- Explore additional opportunities for employees to plan and save for retirement



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Educational Opportunity

Goal 2

Expand on training and certification opportunities.

Objectives

2.1 Expand opportunities for student/client enrollment in all delivery arms

- Create electronic enrollment forms to simplify and automate the enrollment process
- Increase opportunities and availability for fulltime programs in an evening setting
- Add at least one full-time program each year for the next three years provided sufficient funding exist
- Expand curriculum for short term programs
- Add new locations within the district to provide additional training opportunities and increase the RRTC footprint

2.2 Increase opportunities for students to participate in Career Tech Student Organizations

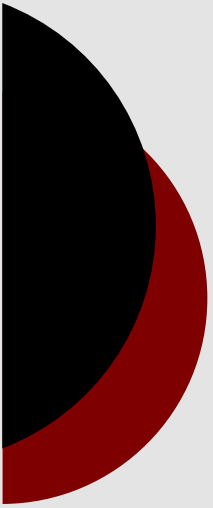
- Leverage current/past CTSO members through student testimonials and class presentations
- Involve more opportunities for students utilizing in class competitions
- Provide scholarship opportunities to help with State and National expenses
- Explore ways to mitigate or eliminate costs associated with CTSO involvement
- Build on existing projects to provide more community service opportunity

2.3 Increase Work-based learning experiences

- Leverage local employer's expertise to provide projects for students to demonstrate their knowledge
- Strengthen workforce partnerships and increase apprenticeship opportunities for interested students
- Explore opportunities to increase student placement in work-based learning prior to program completion (Clinical experience/mentorship program for students not yet completed with training)
- Increase education on employment opportunities for students completing training
- Create more employability skills opportunities for students

2.4 Explore additional State and National certifications and/or credentials

- Research and communicate with other Career Tech instructors or industry partners to discover new industry nationally recognized certification and/or credential that could be offered to students
- Leverage current RRTC instructors to create additional certification/credentialing opportunities for students
- Create a list of available certifications and/or credentials specific to each program, post on the RRTC website, and provide the list to each instructor
- Leverage the Assessment Center Coordinator to speak at student orientation regarding certifications, credentials, and badging and the importance of obtaining them



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Quality Instruction

Goal 3

Provide our students/clients with relevant resources and training to meet current industry demands.

Objectives

3.1 Provide for increased instructional time

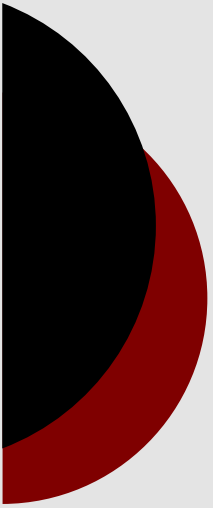
- Evaluate and appropriately alter current sessions to increase student and instructor time and decrease distractions from students arriving late or leaving early
- Develop consistent best practices and provide professional development for instructional staff to increase time already allotted to them (Attendance, bell-ringers, and start-up procedures (daily/weekly posted agenda)
- Collaborate with partner schools to increase daily attendance and decrease time out of class
- Increase student attendance by providing student incentives and early intervention

3.2 Identify the resources instructional staff need for best practices

- Ensure updated equipment, quality tools and parts, and educational curriculum
- Create long range planning goals for instructional space
- Utilize advisory committees for planning future department needs

3.3 Attract and retain quality instructional staff

- Improve mentoring and onboarding processes for new staff
- Maintain a competitive salary schedule and benefit package
- Ensure quality instructional spaces using a rotating schedule to redesign and update classroom and shop space
- Implement an outreach program every three years to showcase programs and opportunities
- Provide annual industry training by “experts in the field” on an annual basis for Career Tech Instructors across Oklahoma to promote collaboration, sharing of best practices, and networking opportunities



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Business and Industry Partnerships

Goal 4

Partner with local business and industry to meet their training requirements and workforce needs.

Objectives

4.1 Ensure RRTC programs have variety of representation on advisory committees

- Provide professional development and best practices on advisory committee structure according to your job assignment
- Partner with local businesses to create work-based learning opportunities where students can apply classroom learning in a real-world setting
- Develop a business mentorship program for instructors
- Increase business and industry networking in order to increase student placement of students and students of all ability levels

4.2 Provide support for personnel wishing to participate in community involvement with business partners/groups

- Allow staff professional leave to use during the year for community service activities. Community service leave cannot be accrued, and all leave must be documented and approved by a supervisor
- Create a recognition program to acknowledge business and industry partners
- Foster greater involvement between business and industry and career tech student organizations CTSO

4.3 Provide opportunity for input from a variety of stakeholder groups

- Conduct an external stakeholder survey to gather information on how we can better serve our business and industry partners
- Conduct student/client surveys after course/program completion to determine instructional effectiveness
- Engage in one-on-one consultations with businesses annually that are representative of the RRTC area and look for opportunities to include small business and or emerging businesses

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Continuous Improvement Committees FY'26

Strategic Planning Committee

Brook Holding-**Chairperson**
Misty Wade
Kelly Pollock
Madelyn Estes
Jamie Conway
Cody Tanaka
Kristy Hooker
Kaitlyn Snider
Kim Loveday
Chad Jackson

Safe Schools Committee

Chad Jackson – **Chairperson**
Jennifer Evans
Alex Sikes
Scott Myers
Cody Tanaka
Jessica Jacobi
Nathan Carrio
Chris Cuddeback
Tracy Moore
Duncan Fire Representative
Parent Representative
Student Representative

Professional Development Committee

Kelly Pollock – **Chairperson**
Doyle Goss
Josh Case
Krystal McMains
Pam Boles
Debra Bruehl
Sarah Lemons
Stacy Morgan
Jacob Johnson – Parent Representative

Communications and Marketing Committee

Kristy Hooker – **Chairperson**
Cameron Ottwell
Desiree Wright
Janet Herren-Pogue
Jeff Prater
Kayla Hecox
Rodney Pipkin
Teresa Sampley

Operational Effectiveness

Madelyn Estes – **Chairperson**
Brandi Williams
Chris Perkins
Jerron Beck
DJ Taylor
Kayla Brown
Mark Kilbourn
Tim Yancy
Yancey Newton

Student Performance and Outcomes

Kim Loveday – **Chairperson**
Amanda Churchman
Hope McFatridge
Kathy Deevers
Holly Kelly
Lynda Moore
Sidney Cates
Stacy Estes
Select CTSO Officers

Community Outreach and Involvement

Kaitlyn Snider – **Co-Chair**
Amanda Garner-Slate – **Co-Chair**
Davis Loafman
Eric Troutman
Lisa Hill
Robert Rosier
Liz Baxter
Michelle Vanderslice
Tiffany Hartlaub
Select CTSO Officers

Awards and Recognition Committee

Jamie Conway - **Chairperson**
Kim Loveday
Curtis Suson
Gretchen Taylor
Laura Johnston
Lauran Fish
Todd Ottwell

Employee Satisfaction and Recognition

Misty Wade – **Chairperson**
Deana Adair
Tami Wright
Johnette Christian
Laura Long
Gary Williams
Krissy Bohn
Kyle Walbrick

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Accreditation 5 Year Plan - Visit Timeline

