# TABLE OF CONTENTS

- MESSAGE FROM THE SUPERINTENDENT ........................................ 1
- SAFETY ......................................................................................... 2
- BOARD OF EDUCATION ................................................................ 3
- OUR PERFORMANCE ..................................................................... 4
- OUR VALUES-MISSION .................................................................. 5
- HOW WE STACK UP? (FINANCES) .................................................. 6-7
- BUS WE MUST ................................................................................ 8
- HEALTHY SCHOOL, HEALTHY PLACE TO WORK ....................... 9
- AWARDS ......................................................................................... 10
- WHAT’S NEW .................................................................................. 11
- STUDENT BRIDGE ......................................................................... 12
- ADULT AND CAREER DEVELOPMENT ....................................... 13
- INVESTING IN THE COMMUNITY ................................................. 14
- VOCATIONAL STUDENT ORGANIZATIONS ............................... 15
- SOTC SAVVY ............................................................................... 16-17
- OKLAHOMA QUALITY AWARD ............................................. 18-19
- OUR JOURNEY ............................................................................. 20
- STUDENT SENATE ......................................................................... 21
- BUSINESS & INDUSTRY SERVICE ........................................... 22-23
MESSAGE FROM THE SUPERINTENDENT

First and foremost, I wish to express my appreciation to the voters of our district for approving the millage election of this past February! You may recall the building fund millage passed for one year allowing us to do some repairs. We constantly evaluate each dollar spent to assure a return on your investment for quality programs and services while we make much needed repairs to the existing campus.

Research indicates that quality technical schools can help make states and localities more economically competitive and they indisputably influence residential property values. Rest assured, your investment in SOTC will have a return to you personally. According to a recent survey of those residing in our district, 71% said they, or a member of their immediate family, have directly benefitted from training at SOTC. Seventy-six percent said SOTC is doing a “good to excellent” job in providing training and 80% said they greatly value SOTC as a vital service for local economic growth. Clearly, SOTC is a smart investment that greatly adds to the economic health and quality of life in southern Oklahoma.

Our new offerings address the needs for a variety of certified health-related occupations, electro-mechanical technicians, production reliability technicians and CNC machinists. Short-term adult class offerings are now available online at www.sotc.edu. Our corporate training team continues to serve more clients each month and our Business Development Center provides a professional facility to train the incumbent workers of local companies.

Keeping up with the needs of the facilities is one issue, but another never-ending expense is keeping up with the cost of highly technical programs. Sometimes, I am amazed at the exponential speed of technological change. For example, in manufacturing many products will soon no longer be made by removing excess material, but will be created by only using the material needed via 3D printers. While this can be exciting, there are times I yearn for simpler days when a piece of equipment would remain state-of-the-art for two or three decades. Part of our mission is to “Secure the Future of Southern Oklahoma,” therefore, we must invest in the latest technologies to provide our young adult learners the insight to a very modern world of work. They come here not only seeking an immediate salable skill, but also true education they will carry on to college and beyond.

We are persistent with our strong focus on continuous improvement and have recently been awarded yet another level of the Oklahoma Quality Award (OQA). The quest for the award encourages us to continually assess our delivery methods of curriculum and services. In addition to the OQA, we won our seventh Gold Star Award from the Oklahoma Association of Career and Technical Education for being a top-performing technology center. The many awards verify we are on the right track in providing the latest quality training for so many young people. Our students routinely represent us in regional, state and national competitions where they demonstrate trade specific knowledge and bring home countless awards. Professional staff annually sets the bar by winning state and national awards as well.

Our staff members take the mission very seriously and their pride in the school is quite evident as we were once again named one of the Top 25 Best Places to Work in Oklahoma by OKC BIZ Magazine! As always, we invite comments regarding our current offerings and suggestions on future possibilities. Remember, SOTC is YOUR Technology Center.

David Powell, Ed.D.
Superintendent
In addition to drills taking place at SOTC, a Disaster Drill Master Plan is reviewed annually and updated to meet the ever changing needs of the school.

There is a Safety Committee on campus that does self-evaluations of campus safety and a Safe School Committee that includes the campus Resource Officer(s). In the survey report 86% of students said they always feel safe at SOTC, 12% said they often feel safe, 2% said they sometimes feel safe and 0% said they never feel safe.

All staff members completed the required NIMS training, which will allow the chain of command to be utilized in case of a disaster situation.

Automated external defibrillators are in each building (3 in Stone Hall) with a total of 13 and all staff are trained to use them and to perform CPR.

SOTC takes bullying in any form very seriously and precautions are taken to keep it from happening. If an event is reported it sets a chain of responses into action.
SOTC is a five-member board of education that represents five geographic zones and 16 school districts.

**Zone 1 - Richard Chadwick**
Includes Sulphur, Davis and Fox School Districts.
Zone 1 Population = 13,844

**Zone 2 - Robert Thomason**
Includes Mannsville and Dickson School District and the southern portion of the Ardmore School Districts.
Zone 2 Population = 13,283

**Zone 3 - Georganne Westfall**
Includes Thackerville, Marietta, Greenville and Plainview School Districts and the southern portion of the Lone Grove School District.
Zone 3 Population = 13,283

**Zone 4 - Dana Gossvenner**
Zone 4 Population = 13,132

**Zone 5 - Bill Coleman**
Includes Springer and the northern portion of the Ardmore School District.
Zone 5 Population = 13,459

All Board of Education members are required to have a high school diploma. Four of the five members serving the SOTC school district have college degrees. All have been business owners and are active in their communities. Mr. Thomason and Mr. Coleman have both been selected as State Board Members of the Year.
OUR PERFORMANCE

Students at SOTC leave with either WorkKeys certification, industry specific certification or they pass their state boards to work in their trade.

15% of those WorkKeys testing (2013-14) left with a GOLD NCRC
21% of those WorkKeys testing (FY14) left with a BRONZE NCRC
64% of those WorkKeys testing (FY14) left with a SILVER NCRC
87% of SOTC students left with WorkKeys certification (FY14)
89% of students who took state boards in FY14 passed
41% of SOTC students left with an industry specific certificate (FY14)

Of those WorkKeys testing, 66 students completed the bronze level, 197 completed the silver level and 46 completed the gold level. (Doesn’t include returning students who completed the year before.)

ACT WorkKeys is a job skills assessment system that helps employers select, hire, train, develop, and retain a high-performance workforce. Successful completion of ACT WorkKeys assessments in Applied Mathematics, Locating Information, and Reading for Information can lead to earning ACT’s National Career Readiness Certificate (NCRC), a portable credential earned by more than 1 million people across the United States.

SOTC believes that students who can pass industry specific testing or state boards are more prepared for the workforce when they leave. Although 100% is the goal, only 41% passed; however, this number passed includes first year students, most of which haven’t tested.

State boards are the only way that students in Cosmetology, Dental Hygiene and Practical Nursing can practice their trade. Of all the students who took the state boards in 2013-14, 89% passed.
SOTC's organization wide strategies and strategic objectives include enhancing student services, recruitment, skills training and job placement; providing a safe, modern and flexible environment while maintaining present focus and providing for future growth; increasing operational efficiency, recruitment, and retain a high quality diverse workforce.

The competitive advantages SOTC maintains are customized training, leadership, employees, reasonable cost, timely delivery, flexibility, loyalty and our HISTORY.
HOW DO WE STACK UP?

SOTC’s FY14 Revenue for the General Fund was $7,965,631
Building Fund was $1,029,512 utilizing funding sources as follows:

- Federal Funding 3%, $260,057
- State Funding 23%, $2,074,818
- Local Funding 74%, $6,660,268

Revenue

State Funding 23%
$2,074,818
State funds are collected through the Oklahoma Department of Career & Technology Education.

Federal Funding 3%
$260,057
Federal funds are provided by grant applications through the Oklahoma Department of Career & Technology Education, which includes Carl Perkins, Carl Perkins Supplemental Grants, and Tech Centers That Work.

Local Funding 74%
$6,660,268
Local funds come from ad valorem tax collections, tuition and other local sources.
Expenditures

SOTC’s FY14 General Fund expenditures were $7,868,767 with Building Fund expenditures of $718,129.

Salaries and benefits for employees total approximately 43% of the budget. The breakdown on expenditures are as follows:

Instruction—59.7%, $5,128,836

Classroom activities, instructor salaries/benefits, equipment, support, professional development and assessment

Operations—12.2%, $1,050,196

Utilities, upkeep of buildings/grounds, maintenance/custodial salaries/benefits, and campus security services

Support Services—10.8%, $923,721

Business & Industry Services, Adult Career Development, computer technology, finance, marketing, human resources, and program directors

Capital Outlay—3.1%, $267,853

Equipment, construction, building remodelling and architect/engineering fees

Student Transportation—4%, $344,737

Transportation of students, operation and maintenance of school vehicles

Administration—3.7%, $319,811

Board of Education, administrative salaries/benefits

Miscellaneous—2.8%, $237,266

Legal, election, revaluation, unemployment, unused sick leave

Guidance & Counselling—3.7%, $315,060

Counselling, career development, student organizations/leadership, and student services

“An investment in knowledge pays the best interest.” – Benjamin Franklin
SOTC agreed to provide transportation to its students when it was established in 1966. Buses go to all 13 sending schools and do so efficiently, running routes that connect neighbouring schools instead of having extra buses go to only one school.

All bus drivers are required to have a health examination, obtain a CDL and Oklahoma bus driving certification and meet requirements for random drug testing, as well as pass a criminal background check. They completed continuing education units on hazardous weather procedures, bullying recognition and reporting and prevention of bullying and all bus drivers are CPR certified. When asked on a survey if students felt safe on the SOTC bus, 70% said always, 19% said often, 11% said sometimes and 0% said never.

**I BUS RIDERS**

Numbers change daily without warning. Students ride with friends and do not inform SOTC staff.

**II BUS ROUTES**

After picking up/dropping off students buses do leave/return to SOTC empty twice daily. Buses look empty because of tinted windows and high seat backs.

**III BUSES ARE LEASED**

The study showed that leasing buses is more cost effective.

**IV BUS PERKS**

Buses have tinted windows and very high seat backs as well as video. All of these are for the safety of our students.
Under the direction of SOTC’s Graphic Design instructor, Juli McClennahan, students Shelby Vinson (Ardmore) and Jamie Holcom (Dickson) designed indoor and outdoor walking trail stickers and signs as a “live work” project. Kristi Combes, Nutrition and Physical Activity Program Coordinator at Carter County Health Department, partnered with SOTC to design the outdoor walking trail signs on SOTC’s Ardmore campus. Grant money received from the Oklahoma Tobacco Settlement Endowment Trust and funded through CCHD paid for production of the outdoor signs.

The Communities of Excellence in Nutrition and Physical Activity program funds community-based coalitions to work with schools, communities, workplaces and businesses to implement effective policies and programs that promote opportunities for healthy eating and physical activity.
Best Places to Work

Southern Tech recently earned the distinction of being named one of the 2014 Best Places to Work in Oklahoma by okcBIZ.

Best Places to Work in Oklahoma is an initiative dedicated to identifying and recognizing workplace excellence in the state. Of the top 25 companies being honoured in the category having under 250 employees, SOTC ranked 10th.

SOTC Receives Top Honors from OATC

For the 7th year, SOTC was on the stage receiving the Gold Star Award. The school was recognized for meeting rigid and demanding criteria demonstrating a high level of excellence. All departments are held accountable for this award to be achieved. With a current capacity of more than 650 students in full-time programs, SOTC has been meeting the needs of the citizens in Southern Oklahoma for more than 48 years.

Dupree selected for the McCharen Award of Merit

This is a special award given by the Guidance Division at August Conference. The McCharen Award of Merit is designated to recognize members of the guidance division who are dedicated professionals exemplifying excellence. That is exactly what Arlene Dupree does for Southern Oklahoma Technology Center.
SOTC works toward continuous improvement whether it be in the classroom through customer service or facility upgrades.

- The auto service industry is constantly changing and SOTC accepts the challenge to keep up with those changes. With the new CNG conversion added to the program, students have the edge when pursuing a career in the automotive industry.
- The new Therapy Technician program is a great addition to the current health programs being offered at SOTC and offers more variety for those wanting to pursue health careers.
- The Southern Oklahoma Development Authority is housing the SBDA at SOTC to offer an elite service to those in Southern Oklahoma. Barbara can help you with financial analysis, business planning, industry research and many other support areas. Contact Mrs. Bonner at 580-224-8293 or email her at bbonner@se.edu.
- Anatomy and Physiology is being offered as a science credit for high school students.
We live in the digital world and our students are no different. Letting them stay plugged in, using their smartphone or iPad as a tool in the classroom is often an option for SOTC students. Many iPad and mobile apps can be used to measure, level or even light up the problem the student is working on.

Tech Centers That Work offers vision and promise to instructors when teaching students skills in writing and mathematics. Each day instructors have students complete some type of writing assignment and show how the math they learn in their sending school actually applies to the skills they learn at SOTC.

SOTC currently offers over 60 career majors to high school juniors and seniors and adults in the sending school districts. Most career majors qualify for financial aid and scholarships are often available to students in need.

Linking learning to life is the way SOTC rolls. Students at SOTC gain 80% of their skills knowledge in the lab and 20% in the classroom, so they learn the correct way to use their skill. They are held accountable for the soft skills needed in industry, as well as being graded on attendance, shop management and customer service.
Adult and Career Development classes are short-term training classes designed to help adults learn specific skills. Many classes are offered at the request of our patrons. Subjects range from enhancing career skills in health occupations to personal development such as exercise and fitness.

Classes offered include:

• Business Management & Administration
  - Keyboarding
  - Windows 7 & 8
  - Microsoft Office
  - Adobe software
  - Internet and email
  - Smart Devices
  - Website Design
  - Insurance Adjusting

• Human Services
  - Esthetician
  - Cosmetology

• Hospitality & Tourism
  - Cooking
  - Cake/Cookie Decorating

• Arts, A/V Technology & Communications
  - Digital Photography

• Health Occupations
  - Certified Nurse Assistant
  - Emergency Medical Technician
  - Phlebotomy Technician
  - Medication
  - Administration Technician & Update
  - American Heart CPR & First Aid
  - Health Care for the Caregiver

• Architecture & Construction
  - Computer Aided Drafting
  - Construction

• Education & Training
  - Paraprofessional
  - Parenting & Child Development

• Marketing, Sale & Services
  - Social Media

• Personal Development
  - Quilting and Sewing
  - Arts and Crafts
  - Exercise and Fitness
  - Wedding Planning
  - Estate Planning
  - Financial Literacy
  - Reiki
  - eBay

• Transportation, Distribution & Logistics
  - Automotive General Maintenance & Brake Systems

• Agriculture, Food & Natural Resources
  - Gardening
  - Floral Design

• Manufacturing
  - Basic Milling

• Law, Public Safety, Corrections & Security
  - Motorcycle Safety
  - Self-Defense Act (Conceal Carry)
  - Security Guard Phases 1 - 5
  - Workplace Safety

[Graph showing enrollment trends from 2011 to 2015]
Students and staff contribute to those in need by working at charitable events, donating items or money, giving their time and sometimes expertise.

Staff donate towards the March of Dimes while others work at the soup kitchen. Many also bring items to donate when donation drives are going on.

Students also contribute to a cause. They give by donating items or money or time. On many occasions students are able to use the skill they have learned to help those in need.

Cosmetology students frequent the Veterans Center and nursing homes to do hair and nails while Sunshine Industry folks take advantage of the SOTC facilities for the same service.

Carpentry, Welding and CAD are no strangers to working together to complete projects that benefit one or more of the 16 sending school districts.

HOSA provided ‘pennies for patients’ for the Leukemia & Lymphoma Society, sponsored a blood drive and assisted with flu shots.

Other departments and staff members across campus provided programs, offered services and donated time and money.
All SOTC students are members of their student organization. HOSA: Future Health Professionals encompasses all students enrolled in the Health Academy, Biotechnology and Practical Nursing. Business Professionals of America are those students enrolled in Medical Office, Networking/Web Design and Digital Video. All trade and industrial programs are members of SkillsUSA. In 2015 all three student organizations had pupils qualify at the local/regional level and many students advanced to state contests. In the last quarter, students qualified for nationals if they placed first in their state contest and competed in May and June.

"In everything I’ve done, I always hate to lose more than I like to win.” – Chris Paul
ACCREDITATION

- Auto Service, Auto Collision and Diesel Technology are NATEF certified.
- HVAC is PARA certified. Construction is NCCR certified.
- Health Cluster has several certifications: Oklahoma State Department of Health, American Association of Medical Personnel, Oklahoma Board of Nursing (OBN), and Accrediting Commission for Education in Nursing, Inc. (ACEN).
- Cosmetology is Oklahoma State Board of Barbering and Cosmetology certified.
- Dental Hygiene is certified through several entities: University of Oklahoma, North Central Association of Colleges and Secondary Schools, Commission on Institutions of Higher Education, Commission on Dental Accreditation of the American Dental Association.

SOTC SAVVY

- SOTC students learn in two environments: the classroom where book work learning takes place and in the lab where hands on learning takes place.
- Lab learning can be on or off campus. Some students take field trips or they complete clinicals/internships or on-the-job training at locations that correspond to their career major.
COLLEGE CREDIT
• In FY14 SOTC students earned 1,789 college credit hours from Murray State College and Oklahoma State University-Institute of Technology.
• There were 249 students who took advantage of the $8 per college credit hour.
• Those students saved $194,802 in college tuition.

16 SENDING SCHOOLS
• 13 sending schools are K-12.
• 3 Sending schools are K-8.
• Eleventh and twelfth graders in the SOTC district attend tuition free.
• ACD/BIS training is offered at a reduced rate to in-district patrons and businesses.

CERTIFIED INSTRUCTORS
• Three SOTC instructors are nationally certified.
• One instructor has a doctorate.
• Eleven instructors have masters degrees.
• Eight instructors have bachelors degrees.
• Five instructors have associates degrees.
• Four instructors are currently working on educational degrees.

STUDENT PLACEMENT
• SOTC Completion/Retention rate for FY14 was 87.74%.
• These are students who continued in the program, were program concentrators or completed their career major.
• 86.70% of FY14 students were in related placement, which includes military and continuing education.

CERTIFIED INSTRUCTORS

STUDENT PLACEMENT

16 SENDING SCHOOLS

COLLEGE CREDIT
Southern Oklahoma Technology Center received the Oklahoma Quality Award for Excellence at the Oklahoma Quality Foundation awards luncheon in conjunction with the Second Annual Sharing of Best Practices Conference, at Oklahoma City’s Cox Convention Center.

SOTC was honoured by Governor Mary Fallin along with three other organizations across the state to receive Oklahoma Quality recognition.

The program helps organizations identify strengths and opportunities for improvements, and helps them consider processes that will increase efficiency, engage employees, examine strategic goals and improve customer relationships and sales.

SOTC was awarded the Foundation of Excellence Award as recognition of the staff’s continuing commitment to quality improvement. This demonstrates that SOTC is a highly effective and efficient school. Driven by results, SOTC is constantly improving enrolment, certification and placement of students by providing new and innovative programs and services. SOTC is one of only three career tech centers in the state to receive an Oklahoma Quality Foundation Award. (Continued on next page)
This award recognizes that SOTC is a model of excellence. Dr. David Powell said, "The effort to continuously improve our programs and services is expected and appreciated by our clients. We realize the time allowed for training is a precious commodity. Only the most effective training makes sense for all, whether they are unemployed, underemployed, or young high school students seeking a career."

The Oklahoma Quality Foundation focuses on organizational self-assessment and self-improvement, designed to make companies and organizations more competitive in the marketplace. Affiliated with the Malcolm Baldrige National Quality Award, Oklahoma's Quality Award program is regarded as one of the most rigorous Baldrige programs in the country. The only way an Oklahoma company can apply for a Baldrige Award is to win Oklahoma's highest recognition, the Quality Award for Excellence.

SOTC integrates multiple approaches to listening to students and other stakeholders.

SOTC determines market requirements through advisory committee meetings etc.

SOTC uses its knowledge and resources, incorporating cycles of learning and then incorporating them in the organizations operations.

SOTC demonstrates approach, deployment and learning while integrating the organizing and managing of its workforce.
OUR JOURNEY

SOTC opened its doors in 1966 starting with 10 programs; now there are over 60 career majors to choose from.
Forty-four Student Senators served as Courtesy Corps for campus visitors, including 900 area sophomores visiting during our annual recruitment drives, Tec-X Days. Our other projects were a high and low OU ropes course team building adventure, U.S. Marine Corps Reserve Toys for Tots Campaign, blood drive, food baskets, state capitol tour and lunch with legislators, voter registration drive, and tours of our state History Center and the National Murrah Building Memorial made possible by a Devon Energy Grant. Student Senators served on our Safe School Committee with our Campus Resource Officer. Student Senators submitted entries to our state poster and poetry contest sponsored by the National Career Development Association in observance of National Career Week. Senate projects benefited the community by collecting 37 units of blood to fill critical shortages at area hospitals, over 100 new toys for underprivileged children—infant to teen, and registered a total of 69 new voters. Our District State Representative, Tommy Hardin asked Student Senators for input on a bill he had in committee to allow targets of harassment open school transfers and their thoughts on teachers with permits being allowed to carry guns to deter potential shooters on campus. In FY14 State Career poster and poem contest, SOTC Senators won first, second, and third places in both poem and traditional poster categories and first
Business & Industry Services (BIS) is a big part of Southern Oklahoma Technology Center’s training team. SOTC is a nonprofit technical training institution with a mission to prepare Oklahomans for the world of work. The BIS team has a wealth of experienced and knowledgeable instructors on staff who serve the training needs of the companies in southern Oklahoma, often at little or no cost. Training can be customized to the specific needs and schedules of each individual company or individual employee. Some companies choose to use their own facilities when training and others use the facilities offered at SOTC. Schedules are always flexible including daytime, evenings and weekend training.

BUSINESS & INDUSTRY SERVICES

Always striving to meet the needs of our business partners and industry
SOTC recognized Chickasaw Energy Solutions as our 2015 Partners for Progress. Chickasaw Energy Solutions is a 110,000 square foot plant with more than 65 employees. Located in Marietta, Oklahoma, the plant sits on 60+ acres and is one of the largest employers in the city. As a turnkey metals production facility, the plant offers diversified manufacturing and product capabilities that leverage world-class equipment. Their products meet the highest standards of quality, precision, and performance. Established in 1988, they are ISO 9001:2008 certified and recently became a certified ASME Code shop. Chickasaw Energy Solutions utilizes several programs and services SOTC offers such as Design & Fabrication, Welding, and customized training through the BIS Department.