



Lake County High Schools  
Technology Campus

# Strategic Plan

2015-2019 Steve Clark, Executive Director

Published: |

## PROCESS

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Beginning in the spring of 2014, the Lake County Area Vocational System (LCAVS) Board of Control and the Lake County High Schools Technology Campus administrative team agreed that the time had arrived for a long range strategic planning process to be developed. In the fall of 2014, the LCAVS Board of Control held its first strategic planning study session in the Board Room at the Technology Campus. In this study session, the LCAVS Board members and Technology Campus administrators identified strengths and areas for improvement within the organization. The collaborative effort continued as the group identified four major areas of focus which would become the basis for our five year strategic plan.

The strategic areas of focus included:

1. Programming, Technology & Curriculum
2. Marketing & Recruiting
3. Business & Industry
4. Finance & Facilities

With these clear goals in mind, sub-committees were formed to brainstorm strategies and actions to address these areas of focus. Participation on these sub-committees included administrators, staff, and key community leaders and business partners. Starting in the fall of 2014, the sub-committees met several times to forge and refine strategies and action plans. A heavy emphasis was placed on accountability and a clear timeline for each strategic area. After honest discussion, open debate, and consensus building among a broad range of participants, these proposals were ready for final approval in December 2014.

This plan is a working document. It provides a framework for systemic change throughout the organization to improve student achievement and successfully implement the vision and mission of LCAVS and the Technology Campus. With the adoption by the LCAVS Board of Control, the plan will charter a broad range of initiatives which are designed to provide students with a valuable and successful education experience. An annual review of performance on each goal will be presented at a public meeting of the LCAVS Board of Control.

The plan is available for viewing to all members of the community via the Technology Campus web site, [www.techcampus.org](http://www.techcampus.org). We encourage continual feedback and make a commitment to express the community's thoughts in an ongoing manner.

The Lake County High Schools Technology Campus, Lake County Area Vocational System and its Board of Control would like to thank everyone who participated in this process. The quality of life in the Lake County region relies on our ability to shape our future through our youth.

# LAKE COUNTY HIGH SCHOOLS TECHNOLOGY CAMPUS

## OUR VISION

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All students attending the Lake County High Schools Technology Campus will be prepared to successfully transition to post-secondary education and careers.

## OUR MISSION

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We are a “School of Opportunity” that encourages a passion for learning and provides excellence in teaching and technology in partnerships with our community members.

## VALUES/ BELIEFS

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To develop human resources so that every individual has the opportunity to develop and utilize his or her optimum capacities. To be responsible to the talents and skills required by business and industry, to be flexible and expedient to the needs of students and stakeholders, to develop faculty and staff to their fullest capacity while focusing on the future, and to practice good citizenship in our communities we serve.

## ACCEPTANCE OF THE BOARD OF EDUCATION

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We look forward to the Director and staff accomplishing our vision for the Lake County High Schools Technology Campus over the next five years. We realize that this plan is a work in progress and as implemented will affect the entire community. We appreciate receiving periodic reports on actions taken and targets met. The continued efforts of the Director and his staff are appreciated as we join in partnership to educate all students for life-long success.

In an effort to assist Lake County High Schools Technology Campus with becoming one of the premiere educational systems in the nation, the Board of Control hereby adopts this Strategic Plan as presented this 11th day of December, 2014.

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Steve Clark  
LCHSTC Executive Director

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Dr. Dan Johnson  
LCAVS Board President

# THOSE WHO PARTICIPATED

## PROGRAMMING/TECHNOLOGY/CURRICULUM

### Committee Co-Chairs:

Derrick Burress	Principal	Technology Campus
Sebastian Kapala	Assistant Principal for Technology & Curriculum	Technology Campus

### Committee Members:

John Black	Automotive Service Instructor	Technology Campus
Ron Doane	Graphic/Web Design Student	Mundelein High School
Ken Ellefson	Technology Director	Technology Campus
Beverly Frazier	Dean, Engineering, Math & Physical Sciences Division	College of Lake County
Barry Gallagher	Academic Chairman of Business and Vocational Education	Waukegan High School
Mary Marescalco	Administrative Assistant to the Principal	Technology Campus
Andrew Meyer	Culinary Arts Instructor	Technology Campus
Meg Ormiston	Professional Development Specialist	Independent Consultant
Anna Ortiz	Medical Assisting Student	Zion-Benton High School
Bud Pulaski	Supervising Intern Professor	Concordia University
Jaime Reed	Medical Assisting Instructor	Technology Campus
Tony Sebaaly	Quality Assurance Specialist	AbbVie
Heidi Stachulak	Graphic/Web Design Instructor	Technology Campus
Sarah Stashkiw	Dual Enrollment Coordinator	College of Lake County
Alan Thomas	Vocational Education Coordinator	Warren Township High School

# THOSE WHO PARTICIPATED

## MARKETING/RECRUITING

### Committee Co-Chairs:

Kristi Martin	Assistant Principal for Student Services	Technology Campus
Don Morrison	Computer Support Services Instructor	Technology Campus

### Committee Members:

Rich Becmer	Criminal Justice Instructor	Technology Campus
Rose Bourgeois	Administrative Assistant for Student Services	Technology Campus
Amy Burnett	Applied Arts Department Chair	Highland Park High School
Kelly Canavan	Guidance Counselor	Richmond-Burton High School
Barry Dowe	Culinary Arts Instructor	Technology Campus
Joe Judge	Game/C++ Programming Instructor	Technology Campus
Linda Moy	Technology Campus Parent and Head of Education & Training	AbbVie
Laura O'Dell	Grants Specialist	College of Lake County
Diane Rarick	Sr. Marketing & Communication Analyst	College of Lake County
Jeff Sefcik	Principal	Stanton Middle School
Mary Todoric	Director of Communications	Community High School District 128
Ruth Ziolkowski	Advisory Board Member and President	Don Johnston

# THOSE WHO PARTICIPATED

## BUSINESS & INDUSTRY

### Committee Co-Chairs:

Joanne Hughes	System Administrator	Lake County Area Vocational System
Gina Schuyler	Early Childhood Education Instructor	Technology Campus

### Committee Members:

Michelle Cox	Operations Manager/Northern Operations	Junior Achievement
Bobb Darnell	Technology Campus Parent/Consultant	Achievement Strategies
Zach Ford	Technical Education	Scot Forge
Joe Hall	CTE Director	North Chicago High School
Maureen Jennings	Human Resources Manager	ZF Services, LLC
Ki Lynn	Cosmetology Instructor	Technology Campus
Ali O'Brien	Assistant Vice President of Educational Affairs	College of Lake County
Steve Schmidt	Building Trades Instructor	Technology Campus
Karen Christian Smith	Executive Director	Grayslake Chamber of Commerce
Jennifer Serino Stasch	Director	Workforce Investment Board
Michael Stevens	President & CEO	Lake County Partners
Sue Stevens	Gifted Coordinator	Antioch School District 34
Deb Swambar	Vice President of Human Resources	Grainger
Eric Taubery	CTE Director	Grant Community High School
Patrick Vranak	Culinary Arts Aide	Technology Campus
Jack Wilson	Automotive Service Instructor	Technology Campus
Page Wolf	Faculty Development Chair	College of Lake County

# THOSE WHO PARTICIPATED

## FINANCE/FACILITIES

### Committee Co-Chairs:

Steve Clark	Executive Director	Technology Campus
George Tolczyk	Business Manager	Technology Campus

### Committee Members:

Christine Faust	Assistant Bookkeeper	Technology Campus
Kim Giovanni	Business Manager	Johnsburg District 12
William Harkin	Associate Superintendent of Business Services	Wauconda High School District 118
Jennifer Krueger	Criminal Justice Instructor	Technology Campus
Audrey Liddle	Chief School Business Official	Zion-Benton High School District 126
Michael Prombo	Assistant Superintendent of Business Services	North Chicago Community Unit District 187
Carol Rogers	Assistant Superintendent of Business Services & Operations	Warren Township High School District 121
Gloria Ruffner	Accounting Coordinator	Technology Campus
Bill Stefani	Director of Buildings and Grounds	Technology Campus
Roycealee J. Wood	Regional Superintendent of Schools	Lake County Regional Office of Education
Michael G. Zelek	Associate Superintendent of Business Services	Grayslake Community High School District 127















Strategic Area: Business and Industry

Goal Statement: Expand from and grow business, industry and community partnerships to simulate an authentic work environment in the classroom that provides students with the skills to enter the workforce and/or post-secondary education.

Strategic Area: Business and Industry

Goal Statement: Prepare students to acquire the knowledge, technical and employability skills necessary to be successful in their career path.

Key Area	Action	Action Manager	Timeline	Results	Measures	2014-2015	2015-2016	2016-2017	2017-2018
Workforce Trends	Identify technical and employability skills that are essential for students upon entering the workplace	Executive Director and Principal	2016-2017	Advisory board committee meeting minutes Annual Course Review	Increased awareness of industry-specific trends	N/A	Implementation of 21st Century Skills Curricula to all Tech Campus students.	Continue to develop 21st Century curricula and utilize advisory committees to have expanded roles in programming.	Creation of Eco-System (Lake County Partners, Lake County Workforce, CLC and Tech Campus) to combine services.
	Provide professional development including partnerships available, workforce trends and 21st century skills	Executive Director, Principal and System Administrator	2015-2019	Advisory board committee roster Advisory board committee meeting minutes	Increased staff awareness of workforce partnerships		Hired a Workforce Development Coordinator to lead the partnerships and 21st Century Skills training. Professional development begins in October 2015 relative to 21st century skills and workforce trends.	Professional Development provided to member schools to expand CTE enrollment through certification expansion.	Gateways Train the Trained hosted by Tech Campus for all Lake County Schools. Career Expos for all programs.



Strategic Area: Finance/Facilities

Goal Statement: Develop and sustain state-of-the-art facilities that promote a positive and fully utilized learning and working environment.

Key Area	Action	Action Manager	Timeline	Results	Measures	2014-2015	2015-2016	2016-2017	2017-2018
Building Utilization	Re-evaluate and update the Capital Improvement Plan	Business Manager	2016-2017	A revised Capital Improvement Plan	Modernized facility	Updated the Capital Improvement Plan to modify the process. Board approved March, 2015.	Completed Phase II of Capital Improvement Plan. Plans to revisit the CIP and make plans for the next 5 year cycle are in place.	Conducted the 10 Year Life Safety Survey with Green Associates in October 2016 per the ISBE requirement. The final reported was presented to the Board of Control on December 15, 2016 at the Board of Control meeting. An updated Capital Improvement Plan will be created based on the findings of the Survey.	Submission of the Life Safety A completion report will be submitted to ISBE by February, 15 2018.
	Investigate learning opportunities inside and outside of the normal school day	Executive Director and Principal	2015-2019	Needs assessment of stakeholders	Additional opportunities		Initial discussions with North Chicago HS regarding an after school math bridge for students at Tech Campus	Continue to discuss opportunities for North Chicago students and offering summer programs hosted by the Technology Campus and the College of Lake County.	Continue to host the Explore summer program for CLC.
	Investigate use of shared facilities	Executive Director, Business Manager and Principal	2015-2019	Building Usage Report	Increased shared facilities	Investigating the use of the College of Lake County campus for new programs. Initial indications are that our newest program "Mechatronics" will be held in the CLC Mechatronics lab in 2015-2016.	Final details are being developed for the Mechatronics program at College of Lake County for 2016-2017. Also, a study is being conducted to look into a joint facilities project with the College of Lake County.	Finalize the model for Technology Campus programs offered at the College of Lake County campus for the 2017-2018 school year. The Photonics program will utilize the College of Lake County campus for the 2017-2018 school year.	Finalize the model for Technology Campus programs offered at the College of Lake County campus for the 2018-2019 school year. The Photonics program will utilize the College of Lake County campus for the 2018-2019 school year.
	Seek outside entities to lease space at Technology Campus	Business Manager	2015-2019	Needs assessment of stakeholders	Increased revenue		The CLC Contract will be brought to the November 2015 Board Meeting for approval.  Currently in a multi-year contract with the Regional Office of Education.	Increased leased space for the College of Lake County during the Spring 2017 semester.	Continue to work with the Regional Office of Education and CLC on their rental needs.
	Conduct an energy savings audit	Business Manager	2016-2017	Utility Cost Report	Energy cost savings			Conducted an energy audit with Entel Energy in November 2016. The audit provided historical data to determine possible reasons for increases and decreases in usage and costs. The major LED lighting projects completed in 2016-2017 are the outside lighting and all hallway lighting. The LED lighting project will continue past 2016-2017 in the highbays and classrooms.	Work with Entel Energy on the Buy Back program for the 2018-2019 school year.

Strategic Area: Finance/Facilities

Goal Statement: Demonstrate fiscal responsibility to the community and member high school districts while providing resources to support educational initiatives.

Key Area	Action	Action Manager	Timeline	Results	Measures	2014-2015	2015-2016	2016-2017	2017-2018
Revenue	Explore potential satellite locations for delivery of instruction	Executive Director, Business Manager and Principal	2015-2019	Building Usage Report	Increased revenue			Discussions surrounding identifying satellite sites for Fire Fighting are underway. Our hope is to establish a Fire Fighting program in an existing fire station in one or more of our sending communities. Provide Photonics courses at the College of Lake County campus.	Laser Technology program will start the 2018-2019 school year at the College of Lake County in the new science building.
	Investigate program services to the community	Business Manager and Principal	2015-2019	Needs assessment of stakeholders	Increased revenue			Continue to offer the 3, 4, and 5 year old preschool, auto repairs and cosmetology services to the community. Investigate the feasibility to utilize Tier 1 for computer/device repair services to the community.	Increase accessibility to the Auto Service program to the community by implementing Maintenance Tuesdays.
	Investigate use or creation of a foundation	Business Manager and System Administrator	2015-2019	Cost analysis Needs assessment	Increased funding			We are discussing a potential partnership with Lumity regarding the use and creation of our own foundation. Investigated the creation of a foundation with member high schools, Eder, Casella & Co and SEDOL. If created this foundation would attain a 501c.3 status and maintain a separate board different from the Board of Control.	Continue to investigate the need for a foundation with a 501c.3 status.
	Expand and cultivate corporate partnerships	Executive Director and System Administrator	2015-2019	Partnership report	Increased number of partnerships and revenue			Lake County Workforce and Lake County Partners, Lumity, HPEC (Healthcare Professionals Education Consortium) have been added to our partnership network.	12 New companies attended Tour of Tech on January 11, 2018.
	Pursue intergovernmental agreements with local agencies	Executive Director and Business Manager	2015-2019	Identification of potential agency partners	Increased number of intergovernmental agreements			Lake County Workforce and Lake County Partners, Lumity, HPEC Healthcare Professionals Education Consortium have been added to our partnership network with the potential for agreements.	The creation of the EcoSystem with the Lake County Area Vocational System, College of Lake County, Lake County Partners and the Lake County Workforce Board has created a entity to drive education and workforce development in Lake County.
	Investigate and research the allocation formula for grant funding	Executive Director, Business Manager and System Administrator	2015-2016	Board adopted formula	Allocation formula		This was discussed at the Board of Control level and was tabled.	No additional discussions have taken place. Continue to utilize the current allocations based on recommendation of the Finance Committee at the September Finance Committee Meeting.	No additional discussions have taken place. Continue to utilize the current allocations based on recommendation of the Finance Committee at the September 2016 Finance Committee Meeting.
	Research advantages of energy savings consultant to seek grant opportunities	Business Manager	2015-2016	Consulting contract	Increased grant revenue			Continue to use Entel Energy from our energy consortium to research opportunities and conduct energy audits.	Work with Entel Energy on the Buy Back program for the 2018-2019 school year.