

2020-2025

Lake County
TECHCampus

STRATEGIC PLAN

Dr. Sebastian Kapala, Executive Director

PROCESS

Beginning in the spring of 2019, the Lake County Area Vocational System (LCAVS) Board of Control and the Lake County Tech Campus (LCTC) administrative team agreed that the time had arrived for a new long-range strategic plan to be developed. The LCAVS Board of Control participated in a strategic planning study. In this study session, the LCAVS Board members and LCTC administrators identified strengths and areas for improvement within the organization. The 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 2019, 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 February 2020.

The plan provides a framework for systemic change throughout the organization to improve student achievement and successfully implement the vision and mission of LCAVS and the LCTC. 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 LCTC web site at www.techcampus.org. We encourage continual feedback and make a commitment to express the community's thoughts in an ongoing manner.

The Lake County Tech 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 TECH CAMPUS

OUR VISION

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

OUR MISSION

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

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.

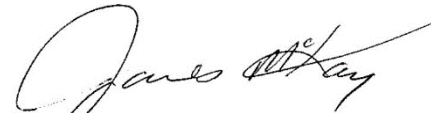
ACCEPTANCE OF THE BOARD OF EDUCATION

We look forward to the Director and staff accomplishing our vision for the Lake County Tech 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 Tech Campus with becoming one of the premiere educational systems in the nation, the Board of Control hereby adopts this Strategic Plan as presented this 20th day of February, 2020.



Dr. Sebastian Kapala
LCTC Executive Director



Dr. Jim McKay
LCAVS Board President

THOSE WHO PARTICIPATED

PROGRAMMING/TECHNOLOGY/CURRICULUM

Committee Co-Chairs:

Derrick Burress	Principal	Lake County Tech Campus
Laura Emmerling	Dean of Student Services	Lake County Tech Campus

Committee Members:

Mikayla Artrip-Borsic	Early Education & Teaching Student	Grayslake Central High School
Kassidee Beasley	Certified Nurse Assisting Student	Johnsburg High School
Alex Escareno	Professional Development Coordinator	Lake County Tech Campus
Karalynn Garbutt	Early Education & Teaching Instructor	Lake County Tech Campus
Evert Gerritsen	EMS Coordinator	Northwestern Medicine North Region
Terry Kass	Cosmetology Instructor	Lake County Tech Campus
Dawn Kovarik	Certified Nurse Assisting Instructor	Lake County Tech Campus
Marshall Ruetz	CTE & Tech Campus Coordinator	Waukegan High School District 60
Cecelia Favela	Early Education & Teaching Student	Grant High School
Sarah Stashkiw	Manager-College Readiness, Dual Credit and Jump Start	College of Lake County
Mikkel Storaasli	Superintendent	Grayslake Community High School District 127
Michael Swanson	Technology Systems Manager	Lake County Tech Campus
Eric Taubery	Divisional Administrator	Grant High School

THOSE WHO PARTICIPATED

MARKETING/RECRUITING

Committee Co-Chairs:

Danielle Friedlieb	Associate Principal	Lake County Tech Campus
Mckenna Paulus	Marketing & Special Projects Coordinator	Lake County Tech Campus

Committee Members:

Briseida Flores	Early Education & Teaching Student	Alden-Hebron High School
Allison Fowler	Marketing Manager	College of Lake County
Katarzyna Knoke	Biomedical Science Instructor	Lake County Tech Campus
Natalia Lusinski	Biomedical Sciences Student	Mundelein High School
Olivia Lyjak	Cosmetology Student	Warren Township High School
Colleen Newton	Career Counselor	Zion-Benton Township High School
Jennifer Porreca	Early Education & Teaching Instructor	Lake County Tech Campus
Latanya Robinson	Cosmetology Instructor	Lake County Tech Campus
James Sullivan	Assistant Principal-Enrichment & Engagement	Lake Forest High School
Randy White	CEO/Co-Founder	Career Tech Media

THOSE WHO PARTICIPATED

BUSINESS & INDUSTRY

Committee Co-Chairs:

Derrick Burress	Principal	Lake County Tech Campus
Danielle Friedlieb	Associate Principal	Lake County Tech Campus

Committee Members:

Nicole Bacarella	Early Education & Teaching Instructor	Lake County Tech Campus
Kevin Considine	President & CEO	Lake County Partners
Chris McAteer	Welding Instructor	Lake County Tech Campus
Ali O'Brien	Assistant Vice President for Educational Affairs	College of Lake County
Jennifer Serrino	Director	Lake County Workforce Development
Gina Schuyler	CTE Department Chair	Grayslake Community High School District 127
Kimberly Wimer	Human Resources Manager	Laser Precision

THOSE WHO PARTICIPATED

FINANCE/FACILITIES

Committee Chair:

Joanne Hughes Business Manager/CSBO Lake County Tech Campus

Committee Members:

Pat Argougelis	Director of Auxillary Services	College of Lake County
Ken Ellefson	Director of Technology	Lake County Tech Campus
Charisse Fugate	Medical Assisting Instructor	Lake County Tech Campus
Denise Levendoski	Shared Services Business Manager/Treasurer/CSBO	Richmond Burton Community High School District 157
David Marks	Cosmetology Instructor	Lake County Tech Campus
Brad Meister	Deputy Sheriff-SRO	Lake County Sheriff Office
Renee Metzgar	Assistant Bookkeeper	Lake County Tech Campus
Celina Rodriguez	Business Office Coordinator	Lake County Tech Campus
Bill Stefani	Director of Building and Grounds	Lake County Tech Campus
Mike Welch	Director of Facilities	College of Lake County
Matthew Wilkinson	Business Manager/CSBO	Zion-Benton Township High School
Michael Zelek	Associate Superintendent/CSBO	Grayslake Community High School District 127

Strategic Area: Programming/Technology/Curriculum

Goal Statement: Expand equitable curriculum and instructional best practices that address the development of the whole student.

Key Area	Action	Action Manager(s)	Timeline	Measures	Results	2020-2021	2021-2022	2022-2023	2023-2024
Curriculum	Continue to familiarize Tech Campus stakeholders (students, parents, counselors, educators, etc...) with certifications, dual credits and programming of the Tech Campus	Principal Team, Marketing Coordinator	2020-2025	Documentation of meetings with stakeholders	Increased understanding and awareness of CTE opportunities available to all students	Annual Counselor Meetings (Zoom, 2020), Tech Campus Potential Earnings Report	Presentation to Round Lake High School and Warren High School Board of Control about Tech Campus.	Created a data-driven dual credit, certification and articulated credit report that has been shared out with all member districts counselor, liaison and administrative staff.	Record number of students enrolled in dual credit programs offered at Tech Campus
	Align program assessments to industry and state exams to ensure validity and reliability	Professional Development Coordinator	2020-2025	Assessment documents and student success rates	Assessments aligned with industrial standards		Pilot Program for Standards Based Grading at Tech Campus	Continued to develop Standards Based Grading for all programs through professional development and professional learning communities	Aligned new Cybersecurity program to meet college expectations and requirements
	Investigate standards-based grading while continuing to broaden curriculum mapping	Principal Team	2020-2025	Updated curriculum mapping	Enriched curriculum mapping with potential incorporation of standards based grading	Introduce Standards Based Grading to staff beginning December 2020	Continue Pilot of Standards Based Grading with Culinary Arts, CNA, Cosmetology, Automotive and EET.	Providing professional development to all staff on Standards Based Grading so that they are prepared for implementation for the 23-24 school year.	Teachers currently using Standards-Based Grading. This year includes check-ins to work through what is going well and what still needs to be worked out.
	Provide all Tech Campus students the opportunity to have a workplace experience	Principal Team	2020-2025	PowerSchool reporting	Improved ESSA outcomes		Created a 10-hour internship with Auto Business Partners that will lead to paid internships this school year.	Hired new CCPEC to help increase the number of students in work based experiences.	Received funding from Gorter Foundation to help with paid internships for students.
	Strengthen the professional development path for industry-specific instructors to continue to grow as effective classroom educators	Principal Team and Professional Development Coordinator	2020-2025	Professional development agendas and surveys	Increased student success	Continued Professional Development opportunities throughout Tech Campus institute days	New Teacher Meetings which reviews different aspects of teaching, like instruction, assessment, and curriculum development. All staff are participating and implementing literacy practices into their classrooms.	New Teacher Observations which provides feedback on instruction, classroom management, and assessments. Continued professional development in Partnership with Thought Spectrum to address literacy practices. Utilized IESE (Illinois Elevating Special Educators) to address Special Education instructional practices	Professional Development Coordinator reconstructed new teacher orientation to a four day event that allows for new staff to gain skills necessary to be effective classroom instructors

Strategic Area: Programming/Technology/Curriculum

Goal Statement: Use global data to create school-wide programming that will equip students with the skills to meet the changing needs of their communities, state, nation, and country.

Key Area	Action	Action Manager	Timeline	Measures	Results	2020-2021	2021-2022	2022-2023	2023-2024
Programming	Advocate for service-oriented projects in Lake County Tech Campus programming	Lake County Tech Campus Principal Team	2020-2025	Lesson plans	Increased student awareness of their community		Worked with Mother's Trust and the Auto Industry to rehab and raffle a car to the public with proceeds going to Student Tool Scholarships and Mother's Trust.	Continue the raffle car with Automotive Service Programs and community partners to give back to Mother's Trust Foundation. Work with Northwestern Medicine for a school wide wellness day and our Medical Assisting Program	Culinary Arts catered the Look North philanthropic groups annual meeting, EET hosted a toy drive for preschool students throughout the county and Cosmetology services students with special needs from our community.
	Identify workforce needs of the community, region, state, and nation	Lake County Tech Campus Principal Team	2020-2025	Perkins V Reporting	Updated or new program areas	Tech Campus information video- "Why Lake County Tech Campus" and Perkins Local Needs Assesment	Partnered with the College of Lake County to create a new Industrial Technology Program house at the Advanced Technology Center in Gurnee, IL	CCPEC has created begining steps for partnerships with over 60 new or renewed business partners with our 22 programs	CCPEC continues to grow regional business partners. Partners assist with internships, judging team-based challenges, speaking engagements within classrooms, and attending our spring career expo.
	Investigate summer, satellite, early bird, and interdisciplinary opportunities	Lake County Tech Campus Principal Team	2020-2025	Needs assessment survey	New educational opportunities	Pandemic Expansion Coursework for CNA, continue to investigate summer opportunities for remote students	Hosted a summer "Bootcamp" for students to get a headstart on programming, as well as, an opportunity for recovery of students behind due to pandemic	Continued the summer "Bootcamp" program for any incoming or returning students due to the overwhelming success of the previous year program	We are investigating expanding our summer cosmetology program to allow for more adult students to complete licensure program.
	Amplify opportunities for instructors to build their industry specific knowledge	Lake County Tech Campus Principal Team	2020-2025	Advisory Committee Minutes	Workforce ready programs		CNA and auto instructors attending Professional Development that is related to their industries.	EMT instructors attended a national Professional Development. Bio-Medical instructor attended a national Professional Development. Instructors are currently engaged in National Board Certification programs	Collision Repair Instructor attended SEMA, EMT Instructor will be attending the national convention, and Automotive Instructor has developed an internship program that is being modeled throughout the state.

Strategic Area: Programming/Technology/Curriculum

Goal Statement: Equip students and teachers with access to the most relevant technology in order to interact confidently with those technologies.

Key Area	Action	Action Manager	Timeline	Measures	Results	2020-2021	2021-2022	2022-2023	2023-2024
Technology	Work with member schools to integrate technology resources and provide equitable access to all students	Lake County Tech Campus Principal Team and Technology Team	2020-2025	Technology usage report	Equitable access for all	Splashtop Remote Access to computer labs to access software and hardware demands of computing courses. Checked-out laptops and Chromebooks for students in need of a device. Updated Tech Academy website with student-friendly tutorials.	All Special Education teachers, case managers, counselors, and liaisons to Tech Campus have access and recieved training for the Schoology gradebooks of their students to track their progress.	Continued with previous years initiatives and provided instructors with contact lists of case managers, special education teachers, and liaisons.	Future Quest enrollment has been digitized allowing more access to all middle schoolers in the county.
	Research shareable collection system for all components of ESSA	Lake County Tech Campus Principal Team and Technology Team	2020-2025	Technology needs assessment	Increased number of students meeting ESSA goals		Purchases Transeo work based learning software that will provide detailed student data to all member districts regarding ESSA opportunities.	Utilize Data collection software to incorporate internship experiences and Team- Based challenges	Continue to investigate the best programs to collect ESSA and career pathway endorsement data for member schools. Currently expanding the data collection items through PowerSchool.
	Recognize and implement the needs of programs through industrial and educational technology	Lake County Tech Campus Principal Team	2020-2025	Annual program reviews	Current programmatic and educational technology throughout the building	Fully remote learning environment specific to programming which helps equate to remote working environment		Discussions with Tech Campus administration, architects and instructors to design a new Welding II lab.	Welding II Lab is currently in development. Criminal Justice and Early Childhood areas are currently being designed.
	Refine the development of e-Learning and blended learning opportunities and an effective delivery system	Lake CountyTech Campus Principal Team and Technology Team	2020-2025	Student and staff surveys, lesson plans and assessment data	Effective e-Learning opportunities	Integrated Schoology LMS into teaching to manage, provide, & assess student work in an equitable fashion. Provided Remote Access via Splashtop Buisness for students to gain access to computer lab resources. Additionally, instructors live-stream daily lessons.	Continued support of previous year integration.	Provided Professional Development for all new teachers to develop remote learning lessons for non-pandemic related eLearning.	

Strategic Area: Programming/Technology/Curriculum

Goal Statement: Create a learning environment with expanded opportunities that allow students to learn and practice the skills necessary to be college and career ready.

Key Area	Action	Action Manager	Timeline	Measures	Results	2020-2021	2021-2022	2022-2023	2023-2024
Career and College Readiness	Investigate new industry credentials and certifications	Lake County Tech Campus Principal Team	2020-2025	Industry certification list	Increased number of industry certifications	Remote certifications implemented at Lake County Tech Campus that include: SP/2, Miller Introduction to Welding, ServSafe Manager's Certificate, LinkedIn Learning on Remote Work & Time Management, NIMS 100 & 200.	Added certifications for COVID-19 training for CNA students, and Dementia Simulations for CNA staff and students.	Work with CCPEC to create a pathway for students that obtains a career and college ready endorsement	CCPEC is working with member districts and ISBE to create pathways for the career pathway endorsement.
	Work with businesses and students to build 21st Century Skills that will transfer into the work environment	Lake County Tech Campus Principal Team	2020-2025	Lesson plans and business and industry feedback	Implementation into each program area		Awarded \$40,000 Career Exploration grant to further provide paid internships to students.	Hired new CCPEC to help increase the number of students doing work based learning experiences.	CCPEC is working with all Tech Campus programs to create skill lists for business partners who will be taking interns so students get the best possible experience out of the internship.
	Expand dual/articulated credit opportunities	Lake County Tech Campus Principal Team	2020-2025	Revised curriculum that meets the dual/articulated credit standards	Enhanced dual/articulated credited courses	2020-PLTW/Bio-Medical, Criminal Justice and Law Enforcement all recieved new dual credits	Industrial Technology, Computer Support Sevice, 3D Gaming and Cybersecurity and Game Programming and Virtualization classes have all gained new dual credits for next year.	Investigating phlebotomy licensure for medical assiting instructors and reintegrating dual credit into the Construction Skills and Management program	Working with CLC to bring new dual credit in Criminal Justice and Law Enforcement. 11 college credits granted to Industrial Technology Program.
	Create a process that measures student's ability to be career and/or college ready	Lake County Tech Campus Principal Team and Technology Team	2020-2025	Achievement of dual/articulated credit and/or completion of a work based experience	Career and college readiness		Transeo system to help develop this process.	CCPEC is working with member districts to create pathways in the different career clusters	CCPEC is working with member districts that have approved Career Pathway Endorsements to collect names of Tech Campus students on-track to receive a pathway endorsement.

Strategic Area: Marketing & Recruiting

Goal Statement: Continue to maintain and improve a presence in Lake County that enables our students to take a successful next step after high school.

Key Area	Action	Action Manager(s)	Timeline	Measures	Results	2020-2021	2021-2022	2022-2023	2023-2024
Community Engagement	Strengthen partnerships throughout the Lake County area	Lake County Tech Campus Principal Team and Marketing Coordinator	2020-2025	Lake County Tech Campus internal and external event participation	Increased community participation in the Lake County Tech Campus		Partnership with Civic Studios, Tech Campus Car Raffle, American Beauty Show, 2022 Career Exposition and Tour of Tech	Continue Tech Campus Career Expo with a goal of over 100 business partners. Create "Spotlight" of local businesses and their partnership with Tech Campus	CCPEC Internship Meeting with over 50 potential internship partners. Created Three A's to work with stakeholders in development of our pathway programs.
	Expand relationships with member school counselors	Lake County Tech Campus Principal Team and Marketing Coordinator	2020-2025	Counselor participation in Lake County Tech Campus events	Increased student awareness of Lake County Tech Campus and our offerings	Counselor Tech Campus Informational Bundles, Counselor Zoom meetings	Counselor Tech Campus Resources via Google Drive, Counselor Tours, Annual Counselor/Liaison Meeting	Host Lake County Counselor Association at Tech Campus and have an administrator on the board	Individual meetings at member schools with counseling departments.
	Identify opportunities for staff, students and community members from member schools to engage with Lake County Tech Campus	Lake County Tech Campus Marketing Coordinator	2020-2025	Lake County Tech Campus internal and external event participation	Increased member school involvement in Lake County Tech Campus activities	Virtual Tour, Zoom Student Question & Answer sessions	Virtual Tour Reshoot, Tabling/Presentations at member schools, In-house tours, Cosmetology station at GN, Tour of Tech, Future Quest, WGN9 News "Around Town", Student Ambassadors (TikTok), 9/11 Ceremony, Student shadowing experiences	Continue recruiting events for all member districts, continue to expand social media presence and completely have an online option for applying to Tech Campus	Held True North event at Tech Campus that showcased our school and opportunities for community partners to engage with Tech Campus
	Target marketing approaches to include diverse communities	Lake County Tech Campus Marketing Coordinator	2020-2025	Diverse marketing materials to promote in specific communities around Lake County	Increased awareness throughout community	Virtual Tour, Analytic data collected through Virtual Tour visitors, enrollment data specific to school districts	Spanish audio guide in Virtual Tour, Tech Campus print-materials in Spanish, BrightArrow emails include Spanish translation	Use social media & google analytics to create breakdowns of our demographics, and do targeted marketing to those groups.	Continue to use social media to showcase diverse students in our programs to communities. Created marketing materials and informational items in Spanish

Strategic Area: Marketing & Recruiting

Goal Statement: Create and execute an effective marketing plan with targeted efforts and presentations in all Lake County communities.

Key Area	Action	Action Manager(s)	Timeline	Measures	Results	2020-2021	2021-2022	2022-2023	2023-2024
Increase Awareness	Strengthen Marketing Plan with specific timelines and goals	Lake County Tech Campus Marketing Coordinator	2020-2025	Calendar with timely content ideas that target specific programs to showcase to the community	Increased awareness throughout the community	Virtual Tour, "Why Lake County Tech Campus?" video, Social Media content	Virtual Tour Reshoot, Social Media Content, Tabling/Presentations prior to course selection, New Program Guide to reflect updated programming, Business Partner flyer and window decals, Tech Campus Preschool website/flyers/signs, Cosmetology business cards	Increased social media presence, increasing community engagement by 350%	Created various program highlight videos and a "student perspective" video for Biomedical Science program. Revamped social media marketing strategies which resulted in a 250% increase in Instagram followers gained compared to the previous year. Used SMS marketing to deliver student highlight videos.
	Identify events to sponsor in targeted communities around Lake County	Lake County Tech Campus Marketing Coordinator	2020-2025	Sponsor events around Lake County	Increased Lake County Tech Campus awareness		Carmel Street Scenes 2022 and Tech Campus Car Raffle	Attend North Chicago Public Safety Fair, Lake County ATC Opening, and various other community events.	Attend internship expos throughout the county, attend business advisory meetings of our member districts.
	Analyze the surrounding communities and their interest in certain programs	Lake County Tech Campus Marketing Coordinator	2020-2025	Compile data via Analytical software	Increased awareness of popular programs in specific communities	Analytic data collected from Virtual Tour visitors, enrollment data specific to school districts	Analytic data collected from Virtual Tour	Continue analytic data from virtual tour, Tech Campus Website and analytic data from meta business suite & social media	Researched and Collected analytic data from virtual tour, Tech Campus Website, meta business suite, & outside resources to increase enrollment from non traditional students.
	Develop recruiting and retention plan with strategies and tools each summer	Lake County Tech Campus Marketing Coordinator	2020-2025	Recruiting and Retention plan	More opportunities for students to learn about Lake County Tech Campus	Yearly Recruitment Plan	Yearly Recruitment Plan	Work with instructors to increase students literacy proficiencies and special education engagement. Use the above methods to increase overall public knowledge.	Investigate bringing virtual machines to bring to recruiting events at member schools.

Strategic Area: Business and Industry

Goal Statement: Foster and cultivate partnerships within the local business and industry community in order to create an environment that focuses on real-world application of skills and lessons learned in the class.

Key Area	Action	Action Manager(s)	Timeline	Measures	Results	2020-2021	2021-2022	2022-2023	2023-2024
Partnerships	Align pathways through businesses, post-secondary institutions and Lake County Tech Campus	Lake County Tech Campus Principal Team and Marketing Plan	2020-2025	Program Review documents, meeting minutes from Advisory Board and quarterly post-secondary meeting minutes	Increased awareness of pathways from Tech Campus to post-secondary and workforce	Partnership with the creation of the Project Manager for the Lake County Ecosystem	Partnership on Strategic Pan for Lake County Partners	Hired new CCPEC to help all school districts create pathway endorsements utilizing both the Tech Campus and post-secondary.	Continued work with CCPEC and host Regional LCVAS meetings to help with career pathways. Attend CCRJ meetings monthly with memebr schools.
	Expand business and industry engagement with Lake County Tech Campus	Lake County Tech Campus Principal Team	2020-2025	Advisory Board committee meeting minutes	Increase workplace opportunities		2022 Career Expos	Hired new CCPEC to help increase business partner engagement.	Created Three A program and expand Celebration of Partnerships and Career Expo
	Analyze and create oportunites (internships, site visits, job shadows, etc...) based on student geographic need	Lake County Tech Campus Principal Team	2020-2025	Advisory Board committee meeting minutes	Expand workplace opportunities throughout the Lake County area	Limited internships with programs and local business during the pandemic	Working with 25 Auto business partners to place student interns	Hired new CCPEC to help make business connections all throughout Lake County.	Give Me Ten Program + Tech 50, acquired \$40,000 grant from Gorter Family Foundation to pay interns.

Strategic Area: Business and Industry

Goal Statement: Actively prepare students for the next steps in their career path by facilitating experiences that add to their knowledge and focus on technical and employment-readiness skills.

Key Area	Action	Action Manager(s)	Timeline	Measures	Results	2020-2021	2021-2022	2022-2023	2023-2024
Work-based Experiences	Increase school wide 21st Century Skills training	Lake County Tech Campus Principal Team	2020-2025	Program Review documents	Positive employer feedback and increase workplace opportunities	Inclusion and development of remote learning into 21st Century Skills		Hired new CCPEC to help students prepare for work based learning experiences.	CCPEC is working with CTE programs to ensure ten essential skills are met proficiently by students on track to obtain a pathway endorsement.
	Prepare Lake County area business and industry for integration of students into their workforce	Lake County Tech Campus Principal Team	2020-2025	Advisory board committee meeting minutes	Increase workplace opportunities		School wide advisory day with all programs and over 100 business partners	Continues meetings with Lake County Businesses including Tech Campus tours, Business Site Tours, attending Job Fairs for career networking and building opportunities for Tech Campus Students.	CCPEC is hosting a business partner meeting to help partners integrate high school students into a work-based experience.
	Broaden student opportunities for job shadows, internships and direct hires	Lake County Tech Campus Principal Team	2020-2025	Data collection through student data management system	Increase workplace opportunities		Return of 2022 career expo, guest speakers in all program areas and ride along/job shadows across multiple program areas.	Completed a business partnership survey, created career talks in student system, and working with local businesses regarding employment needs.	The career expo booklet for students will include designations of attending businesses who are offering internships/job shadows or doing direct hires.

Strategic Area: Finance/Facilities

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

Key Area	Action	Action Manager(s)	Timeline	Measures	Results	2020-2021	2021-2022	2022-2023	2023-2024
Facilities	Implement safety measures, practices and facility updates in coordination with Lake County Tech Campus Safety Committee and national, state, and local law enforcement guidelines	Lake County Tech Campus Principal Team	2020 - 2025	Safety Committee agendas and local emergency providers feedback	Crisis Plan reflective of current safety standards	Updated Crisis Plan Completion of mandatory annual drills	Continue to update Tech Campus Crisis Plan (August, 2021)	Continue to hold annual Safety Committee meetings , conduct annual drills with the local law enforcement and update the Crisis Plan.	Increased the number of security cameras and key fob doors throughout the building. Continue to hold annual Safety Committee meetings , conduct annual drills with the local law enforcement and update the Crisis Plan.
	Continue the implementation of the 2018-2026 Capital and Building Improvement Plan	Lake County Tech Campus Business Manager	2020 - 2025	Capital and Building Improvement Plan	Facility improvements	Continue to finalize the Exterior Pavement/Concrete Project	Continue to investigate roof replacement	Completed the bidding process for the Roof Recover work.	Completed the following projects: renovate the Nurse's office and increased the number of staff washrooms, renovate room 168 into a Cosmetology I classroom and restructuring the roof sections B, C, D and E.
	Investigate equipment for utility and IT functions utilized in critical situations	Lake County Tech Campus Executive Director and Business Manager	2020 -2025	Needs assessment of critical utility and IT functions	Expanded run-time of critical utility and IT functions in critical situations	Continue to investigate alternative sources for critical utilities.		Continue to maintain run-time utilizing UPS backup system.	Investigating sustainability plans with the Siemens Smart Infrastructure - Energy & Performance Services team.
	Perform a facility utilization study to investigate use of shared facilities	Lake County Tech Campus Business Manager	2020 -2025	Facility utilization study	Current and future facility needs are utilized in an efficient way	Conducted a facility utilization audit based on social distance by Green and Associates	Completed 2021		
	Assess the utility infrastructure to meet future Lake County Tech Campus needs	Lake County Tech Campus Business Manager	2020 -2025	Utility infrastructure assessment	Learning environments that meet industry needs	Conducted internal study to determine electrical improvements in high bay areas	Utilization of maintenance grant to continue updating lighting in high bay areas	Completed a Facility Assessment and Business Energy Analyzer Report.	Conducted a study of electrical usage with 20/10 Engineering Group, LLC for the expansion the Welding Program in room 158.
	Conduct a Sustainability Study	Lake County Tech Campus Business Manager	2020 -2021	Sustainability Study	Efficient use of resources	Continue to work with Crescent Electric to participate in the utility rebate program	Completed 2021		

Strategic Area: Finance/Facilities

Goal Statement: Maintain a fiscally responsible environment to member high schools and stakeholders that provide the resources to prepare students to transition to post-secondary education and careers.

Key Area	Action	Action Manager	Timeline	Measures	Results	2020-2021	2021-2022	2022-2023	2023-2024
Finance	Provide a balanced budget and fund balance to facilitate the 2018-2026 Capital and Building Improvement Plan	Lake County Tech Campus Business Manager	2020-2025	Balanced budget document	Balanced budget	Approved a balanced budget in August 2020	Approved a balanced budget in September 2021 with a fund balance	Approved a balanced budget in September with a fund balance above the threshold.	Approved a balanced budget in September with a fund balance above the threshold with all capital projects funded through the Tech Campus budget.
	Create opportunities for outside entities to lease/rent spaces for industry and non-industry specific purposes	Lake County Tech Campus Leadership Team	2020-2025	Updated lease/rental agreement, and updated Marketing Plan to incorporate lease/rental opportunities	Increased revenue	Continue to work with CLC and the ROE on current lease agreements	Continue to work with CLC and the ROE on current lease agreements	Continue to work with CLC on current lease agreements.	Continue to work with CLC on room 158 plans.
	Enhance opportunities for business and stakeholder partnerships to invest in educational initiatives	Lake County Tech Campus Leadership Team	2020-2025	Business and stakeholder donations	Increased revenue		Tech Campus Auto Raffle	Continue the Automotive Services and Automotive Collision Repair Raffle Car activity during spring 2023.	Provided a venue for the Look North foundation event. Continue the Automotive Services and Automotive Collision Repair Raffle Car activity during spring 2024.
	Broaden shared services and intergovernmental agreements with local agencies to enhance educational initiatives and fiscal measures	Lake County Tech Campus Leadership Team	2020-2025	Continued and additional agreements	Documentable savings	Continued Intergovernmental agreement with Lake County Sheriff's Office	New programming with CLC at the Advanced Technology Center	Continue with the ATC with Industrial Technology.	Incorporated the Illinois Public Higher Education Cooperative with the partnership of CLC into the Tech Campus purchasing process to increase cost savings.
	Incorporate cost savings measures based on the Facility Utilization Study and Sustainability Study	Lake County Tech Campus Business Manager	2020-2025	Study implementation and utilization	Completed studies	Continue to participate in the utility rebate programs	Continue to participate in the utility rebate programs	Incorporate the cost saving measures based on the Facility Assessment and Business Energy Analyzer Report.	Continue to incorporate the cost-saving measures and investigate the options with the Siemens Smart Infrastructure - Energy & Performance Services team.
	Grow program specific services to the community while providing students real-life work experiences	Lake County Tech Campus Leadership Team	2020-2025	Data on number of stakeholders utilizing the Program Services	Students gain the experience of in-house internships and job shadows		Utilize Career Exploration grant to further enhance internship programs	Utilize the CCPEC to increase internship opportunities for students with new stakeholders.	Utilize the Gorter Foundation grant for student internship program.