

The image shows the exterior of a modern brick building under a blue sky with scattered white clouds. The building features large glass windows and doors. Mounted on the brick facade is the text 'TECH Campus'. 'TECH' is in large, bold, blue, sans-serif capital letters, while 'Campus' is in a smaller, grey, sans-serif font with a slight shadow effect.

TECH Campus

2025-2030

Strategic Plan

Dr. Sebastian Kapala, Executive Director



Our Mission

The Lake County Tech Campus is a 'School of Opportunity' dedicated to equipping students with the skills and knowledge needed for success in the modern workforce. By fostering a passion for learning and providing excellence in career-focused instruction and cutting-edge technology, we cultivate meaningful partnerships with industry leaders, employers, and community members to prepare students for post-secondary opportunities, rewarding careers, and lifelong achievement.

Our Vision

As a leading career and technical education center in the nation, we envision a future where every student uncovers their passion, hones critical life and career skills, and seamlessly transitions into the workforce or higher education as confident, capable contributors to the evolving jobs and needs of tomorrow.

Our Values

To develop human resources so that every individual has the opportunity to develop and utilize his or her optimum capacities. To be responsible for 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.

Process

Beginning in the spring of 2024, 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. Student Success
2. Finance
3. Staff
4. Outside Partnerships

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 2024, 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 2025.

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.



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 13th day of March, 2025.

A handwritten signature in black ink, appearing to read "Dr. Sebastian Kapala", written over a horizontal blue line.

Dr. Sebastian Kapala
LCTC Executive Director

A handwritten signature in black ink, appearing to read "Dr. Kelley Gallt", written over a horizontal blue line.

Dr. Kelley Gallt
LCTC President





Those Who Participated

Nicole Angelov
Stevenson High School, Certified
Nurse Assisting Student

Lailah Arroyo
Zion Benton Township High School,
Auto II Student

Tom Buenik
Mundelein High School

Derrick Burruss
LCTC Principal

Kevin Considine
Lake County Partners

Lara Dellomodarme
Cosmetology II Instructor

Sue Dickson
Give Me Ten

Bella Dusek
Antioch High School,
Culinary II Student

Alex Escareno
Assistant Principal of Curriculum
and Instruction

Emma Foy
Vernon Hills High School,
Emergency Medical Services

Francis Foy
Parent

Danielle Friedlieb
Associate Principal

Dr. Kelley Gallt
LCTC President

Amanda Harmer
College of Lake County

Sarah Herbst
Lakes High School, Law
Enforcement and CSI Student

Joanne Hughes
CSBO/Business Manager

Meadow Lorenz
Johnsburg High School,
Early Education & Teaching II
Student

David Marks
Waukegan High School

Jim McKay
Retired Superintendent/Former
Tech Campus Board
President/Parent

Brad Meister
Parent

Stu Mendelsohn
Law Enforcement Instructor/
Union President

Jackson Morabito
Zion New Tech High School,
Welding II Student

Natalie Murguia
Stevenson High School,
Cosmetology II Student

Ali O'Brien
College of Lake County

Zach Pagan
Warren Township High School

Marissa Pastori
Certified Nurse Assisting Instructor

Austin Pena
Welding Instructor

Ana Peterson
Zion Benton Township High School

Beth Reich
Business Manager/CSBO

Dr. Jesse Rodriguez
LCTC Vice President

Cheri Richardson
Gorter Family Foundation

Celina Rodriguez
Accounting Coordinator

Matt Vella
Assistant Technology Director

Strategies By Goal Area

Goal Area **Student Success**

- Expand Dual Credit and Certification Opportunities.
- Enhance Learning Culture and Support Systems.
- Increase Awareness and Understanding of Programs.
- Integrate Professional Learning and Career Exploration.
- Produce an Annual Innovation Report.
- Increase Available Student Course Capacity

Goal Area **Finance**

- Expand Revenue Through Strategic External Partnerships.
- Enhance Grant Acquisition Efforts.
- Develop and Maintain a Rolling 5-Year Financial Model.

Goal Area **Staff**

- Enhance Mentorship and Professional Development for Staff.
- Strengthen Recruitment of Non-Traditional Path Teachers.
- Expand Certification for Dual Credit Instructors.

Goal Area **Outside Partnerships**

- Develop and Execute a Comprehensive Communications Plan.
- Strengthen Industry and Educational Partnerships to Enhance Career Pathways.
- Develop and implement a Statewide Advocacy Plan.

