



**Educational Service Center of the Western Reserve (ESCWR)
Business Advisory Council (BAC) Plan: 2021-2022**

Mission Statement (Per ORC 3313.84): The mission of the ESWR Business Advisory Council (BAC) is to foster cooperation among our member schools, businesses, and the communities they serve to make our education system more aware of the local labor market; promote work-based experiences within businesses; and help students prepare for successful learning and employment opportunities.

2021-2022 Educational Service Center of the Western Reserve Business Advisory Council Members:

Member	Employer	Industry
Kimm Leininger	Geauga Growth Partnership	Network for Businesses
Betsy Covington	Geauga Growth Partnership	Network for Businesses
Dave Patterson	Patterson Farms	Agriculture
John Epprecht	Great Lakes Cheese	Cheese Manufacturer
Becky Oliver	Great Lakes Cheese	Cheese Manufacturer
Serena Cederlund	Tarkett USA, Inc	Flooring
Margo Reda	Ohio Means Jobs	Job Center Network
Craig Sernik	Ohio Means Jobs	Job Center Network
Chrystall Thomas	Mercury Plastics	Manufacturing
Juliana Petti	Alliance for Working Together	Job Center Network
Tama Justen	Masco Cabinetry	Cabinetry

2021-2022 Educational Service Center of the Western Reserve Educator Business Advisory Council Members:

Member	School Building, District or ESC	Title
Jennifer Felker	Educational Service Center of the Western Reserve	Superintendent
John Stoddard	Berkshire School District	Superintendent
Bill Kermavner	Cardinal School District	Superintendent
Richard Markwardt	West Geauga School District	Superintendent
Tamee Tucker	iSTEM Geauga Early College High School	Chief Academic Officer
Christopher Mitchell	Auburn Career Center	Dir Innovative Programs
Angela Spalsbury	Kent State University – Geauga	Higher Education
Jaina Gandolfi	Educational Service Center of the Western Reserve	Vocational Director
David Enzerra	Lakeland Community College	Executive in Residence
Vanessa Karwan	Educational Service Center of the Western Reserve	Chief Academic Officer
Kelly Moran	Educational Service Center of the Western Reserve	Dir of Instructional Programs

Schedule of Meetings

The Geauga County Business Advisory Council meets on a quarterly basis. The planned meeting dates for the 2021-2022 school year include:

Date 1: September 7th 2021	Date 2: November 16th 2021
Date 3: February 15th 2022	Date 4: May 10th 2022

The ESCWR BAC meeting schedule will be determined annually at the Business Meeting to be held in July or August of each year. (The BAC will meet at least once per quarter as required by Ohio law.)

Sunshine Laws: The ESCWR BAC will comply with Ohio’s public records and open meetings laws, collectively known as the “Sunshine Laws” as required by law.

Member Appointments:

- County Superintendent (permanent member) serves as Executive Chair.
- 5 Superintendents and representatives from ESCWR Member Districts (permanent members).
- 1 Representative from Geauga Growth Partnership (permanent member).
- 1 Representative from Auburn Career Center (permanent member).
- 1 Representative from Higher Education – Kent State (permanent member).
- At least 8 members from local or regional businesses and industries that represent diversity in the business communities. (staggered terms).
- Additional At-large Members may be added at the discretion of the BAC in multiples of 2 (3 year terms).
- Representative from workforce development. At the discretion of the BAC for 3 year term.
- Voting authority – two members from same entity – 1 vote.

Roles of the BAC (Per ORC 3313.84):

1. To *advise* local school districts on changes in the economy and job market and the area in which future jobs are most likely available;
2. To *advocate* for the employment skills most critical to business and industry and the development of curriculum to teach these skills;
3. To *aid* and *support* local school districts by offering suggestions for developing a working relationship among businesses, labor organizations, and educators;
4. To *advise* workforce development on how to be responsive to Northeast Ohio job market.

Appointment & Responsibility of Officers: Officers for the following offices: Chairperson, Vice-Chairperson, and Secretary shall be appointed by the ESCWR Superintendent at the annual BAC Business Meeting in July or August each year.

Officers shall be appointed from active Board members and will be appointed for 1 year terms. The responsibilities of each office are as follows:

- Chairperson – Superintendent of County
 - Provide leadership to ensure the committee functions properly
 - Promote full participation during the meetings
 - Ensure that all relevant matters are discussed and that effective decisions are made and implemented
 - Lead and Facilitate each meeting

- Vice Chairperson:
 - Assume the responsibilities of the Chairperson in his/her absence

- Secretary: Assumed by ESC Representative

Terms of Service:

2 Businesses – 1 year

3 Businesses – 2 year

3 Businesses – 3 year

Thereafter all 3 years

The BAC shall avoid potential conflicts of interest when appointing BAC members. The ESCWR Superintendent has the right to remove BAC members due to potential conflicts of interest, lack of attendance/participation, lack of cooperative spirit, or any other reason as determined by ESCWR in partnership with GGP.

Amendment of Bylaws: Bylaws of the ESCWR BAC may be amended at any official BAC meeting by a majority vote of BAC members present at the meeting.

Delineation of Employment Skills: Explain the process the business advisory council will use to research (either formally or informally) in-demand employment skills and how the council will provide recommendations on those employment skills to the governing board.

1. Project/Initiative/Event Name: Graduation Data Review
 - a. Description: Presentation regarding graduation rates
 - b. Goal/Expected Outcome: Build awareness of student success rates for graduation in post secondary educational options and develop awareness for impact of COVID 19 and/or increased remote learning.

Action Steps	Responsible Party	Deadline	Resources	Potential Barriers	Result/Metric of Success
<i>What action steps are required to meet the goal or expected outcome?</i>	<i>Who will complete the task?</i>	<i>By when?</i>	<i>What do you need to complete this step? (People, money, tools, etc.)</i>	<i>What could get in the way of this task completion? How will you overcome these barriers?</i>	<i>What is the desired outcome of this task? How will you measure success?</i>
Build awareness of student success rates for graduation in post secondary educational options	Kent State – Geauga. Data Review by Dr. Angela Spalsbury And Geauga Growth Partners – regarding unemployment and/or any other available sources of graduation rates to review	December, 2021	Continue engaging stakeholders and presenting updates data ongoing Members to engage in the review and discussion of data trends	Commitment and engagement level of all stakeholders Setting time at the Feb Mtg to discuss findings will help overcome barriers	Continue to review statewide data and county levels for student graduation rates in 2 year/4 year state colleges/universities and monitor unemployment rates/in demand job opportunities. Success will be measured by the amount of increase/decrease in graduation rates

Development of a Curriculum to Instill Employment Skills: Identify goals and develop a comprehensive plan for how employability skills will be taught and reinforced in kindergarten through grade 12. Provide recommendations on how the employment skills identified above will be integrated into and taught through existing curricula and/or the creation of new curricula. This plan should include both classroom instruction, as well as activities, events and programs. Address how existing programs will be sustained and new, innovative programs will be initiated and supported.

1. Project/Initiative/Event Name: State of the Future
 - a. Description: Building Skills for Tomorrow’s Jobs
 - b. Goal/Expected Outcome: Opportunity to bring business and industry leaders together with our community to network, learn, and collaborate.
2. Project/Initiative/Event Name: Career Exploration
 - a. Description: Pathways to Success for Students
 - b. Goal/Expected Outcome: Career exploration students’ path toward finding a fulfilling and meaningful career.
3. Project/Initiative/Event Name: Ohio Means Jobs Seal Education
 - a. Description: Develop stronger relationship between Geauga Growth Partners and Ohio Means Jobs
 - b. Goal/Expected Outcome: ½ day counselor training with Ohio Means Jobs

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Districts will present initiatives on how employability skills will be taught and reinforced in K-12.	Schools Districts, Geauga Economic Leadership, Geauga Growth Partners, School Counselors	May 2022	Commitment by all stakeholders to build awareness of current and future initiatives	Continued engagement/ communication and follow through of both schools and business community Invite members to participate in district events	Schools will share the latest innovations in education that help support our students as they embark on the career pathways Success will be measured by flyers/ agendas from events
Career exploration ideas shed light on career pathways available through education and training.	Geauga Growth Partnership and the Business Advisory Council	March 2022	Commitment by all stakeholders to build awareness of current and future initiatives	Continued engagement/ communication and follow through of both schools and business community	Inspire students to pursue chosen paths and provide tools for choosing a career. Attendance, positive evaluation data, and verbal feedback from students.

				Short presentation at the Business Advisory Council mtg.	
Schedule and Plan a counselor breakfast and training for Ohio Means Jobs	Business Advisory Council members and Geauga Growth Partners	December, 2022	Location, Presenter, Session Materials	Limited access to meetings in person Brainstorm alternative ways to achieve the goal	Counselors learn to use the Ohio Means Jobs tools Meeting agenda and follow up feedback from participants

Changes in the Economy, Job Market and Future Job Availability: Explain how the business advisory council will identify essential data elements to study historical and future changes to the economy and job market. The plan should include recommendations to the governing board on how the district will address these changing needs and what future jobs are likely to be available. Identify resources and partners, both regionally and/or nationally, that will inform the review process.

1. Project/Initiative/Event Name: Industry Partnership
 - a. Description: Train school representatives on career pathways
 - b. Goal/Expected Outcome: Counselors understanding available resources to support future employed citizens

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Utilize Geauga Growth Partnership and their relationships with business community to review trends and needs of jobs needed to fill and training needed in K-12 for employability Pursue industry partnership grant	Business Advisory Council, Educational Service Center of the Western Reserve, Geauga Growth Partnership, and Alliance for Working Together	May 2022	County level data and survey information from businesses and schools. Meeting times to train counselors on pathways	Getting surveys completed by partners and commitment by all partners for time and dedication. Keep BAC involved and informed and target committees to work outside the BAC on initiatives ongoing Limited access to in person meetings	Analyze needs for jobs and skill set needed for employability The BAC will be reviewing data ongoing regarding the COVID-19 impact on future employment opportunities in retail and service industries. Events with counselors to train on pathways students can take. Success measured by meeting attendance.

Developing Relationships: Describe the process of how the business advisory council will develop and sustain relationships among the business community, labor organizations and education personnel in the areas it represents. Preparation of our students cannot be accomplished without partnerships between these key stakeholders.

1. Project/Initiative/Event Name: NEOEA Day/Enhancing Future Career Success
 - a. Description: Connect Educators with local businesses
 - b. Goal/Expected Outcome: To increase awareness of industry career opportunities for students and the education needed for these careers
2. Project/Initiative/Event Name: Business Advisory Council Partnership/Expansion
 - a. Description: expand participation by inviting and encouraging new businesses/employers to join
 - b. Goal/Expected Outcome: Recruit, Invite and welcome 3 new businesses to the council by the end of the year.

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Make educators aware of industry career opportunities for their students and the education needed for these careers by teachers virtually touring business in Geauga county	Geauga Growth Partnership, Ohio Means Jobs, and The Educational Service Center of the Western Reserve	October 8, 2021	Businesses to volunteer for virtual tours and utilizing technology/ communication supports	Commitment needed by teachers, businesses and partners to participate. Continued communication and awareness of this opportunity.	Educators to learn career opportunities for students and build awareness of opportunities for students for employability Success measured by attendance counts
Find new businesses that would be interested in partnering with the Business Advisory Council	Geauga Growth Partnership, Ohio Means Jobs, and The Educational Service Center of the Western Reserve	June, 2022	Keynote Speakers Incentives for Partnership	The ability to hold to in person meetings	To invite, recruit and welcome 3 new businesses to the council by the end of the year Success measured by attendance counts