



Business Advisory Councils

Lorain County ESC

2022-23

Lorain County ESC Business Advisory Council

LIST ALL MEMBER DISTRICTS IN BUSINESS ADVISORY COUNCIL:

DISTRICT	DISTRICT PRIMARY CONTACT AND ROLE	PRIMARY CONTACT EMAIL	DISTRICT SECONDARY CONTACT AND ROLE	SECONDARY CONTACT EMAIL
AMHERST EXEMPTED VILLAGE SCHOOLS	MIKE MOLNAR, SUPERINTENDENT	MIKE_MOLNAR@AMHERST.K12.OH.US		
AVON LAKE CITY SCHOOLS	BOB SCOTT, SUPERINTENDENT	ROBERT.SCOTT@AVONLAKECITYSCHOOLS.ORG	NED LAUVER, DIRECTOR OF OPERATIONS	NED.LAUVER@AVONLAKECITYSCHOOLS.ORG
AVON LOCAL SCHOOLS	BEN HODGE, SUPERINTENDENT	HODGEB@AVONEAGLES.ORG		
CLEARVIEW LOCAL SCHOOLS	JEROME DAVIS, SUPERINTENDENT	JEROME.DAVIS@CLEARVIEWSCHOOLS.ORG		
COLUMBIA LOCAL SCHOOLS	GRAIG BANSEK, SUPERINTENDENT	BANSEKG@CLSRaiders.ORG	PAT EDDY, TREASURER	EDDYP@CLSRaiders.ORG
ELYRIA CITY SCHOOLS	ANN SCHLOSS, SUPERINTENDENT	SCHLOSSANN@ELYRIASCHOOLS.ORG	BRIAN KOKAI, OPERATIONS DIRECTOR	KOKAIBRIAN@ELYRIASCHOOLS.K12.OH.US
EDUCATIONAL SERVICE CENTER OF LORAIN COUNTY	FRANCO GALLO, SUPERINTENDENT	GALLO@ESCLC.ORG	DAVE KISH, ASSISTANT SUPERINTENDENT	KISH@ESCLC.ORG
FIRELANDS LOCAL SCHOOLS	MICHAEL VONGUNTEN, SUPERINTENDENT	MVONGUNTEN@FIRELANDSSCHOOLS.ORG		
KEYSTONE LOCAL SCHOOLS	DANIEL WHITE, SUPERINTENDENT	DANIEL.WHITE@KEYSTONESCHOOLS.ORG		
LORAIN CITY SCHOOLS	STEPHEN A. STURGILL – SSTURGILL@LORAINSCHOOLS.ORG	STEPHEN A. STURGILL – SSTURGILL@LORAINSCHOOLS.ORG	ELENA RIVERA – ELRIVERA@LORAINSCHOOLS.ORG	EDEN PATTERSON – EPATTERSON@LORAINSCHOOLS.ORG

LORAIN COUNTY JVS	GLENN FAIRCLOTH, SUPERINTENDENT	GFAIRCLOTH@LCJVS.NET	HEIDI CLEVINGER	HCLEVINGER@LCJVS.NET
MIDVIEW LOCAL SCHOOLS	BRUCE WILLINGHAM, SUPERINTENDENT	BWILLINGHAM@MIDVIEWK12.ORG	FRANK MAJOR, ASSISTANT SUPERINTENDENT	FMAJOR@MIDVIEW.K12.ORG
NORTH RIDGEVILLE CITY SCHOOLS	ROXANN CASERIO, SUPERINTENDENT	ROXANNCASERIO@NRCS.NET	LEE ARMBRUSTER, COORDINATOR OF COMMUNITY PARTNERSHIPS AND EDUCATIONAL OPPORTUNITIES	LEEARMBRUSTER@NRCS.NET
OBERLIN CITY SCHOOLS	DAVID HALL, SUPERINTENDENT	DHALL@OBERLINSCHOOLS.NET		
SHEFFIELD/SHEFFIELD LAKE CITY SCHOOLS	MICHAEL COOK, SUPERINTENDENT	MCOOK@SHEFFIELDSCHOOLS.ORG		
WELLINGTON EXEMPTED VILLAGE SCHOOLS	EDWARD WEBER, SUPERINTENDENT	EWEBER@WELLINGTONVILLAGESCHOOLS.ORG		

Note: Add cells as needed

List BAC Membership and industry represented according to [Ohio's Top Jobs](#) classification. Include workforce boards, Economic Development and community partners.

Business Advisory Council Member	Title	Email	Industry
Ray Anthony	Owner	ctfire210@aol.com	T & M Concrete
Ryan Aroney	President and CEO	ryan.aroney@uwloraingroup.org	United Way Lorain County
Jennifer Bracken	Assistant Director	jbracken@metroparks.cc	Metroparks
John Butkowski		jbutkowski@windstream.net	Consultant
Cassandra Baumhardt		cbaumhardt@spacebound solutions.com	Spacebound
M. Judith Crocker	President	mjcrockerassociates@gmail.com	MJ Crocker & Associates LLC
Bill Cromling	President	Weccmc@gmail.com	Ross Environmental services
Jonathan Dryden	Provost/Vice President Academic Affairs	jdryden@lorainccc.edu	LCCC
Ryan Ellis		RYAN.BRODY.ELLIS@gmail.com	Sam's Club
Michael Fitzpatrick	Executive Director	lcmisp@lorainccc.edu	Lorain County Manufacturing Sector Partnership
Dave Fox		dfafox@gmail.com	Fraley&Fox Construction
Tony Gallo	President	AGallo@LorainCountyChamber.com	Lorain County Chamber of Commerce
Chad Grude	Regional Sales Manager	grudegroup@yahoo.com	Bettcher Industries

Marsalis Hammons	Global Talent Specialist	marsalis.hammons@nordson.com	Nordson
Michele Henes	Coordinator Children's Learning Center	mhenes@lorainccc.edu	LCCC
Molly Hibler	Principal	mhibler@stjudejaguars.org	St. Jude School
Marcus Madison	Community Relations Program Manager	madison@ccf.org	Cleveland Clinic
Erin Hlavin	Human Resource Manager	ehlavin@thogus.com	Thogus Products
Jennifer Hoops	Director of Implementation	jsmith1437@gmail.com	Higharc
Jeffrey Keese	Manager	Jeffrey.Keese@northwest.com	Northwest Bank
Cynthia Kushner	Director School and Community Partnerships	ckushner@lorainccc.edu	LCCC
Mike Longo	Director	mlongo@loraincounty.us	OhioMeansJobs
Molly Lucas	Human Resource Manager	mlucas@ajrose.com	AJ Rose
Jimmy Miller	Regional Vice President	jimmy@millerht.com	Miller Home Title Agency
Patti Miller		officersbin@spacebound.com	Spacebound
Courtney Ortn		cortner@absolutemachineline.com	Absolute Machine Tools
Scott Radcliffe		sradcliffe4@gmail.com	Berrington Pumps & Systems
Josh Ramsey	Operations Manager	josh.ramsey@villagepizzaalagrange.com	Village Pizza
Deanna Strauss Hersko	Manager of College and Career Technical Education	Dstrauss@lorainccc.edu	LCCC
Mike Potts	President	superprinter60@gmail.com	The Superprinter, Inc.
Amy Szamania	Coordinator LCCC Wellington Center	aszmania@lorainccc.edu	LCCC
Michael Vasiloff		mvasiloff@spacebound.com	Spacebound
Ed Yenni	Owner	eyenni@logisync.com	Logisync
Greg Wiester	CNC Manager	greg.wiester@outlook.com	Master Bolt
Nick Yarham	Owner	nick@northernhammerworks.com	Northern Hammerworks
Barbara Gould	Director, Corporate Communications NA	Barbara.Gould@bendix.com	Bendix Commercial Vehicle Systems LLC
Tricia Gadd	HR Business Partner	Tricia.Gadd@uhhospitals.org	UH Hospitals

Note: Add cells as needed

Schedule of Meetings

Planning meetings for the (Academic Year) school year include:

Quarter 1 Meeting: Sep 29, 2022	Quarter 2: Dec 15, 2022
Quarter 3 Meeting: March 2, 2023	Quarter 4: May 4, 2023

Note: Some business advisory councils may choose to meet more frequently; include the planned dates for those meetings in the schedule.

September 14, 2022 Lorain County Business Advisory Committee Steering Committee Meeting

*Steering Committee Meetings will meet on an as needed basis.

Business Advisory Council Mission and vision for academic year 2022-2023:

Mission: Engaging businesses, educators, students, and communities to provide opportunities to build a stronger Lorain County.

Vision: Cultivating opportunities within our community to realize dreams and maximize Lorain County's potential.

Business Advisory Councils operate under [three quality practices](#): **Develop Professional Skills for Future Careers, Build Partnerships and Coordinate Experiences.**

Describe Business Advisory Council plans for academic year 2022-2023 to **Develop Professional Skills for Future Careers.**

- Describe plans including initiatives, projects or events. Include specific districts impacted by initiative(s) and list all businesses involved.



	Plan or Initiative	Districts Impacted	Businesses Involved	Timelines	Resources	Potential Barriers	Metrics
	What collaborative action steps are required to facilitate achieving outcomes?	List all districts impacted.	List all businesses involved.	List all plan related timelines for each phase of plan development and deadline.	What resources are needed for implementation (funding, manpower, tools, etc.)	Identify any challenges that may impact this plan. How will the BAC overcome these challenges?	Identify existing data and set measurable outcomes to achieve plan. If data is unavailable, what steps are being taken to acquire this data?

New Dedicated BAC Director	The ESC has dedicated a person to oversee, direct, and facilitate BAC initiatives.	All members	All members	July 1, 2022 - Director allocated to position. Director researches needs using 2 x 12 Foundation Study (see below)	Time Education and Sector partner Interviews Grants to implement initiatives LCCC 2 year College	Director pulled in different directions The Director for BAC initiatives has dedicated time in this position and other job responsibilities have been reallocated.	Director will create 2 x 12 Foundation analysis and will implement said initiatives.
BAC Meeting Skills Presentations & Discussions	Members of the BAC will review the Aligning Opportunities in NE Ohio Report	All members	All members	09 29/22	Aligning Opportunities Report Misaligned Opportunities ESC conference room / Zoom	Districts not being in attendance for meetings. ESC will continue to send district reminders to emphasize importance..	Increase awareness among our district personnel. Districts will report the number of staff informed and how it was shared out.
Educator Externships	We will pilot a condensed Teacher bootcamp in the Fall, 2022 and a full 5 day Teacher Bootcamp summer 2023. Teachers will visit sector partners and develop & present their plans to teach students professional skills for future careers.	All who send teachers for attendance	6 - 10 sector partners. Priority given to sector partners in Healthcare, IT, and manufacturing	Pilot - Nov 2022 Full Program - Summer 2023	North Point ESC Teacher Boot Camp Template Sector Partners LCCC College Visits Grad Credit - Ashland	Lack of enrollment. Lack of substitutes Promote to networks (curriculum, school counselors, superintendents) directly. Offer incentives (grad credit, grant stipend)	Complete pilot with 95% or greater positive feedback from participant reviews. Complete summer Boot Camp with 98% positive feedback from participant reviews.
BAC Sector / School Spotlights	We will reserve time during each BAC meeting to spotlight from our sector partners and from our schools the work that is taking place around college and careers/workforce development.	All Members	Spotlight Businesses	Quarterly with BAC meetings	Innovative sector partners Innovative school partners	Lack of activities We will work with BAC members to discover innovative activities to highlight.	Spotlight at least one innovation per meeting.
Future Ready Teacher Session	Session(s) will be offered to teachers to share the objectives of BACs and the initiatives in Workforce Development.	Member Schools.	We will use statistics as a part of the presentation provided from businesses.	Sessions offered to districts during PD days.	Team NEO stats Businesses/Sector partners for presentation prep	Lack of interest. We will promote with BAC school members to increase interest and participation.	We will provide at least 3 sessions by May 2023.

Use the template as a guide to list all initiatives/ projects/ events used to develop professional skills for future careers. (Include Business input in curriculum alignment with skills needed for in-demand professions, educator engagement and development, employers in classroom involvement) Include existing programs and how they will be sustained and scaled.

Describe your Business Advisory Council plans for the academic year 2022-2023 to **Build Partnerships.**

- Describe how the council will grow partnerships in alignment with in-demand careers in the region with representation from industry, Workforce Boards, Port Authority, Ohio Means Jobs Centers, Industry Sector Partnerships, Higher Education, etc.



	Plan or Initiative	Districts Impacted	Businesses Involved	Timelines	Resources	Potential Barriers	Metrics
	What collaborative action steps are required to facilitate achieving outcomes?	List all districts impacted.	List all businesses involved.	List all plan related timelines for each phase of plan development and deadline.	What resources are needed for implementation (funding, manpower, tools, etc.)	Identify any challenges that may impact this plan. How will the BAC overcome these challenges?	Identify existing data and set measurable outcomes to achieve plan. If data is unavailable, what steps are being taken to acquire this data?
2 x 12 Foundation Study	Creating a strong foundation will be key to the BAC's success. The director will meet (virtually or in person) with 2 members from 12 different stakeholder groups. Stakeholder groups are 1) Superintendents 2) Principals 3) Curriculum 4) School Counselors/Career Guidance 5) Teachers 6)	All	2 from each of the following (manufacturing, health care, IT, Other)	October 2022 - Identify 2 partners from the 12 stakeholder groups. November 2022 - Promote and Schedule appointments. Dec - Mar 2023 - Facilitate meetings with stakeholders May 2023 - Document and share findings with BAC. Study should provide an	Time Tool to collect and analyze data.	Lack of time. Lack of stakeholder support. We will work with stakeholders to promote the importance of a study to help us be a successful BAC.	We will present our report to the large BAC group no later than May 2023 detailing the findings from our stakeholder groups. The report will detail the various stakeholder perspectives that outline our BAC needs and barriers to success.

	Students 7) Health Care 8) IT 9) Manufacturing 10) Economic Partners (Chamber/OMJ) 11) Data Partners 12) Sector Organizations			overview of the findings of the needs (as seen from each stakeholder) and the barriers to successful implementation.			
Collaborative Sector Databases	Create a database to be accessed by K12 schools for collaboration with sector partners. Priority given to healthcare, IT, and manufacturing	All	All BAC members. Additional non BAC members.	October 2022 Create framework to house databases for healthcare, IT, manufacturing January 2023 Create framework for additional sector categories. Nov 2022 - Promote to Sector partners. Dec / Ongoing - populate database.	Database or Spreadsheet that is accessible by all partners. Google form for sign up. Website for central access. Marketing / promotion for continued use.	Selecting a tool to house database and/or limited sign up. We will research and find a tool that can be easily accessed and updated. We will use our marketing person to promote the database for use.	By May, 2023, we will have established a minimum of four databases housing sector partnership info for collaboration activities.
Educator Externships	We will pilot a condensed Teacher bootcamp in the Fall, 2022 and a full 5 day Teacher Bootcamp summer 2023. Teachers will visit sector partners and develop & present their plans to teach students professional skills for future skills	All who send teachers for attendan ce	6 - 10 sector partners. Priority given to sector partners in Healthcare, IT, and manufacturing	Pilot - Nov 2022 Full Program - Summer 2023	North Point ESC Teacher Boot Camp Template Sector Partners LCCC College Visits Grad Credit - Ashland	Lack of enrollment. Promote to networks (curriculum, school counselors, superintendents) directly. Offer incentives (grad credit, grant stipend)	Complete pilot with 95% or greater positive feedback from participant reviews. Complete summer Boot Camp with 98% positive feedback from participant reviews.
*NEW BAC / Junior Achievement Collaborative for Student Programmin g	We will collaborate with our local Junior Achievement to develop activities that use the expertise of Junior Achievement combined with our BAC member expertise to provide career information and experiences to students.						

Use the template as a guide to list all initiatives/ projects/ events used to build partnerships. Include information on partnership alignment, effectiveness, initiatives spearheaded by these partnerships. Demonstrate collaborative efforts between district and partners.

Describe your Business Advisory Council plans for the year 2022-2023 to **Coordinate Experiences.**

- Describe how the council will connect students to experiential learning to show competency of skills learned through hands on demonstration. (Internships, Problem Based learning, Pre-apprenticeships and apprenticeships)



	Plan or Initiative	Districts Impacted	Businesses Involved	Timelines	Resources	Potential Barriers	Metrics
	What collaborative action steps are required to facilitate achieving outcomes?	List all districts impacted.	List all businesses involved.	List all plan related timelines for each phase of plan development and deadline.	What resources are needed for implementation (funding, manpower, tools, etc.)	Identify any challenges that may impact this plan. How will the BAC overcome these challenges?	Identify existing data and set measurable outcomes to achieve plan. If data is unavailable, what steps are being taken to acquire this data?
Student Workplace Experiences	<p>Promote ideas of student experiences with sector partners.</p> <p>Create unique experiences (scenario or game based) to engage students as they visit sector partners.</p> <p>Work with partners to determine dates and exact format.</p> <p>Implement workplace experiences</p>	All who participate.	All who participate.	<p>October 2022 - Implement Avon Cleveland Clinic 3.5 hour Scenario Based Student Experience</p> <p>December 2022 - Explore Game based scenarios with IT and Manufacturing</p> <p>Implement IT scenario visits by Feb 2023</p> <p>Implement Manufacturing scenario visits by Apr 2023</p>	<p>Sector partners</p> <p>LCCC College</p> <p>Bussing</p> <p>Marketing Person</p> <p>School contacts for promotion and coordination.</p>	<p>Lack of interest.</p> <p>Lack of time.</p> <p>We will work with sector partners to garner interest and devote time to develop this project.</p>	By May 2023, we will have completed at least one student experience in each of the three high demand sectors for our area (healthcare, IT, manufacturing).
Graduation Pathways / Sector	We will have regional experts present information	All who participate	Partnering Sector partners	December 2022 - Presentation to BAC committee	Regional experts to present info and assist with process.	<p>Lack of interest.</p> <p>We will work with members</p>	We will evaluate the need and potential impact

Partnership Exploration	regarding Ohio's new graduation pathways at our BAC meeting to explore innovative ways to offer students local pathways in partnership with sector partners.			February 2023 - If there is interest, create Pathways steering committee. May 2023 - Finalize paths for 2023-24 year.	Schools Sector Partners	to make sure they understand the potential pathways has for students in partnership with sector partners.	Sector pathways could have for students and implement if the BAC decides to move forward.
*NEW Real World Math Applications in Action	We will collaborate with high demand sectors, beginning with Manufacturing to create a workshop for hs math teachers. Inside, they will work with manufacturers to discover math concepts in application, promoting real world examples for teaching and learning, and promoting project based learning in partnership with our BAC members.						

Ohio' Business-Education Leader Awards for Excellent Business Advisory Councils Overview

The Ohio Business-Education Leader Awards for Excellent Business Advisory Councils recognize educators, business partners, staff, schools, businesses, educational service centers, joint vocational school districts and communities who come together to create dynamic, career-focused learning environments for students.

Selected business advisory councils demonstrate excellence in ensuring Ohio students are prepared for successful career paths, including college, industry credentials, apprenticeships, military enlistment or a combination of these. Councils pursuing this recognition will be considered for awards of excellence and star ratings.

SELECTION CRITERIA

- Enrollment Eligibility: Business advisory councils seeking the award **must** submit their annual plans and required addendum using the approved template in the Ohio Department of Education's Forms Submission Application by **September 30th**.
- Data Considerations: data metrics can include but are not limited to trend data on previous school year graduation cohorts earning the OhioMeansJobs Readiness Seal, completing work-based learning and earning industry-recognized credentials.
- Conditional Selection: The award is subject to the Ohio Department of Education's review of the accuracy of the business advisory council's submission. The award review committee will consist of Department staff and business and education leaders.
- Awards: In addition to a star rating, state business and education leaders will select the following:
 - o Excellence in Developing Professional Skill for Future Careers
 - o Excellence in Building Partnerships
 - o Excellence in Coordinating Experience

QUALITY PRACTICES

The business advisory council award is based on implementation of the following quality practices. During the recognition year, the business advisory council, in consultation with the local governing board, should:

1. **Develop Professional Skills for Future Careers** – Work together to delineate key professional skills needed for the future job market. Develop a curriculum that instills these skills while advising on changes in the economy and job market.
2. **Build Partnerships** – Develop and increase collaborative relationships among businesses, labor and education personnel. Partnerships should align with in-demand industries in region.
3. **Coordinate Experiences** – Create environments that allow students to demonstrate proficiency in critical professional and specialized skills that will aid in future employment.

In addition to the addendum to the Business Advisory Council Plan, the following information is requested from the submitting organization to qualify:

- A link to the previous year's joint statement or include a copy of the joint statement
 - Local data capturing the implementation of the Quality Practices (provide data where * is indicated) Data may be obtained from school counselor, administration, career navigators, etc.
 - If the Business Advisory Council represents multiple school districts, specify initiatives and objectives for each district and provide data for each district serve.
 - Responses to the following questions:
1. How has the business advisory council helped students prepare and successfully enter the local workforce?
 - a. Include any curriculum changes influenced by the Business Advisory Council (State specific initiatives, include outcomes and data)
 - b. Include how the Council is preparing students with skills needed to address local business needs. (Technical and professional skills)
 2. How has the business advisory council and its members supported students in work-based learning (internships, apprenticeship and pre-apprenticeship) opportunities? (Career exploration activities, (job shadowing, mock interviews, mentoring should not be included in data)

- a. How many students have been placed in work-based learning experiences?
 - b. What are some examples of high-quality work-based learning supported by your council?
 - c. How many of your business partners have accepted students into work-based learning experiences?
*
3. How has the business advisory council supported mentorship programs and/or provided networking opportunities for students and professionals?
 - a. What career activities have been influenced by the BAC? (Include districts involved and data on students involved in each activity)
 - b. What professional development opportunities are available through the BAC for teachers? (Include teacher bootcamps, externships and tours)
 4. What major decisions have the Business Advisory Council influenced for the member school districts and how have decisions impacted students?
 5. How are the members of your business advisory council representative of the job market of the area you serve? (Specify industries represented on your council reflective of in-demand occupations in the area) *
 6. How is the business advisory council collecting and responding to feedback? Include samples of feedback (Business, Educator and Student).
 7. What barriers have your business advisory council encountered in implementing these quality practices?
 - a. How have you overcome these barriers or what will you need to overcome these barriers?
 8. What additional information would you like to share about how the business advisory council develops professional skills for future careers? Please provide any details on how the work of the Business advisory council is shared within the community.
 9. What additional information would you like to share on how your business advisory council works collaboratively on initiatives to build partnerships and enhance experiences for students?

10. What additional information would you like to share about how career readiness experiences are coordinated? How have these experiences benefitted students and employers? *