

BAC Plan for New Lexington Schools 2022-2023

District	District Primary Contact and Role	Primary Contact	District Secondary Contact and Role	Secondary Contact
New Lexington Schools	Charles Byers, Credentialing and Employability Coordinator	chuck.byers@nlpanthers.org	Morgan Holman, Wellness Administrator	morgan.holman@nlpanthers.org
	Ryan Lewis, Student Advocate	ryan.lewis@nlpanthers.org		

Business Advisory Council Member	Title	Email	Industry
Snider-Flautt Lumber	Sales & Related	sflumber@sbcglobal.net	Building
Star Engineering	Production Operation Workers	jamie.miller@starengineering.com	Manufacturing
Peoples State Bank	Financial Managers	ifulk@peoplesnational.com	Banking
Cooper Standard	Production Operation Workers	phil.kellogg@cooperstandard.com	Manufacturing
Ohio Operating Engineers	Operating Engineers	rgroves@local18training.com	Heavy Equipment
Interim Healthcare	Home Health Aides		Healthcare
Altercare	Healthcare Practitioners	tparks@interim-health.com	Healthcare
Fairfield Medical Center	Healthcare Practitioners	terriah@fmchealth.org	Healthcare
New Lexington Healthcare & Rehab	Healthcare Practitioners	rours@newlexingtonhc.com	Healthcare
Perry County Board of DD	Direct Support Professionals	d.couch@perrydd.org	Healthcare

Mt. Aloysius	Direct Support Professionals	kim.flood@mountalloysius.org	Healthcare
Perco	Direct Support Professionals	j.barnhart@percoinc.com	Healthcare
THK	Production Operation Workers	alexismccullough@tma.thk.com	Manufacturing
Zemba Brothers	Operating Engineers	pbryn@zembainc.com	Heavy Equipment
South Central Power	Electrical Repair	jhuber@southcentralpower.com	Electrical Service
Miba	Production Operation Workers	dedra.psarsons@miba.com	Manufacturing
Ludowici	Production Operation Workers	ann.hankinson@ludowici.com	Manufacturing
Rhodes Manufacturing	Production Operation Workers	jordan@rhodesmfg.com	Manufacturing
Mt. Perry Foods	Production Operation Workers	jlargent@mtperryfoods.com	Manufacturing
Subway	Food Preparation	amitchell012@att.net	Fast Food
Perry County Health Dept.	Community Health	angela.derolph@perrycountyohio.net	Healthcare
New River Electric	Electrical Repair	mashall@nrec.net	Electrical Service
Dave's Feed and Seed	Sales & Related	Tannermcconnell@gmail.com	Retail
Perry County Dental Group	Healthcare Practitioners	Perrycountydentalgroup@hotmail.com	Healthcare
Ohio Stave	Production Operation Workers	Wendy.Williams@ohiostave.com	Manufacturing
South Eastern Shafting	Production Operation Workers	info@seshafting.com	Manufacturing
The Realty Group	Real Estate Sales	danbethelteam@gmail.com	Real Estate
Dairy Queen	Food Preparation	Hnlwarner@hotmail.com	Fast Food
Creno's Pizza	Food Preparation	teverett262@gmail.com	Fast Food
McDonalds	Food Preparation	col.06419@uas.stores.mcd.com	Fast Food
Wendy's	Food Preparation	130@primaryaimlc.com	Fast Food
Taco Bell	Food Preparation	West.kenna@yahoo.com	Fast Food
Pizza Hut	Food Preparation	amandar@adtpizza.com	Fast Food
Ward & Burke	Production Operation Workers	anthony.hanley@wardandburke.com	Manufacturing
Shelly Company	Operating Engineers	aschmelzer@shellyco.com	Heavy Equipment

Menards	Sales & Related	lncthr@menards.com	Retail
The Pizza Place	Food Preparation	hoopsle@aol.com	Fast Food
Buckeye Yacht Club	Food Preparation	Rodney@buckeyelakeyc.com	Fast Food
Kroger	Sales & Related	kelly.more@stores.kroger.com	Retail
Trotters Pub & Grill	Food Preparation	Trotterspubandgrill@gmail.com	Fast Food
New Lex Drive Thru	Sales & Related	NewlonFrank@gmail.com	Retail
Genesis Healthcare	Healthcare Practitioners	JAdams@genesishcs.org	Healthcare
Anchor Hocking	Production Operation Workers	David.Desenberg@anchorhocking.com	Manufacturing

Scheduled BAC Meetings:

Quarter 1: Oct. 27th, 2022	Quarter 2: Dec. 15th, 2022
Quarter 3: Feb. 23rd, 2023	Quarter 4: April 20th, 2023

Our Mission:

The mission of the NLSD Business Advisory Council is to foster partnerships with local businesses, industry and community agencies across Perry County and surrounding counties to increase opportunities and career readiness for students that will provide business partners with a strong pool of local workers.

Three Quality Practices

- 1. Develop Professional Skills**
- 2. Build Partnerships**
- 3. Develop and Provide Career Pathways**

Quality Practice #1: Develop Professional Skills

Initiative #1: Identify the US manufacturing employment skills. Decide on age appropriate implementation for manufacturing skills instruction for early elementary.

Districts Impacted: New Lexington School District

Businesses Involved: Cooper Standard, Miba, THK, Ward & Burke, Ludowici, Star Engineering, Mt. Perry Foods, and Anchor Hocking

Timelines: Cubelets Robotic Coding Program for 2nd grade students. Professional development provided for 2nd grade teachers by Nov. 2022. Implement a program with students by December 15, 2022.

Resources: 21st Century Grant funded Cubelets Program for all 2nd grade students. Professional Development for 2nd grade teachers provided by Cubelet Company. This training will be kinesthetic/hands on for teachers.

Potential Barriers: One challenge is getting support from the teachers for implementation. The second challenge is finding the instructional time to insert into the curriculum map and timeline. The BAC will work with principals' to develop and provide implementation plans. Principals will be provided Cubelet kits to explore on their own and to share with their staff.

Metrics: According to Market Scale the US increased industrial robot installations by 10.28% from 2008 to 2018. Of that, 82.3% of this usage was in manufacturing. 100% of New Lexington Schools students grades 2-5 will complete a robot that will perform at least three functions including sensitivity based on light, motion and physical contact.

Initiative #2: Identify individualized employment skills specific to business partners.

Districts Impacted: New Lexington School District

Businesses Involved: All business partners

Timelines: All PreK-12 students will be instructed on employability skills through the course of the 2022-2023 school year.

Resources: List of employability skills with student friendly language targeted bi-weekly. List of employability activities targeted bi-weekly such as mock interviews, writing prompts, drawing, role play, etc.

Potential Barriers: One challenge would be consistent implementation from teachers. A second challenge is providing meaningful professional development for the teachers and staff. A third is making sure staff demonstrate positive examples for the students.

Metrics: 100% of staff and students will complete a survey reflecting on employability skills. 100% of students demonstrate a minimum of three employability skills to a staff member before the end of the 2022-2023 school year.

Quality Practice #2: Build Partnerships

Initiative #1: Contact area businesses to fill openings they need through face to face communication.

District: New Lexington School District

Businesses Involved: Perry County Chamber of Commerce

Timelines: Current school year of 2022-2023

Resources: List of businesses from the Chamber of Commerce. List of students doing capstone projects. Staff/Council referral of businesses.

Potential Barriers: Limited number of businesses in the local community. Availability of local businesses.

Metrics: 35 students are currently enrolled in the capstone program in grades 11-12 for the 2022-2023 school year. Partners will complete quarterly evaluations of each student to provide ongoing assessment of their employability skills and Ohio Means Jobs Readiness skills.

Initiative #2: Identify new businesses in the area to facilitate a possible partnership.

District: New Lexington Schools

Businesses Involved: Local County Officials

Timeline: Current school year of 2022-2023

Resources: List of businesses from the Chamber of Commerce. List of students doing capstone projects. Staff/Council referral of businesses.

Potential Barriers: Limited number of businesses in the local community. Lack of media promotion of new businesses. Age requirement of 18 prohibiting our students from working for them.

Metrics: There are currently 170 businesses in Perry County for an average population of 36,000 residents. We are currently partnered with 22% of those businesses with an additional 9 businesses located in surrounding counties.

Quality Practice #3: Develop and Provide Career Pathways

Initiative #1: Identify students interested in the food service industry. Provide opportunities for students to be employed by partners in the food industry.

District: New Lexington School District

Businesses Involved: Subway, Mt. Perry Foods, Dairy Queen, Creno's Pizza, McDonalds, Wendy's, Taco Bell, Pizza Hut, The Pizza Place, Buckeye Lake Yacht Club, and Trotters Pub and Grill.

Timeline: Provide ServSafe Credential for all students wanting to work for business partners in the food industry. ServSafe credentialing will be offered at no cost to students, once each semester during the 2022-2023 school year. Provide Heartsaver First Aid CPR AED credential to students by the end of the first semester. Provide potential drivers license credential for students possessing their Ohio Learners permit by the end of the 2022-2023 school year.

Resources: Purchase training and materials through Perry County Extension Agency through the Expanding Opportunities Grant. Contact Licking Valley Driving School to arrange for students to take driver's education. Transport students to be trained at the Workforce Development Center.

Potential Barriers: Students who do not have access to transportation or funding for their drivers permit. Encourage food industry partners to support credentials for all students employed by business partners.

Metrics: ServSafe is an educational program developed by the National Restaurant Association to aid restaurants and other retail food handlers comply with the U.S. Food and Drug Administration's (FDA) code (law) to ensure public safety. 75% of students working for Food industry business partners complete ServSafe credential by May 1, 2023. 75% of students working in a food industry partner will complete their Heartsaver First Aid CPR AED credential by May 1, 2023. In the 2021-2022 school year New Lexington Schools facilitated 120 students to receive driver's education and obtain an Ohio Drivers License.

Initiative #2: Identify students interested in the manufacturing industry. Provide opportunities for students to be employed by business partners in the manufacturing industry.

District: New Lexington School District

Businesses Involved: Shelly Company, Menards, Anchor Hocking, Ohio Operating Engineers, Zemba Brothers, THK, Miba, Ludowici, Snider-Flautt Lumber, Cooper Standard, Star Engineering, Rhodes Manufacturing, Mt. Perry Foods, SouthEastern Shafting, and Ohio Stave.

Timeline: Current 2022-2023 school year

Resources: Provide Forklift Credential for all students working for or wanting to work for business partners that are in need of forklift operators. Credentialing will be offered to students once each semester at no cost to the students, during the 2022-23 school year. Offer Welding D 1.1 credential for students interested in filling positions as welders with our business partners. Offer OSHA 10 for students interested in an industrial related career. Offer Rise Up Warehouse, Inventory and Logistics credential for students interested in the manufacturing field.

Potential Barriers: Limited number of manufacturing facilities within the county. Scheduling students' time slots to practice on the forklift simulator during school hours. Amount of available periods that students are able to schedule to weld. Number of welding booths housed in the classroom.

Metrics: 20% of high school students will be credentialed in the manufacturing pathway by the end of the 2022-2023 school year.

Questions:

1. How has the business advisory council helped students prepare and successfully enter the local workforce?
 - a. New Lexington Schools has 44 Panther Partner members. Each Panther Partner meets with the Credentialing & Employability Coordinator and discusses what they are looking for in an employee. The Credentialing & Employability Coordinator uses this information to put programs in place within the school district buildings that address the needs of all Panther Partners. The Panther Partners have requested Robotics be taught within the district to address their need for a trained workforce that understands robotics and automation. New Lexington Elementary 2nd grade teachers will receive professional development during a Friday early-out for students in October 2022. New Lexington Elementary 2nd grade students will receive the Cubelets Robotics program in December 2022. The Cubelets Robotics Program will be taught to all 2nd grade students in the district. Junction City Elementary teachers will receive professional development during a Friday early-out for students in February 2023. Junction City Elementary 2nd grade students will receive the Cubelets Robotics program in March 2023. The Panther Partners have been instrumental in developing the district-wide.
 - b. Employability Skills Program and the Microburst Employability Course that all students must take before graduating from high school. The Business Advisory Council also shares recommendations on what credentialing they would like students to earn while in high school. The New Lexington High School staff have been trained and are credentialed by Microburst Learning to teach the Microburst Learning skills in the following areas: Interpersonal Skills, Employment Basics, Communication Skills, Conflict Resolution, Teamwork, Productivity, Dependability and Reliability, Flexibility and Adaptability, Planning and Organizing and Initiative. All students attending New Lexington High School will be required to take the Microburst Learning class and receive a silver or gold rating. Once a student successfully completes all ten Certification Assessments with a Silver or Gold rating and the Program Instructor states that the student has demonstrated the behavioral changes in the classroom, Microburst Learning will award the Employers' Choice Certificate to the students. This certificate is endorsed by Microburst Learning, the South Carolina Manufacturers Alliance, the Mechanical Contractors Association of South Carolina, the South Carolina ACTE, and the North Carolina ACTE Trade and Industrial Division. The Microburst Learning Certificate is the only state approved Soft Skills credential available. New Lexington School District and the BAC has placed three students in the Ohio

Operating Engineers Local 18, and currently has 35 students employed at various Panther Partners Businesses. All of the 35 students placed are also earning Capstone High School Credit towards graduation requirements.

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)

Work Experience Credit is an opportunity for students to earn high school credit while working outside of school. Senior students working with one of the current Workforce Development Business Partners may choose to earn high school credit to remain a full time student. Work Experience Credit is an innovative way to support students with high school completion and their enthusiasm to join the workforce. 35 students are currently using this resource to earn credit towards graduation.

New Lexington School District and the BAC placed four students with Perry County Health Department and the Perry County Dental Group in pre-apprenticeships to work towards attaining a clerical and dental assisting position. We also assisted in placing three students in the Ohio Operating Engineers Local 18 for an apprenticeship. Finally, one student was placed at Miba for a manufacturing internship in engineering.

Capstone Guidelines

- There are 3 credit hours available for current senior students, and up to 2 credit hours available for current junior students.
 - Any paid work position where academic and career related skills are being learned.
 - Student completes work experience credit application.
 - Initial meeting with students and Student Advocate where expectations are clearly defined.
 - The employer is contacted by the Student Advocate to verify employment throughout the year.
 - Students will turn in work hours each month to the Student Advocate (copy of paycheck or timesheet).
 - Employer is contacted monthly to complete an evaluation of the student job performance form.
 - Work experience is graded pass/fail; based on our employability skills.
 - Student Advocate reviews performance assessments with students.
- a. How many students have been placed in work-based learning experiences?
 - i. We currently have 53 students in work based learning experiences and 8 students in apprenticeships, pre-apprenticeships and internships.

- b. What are some examples of high-quality work-based learning supported by your council?
- i. The BAC provided input and encouragement for New Lexington High School to start a Building Trades Program for the 2022-23 school year. The Building Trades program is designed to provide the experience necessary for developing the knowledge, attitude, and skills required of carpenters engaged in residential and commercial construction. Students will develop skills in safety, tool use, material selection, blueprint reading, and construction techniques. Students will be asked to complete building projects for business partners, school buildings and in the community to satisfy this pre-apprenticeship. These students will also earn the OSHA 10 credential while enrolled in this program.
 - ii. The Workforce Development Program created a credentialing opportunity for any student that is 17 or 18 years old to earn a Direct Service Professional credential. This credential enables students to be employed at Mt. Aloysius, The Perry Board of DD and PERCO. A Direct Service Professional works with clients that are developmentally disabled that either live or work at one of our Panther Partners. These students also have to earn Stop the Bleed and Heartsaver First Aid CPR and AED credentials before active participation in the program.
- c. How many of your business partners have accepted students into work-based learning experiences?
- a. There are currently 14 Panther Partners that are providing work-based learning experiences for our students through the capstone program.

3. How has the business advisory council supported mentorship programs and/or provided networking opportunities for students and professionals?

Work Experience Credit is an opportunity for students to earn high school credit for working outside of school. Senior students working at one of the current Workforce Development Business Partners may choose to earn high school credit to remain a full time student. Work Experience Credit is an innovative way to support students with high school completion and their enthusiasm to join the workforce. 35 students are currently using this resource to earn credit towards graduation.

- a. What career activities have been influenced by the BAC? (Include districts involved and data on students involved in each activity)
 - i. 35 students are currently involved in the capstone project. 18 students are currently enrolled in the Building Trades program at Workforce Development. We also currently have 15 students enrolled in our FabLab who are building the computers to run the programs and the technology based equipment in their lab.
- b. What professional development opportunities are available through the BAC for teachers? (Include teacher bootcamps, externships and tours)
 - i. Teachers currently have access to professional development opportunities in regards to the Cubelet Robotic program, the Emergent/Transitional Welding

- programs, the Emergent Culinary Arts program, and the Guru professional development for the FabLab which also can include students.
- ii. The entire high school staff was also taken on a tour of one of our business partners, Cooper Standard, to ensure educational conversation on manufacturing in our local area was being facilitated in the classroom.

4. What major decisions have the Business Advisory Council influenced for the member school districts and how have decisions impacted students?

- a. The BAC was instrumental in developing the Employability Skills used by all students grades PreK-12 at New Lexington Schools. They also have influenced the number and types of credentialing offered to the students based on their needs and recommendations.

Credentials	Points
ServSafe	1
OHSA 10	1
Forklift	2
Welding D 1.1	
DSP (Direct Service Provider)	
Heartsaver First Aid CPR AED	1
Rise Up Consumer Service	6
Rise Up Retail Fundamental	6
Capstone	
Ohio Drivers License	1

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)

- a. Of the 170 businesses in Perry County we are currently partnered with 35 and have 9 businesses that are local but outside the county line. The vast majority of our partnerships represent the in demand occupations in our area. Of our 44 partners, 37 are considered in the medical, food service, and manufacturing industries.

6. How is the business advisory council collecting and responding to feedback? Include samples of feedback (Business, Educator and Student).

- a. The BAC is active in evaluating students during their capstone tenure with that specific partner. They will use the Job Performance Form to keep excellent communication between the student, partner, high school and student advocate on the success of the student in the position. The BAC will also complete exit tickets leaving the quarterly BAC meetings to address any concerns, or ask additional questions of the school district. Finally, the BAC Steering Committee will be given a questionnaire to complete to ensure all areas of interest are being addressed.

7. What barriers have your business advisory council encountered in implementing these quality practices?

- a. Selective feedback because not all partners choose to fill out the exit tickets providing us necessary feedback to make change. Not all partners can attend every meeting due to schedule conflicts. Due to the expanding interest in the capstone program, placing all students with partners can be challenging because not all partners are willing to hire students under the age of 18.
- b. How have you overcome these barriers or what will you need to overcome these barriers?
 - i. Providing a hybrid BAC meeting, and being transparent that if they attend virtually they can not vote.
 - ii. Offer a virtual exit ticket that can be completed at a later date at their convenience.
 - iii. Try to advocate for the part-time employment of our 16 and 17 year old students in the manufacturing industry.

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.

- a. The BAC and New Lexington Schools conduct a career/job fair in the spring to conduct mock interviews with our students. The students must dress professionally, the high school English teachers review a set of questions the students must be able to answer, they also must create a resume and cover letter to present to the interviewers. Panther Partners from the community volunteer their time to perform the interviews with the students. The local newspaper also is invited to write an article about the event to share with the community.
- b. After every BAC meeting the minutes will be distributed to the Panther Partners that couldn't attend as well as the local media.

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?

- a. The BAC and New Lexington Schools set up job shadowing with any partner that the student demonstrates an interest. Students contact the business partner or business to request a job shadow. Then the Student Advocate sends a follow survey to the business partner or business to evaluate the success of the job shadow experience.

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

- a. Each student is provided a packet that includes a consent form to initiate the job shadow, an evaluation for the student to fill out, an additional evaluation for employer to fill out, and an interview for the student and employer to fill out together.
- b. The experience is evaluated from the business owner and the student to be returned to the Student Advocate. That data is then reviewed by the Student Advocate and Credentialing and Employability Coordinator. Data and information from those experiences is shared with the BAC at their regularly scheduled meetings. It allows the students to learn about work cultures at different organizations that they may or may not be interested. This also allows the student to make a conscious choice based upon direct knowledge in an effort to support their individual goals.

