

2026-2027 Plan Template

Ohio law requires all school districts to submit a business advisory council plan for each academic year. Each district must submit plans to the Ohio Department of Education and Workforce via OH|ID by September 30. The Department strongly recommends using this template to capture accurately the plans for the 2026-2027 academic school year. Councils may use te data template section to capture accomplishments of the 2025-2026 academic year. Feel free to add extra space to include initiatives that demonstrate implementation of each quality practice and add extra rows if necessary to the tables to include more than two initiatives for each quality practice.

1. **Name of business advisory council**: ***Greene County ESC BAC***
2. **Identify the structure of the business advisory council** (school district, educational service center, joint vocational school district, or independent collaborative): ***Educational Service Center***
3. **JobsOhio Region in which business advisory council operates**: ***West Region***

District	District Primary Contact and Role	Primary Contact Email	District Secondary Contact and Role	Secondary Contact Email
Cedar Cliff Local School District	Mr. Brian Masser, Superintendent	bmasser@ccliff.net	Ms. Rachell Tingelstad, HSCareer Counselor	rtingelstad@ccliff.net
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Xenia Community City School District	Dr. Gabe Lofton, Superintendent	glofton@xeniaschools.org	Ms. Tara Palmer, Curriculum Director	tpalmer@xeniaschools.org
Bellbrook-Sugarcreek Local Schools	Dr Doug Cozad	doug.cozad@bss.k12.oh.us	Ms. Betsy Gann, Director of Curriculum and Gifted	Betsey.gann@bss.k12.oh.us
Beavercreek City School	Mr. Paul Otten, Superintendent	paul.otten@beavercreek.k12.oh.us	Ms. Jessica Sullivan, Director of Curriculum and Instruction	Jessica.sullivan@beavercreek.k12.oh.us
Greenview Local Schools	Dr. Sabina Woodruff	sabrina.woodruff@greeneview.org	Ms. Yvonne Edwards	yvonne.edwards@greeneview.org
Fairborn City School District	Amy Gayheart, Superintendent	agayheart@fairborn.k12.oh.us	Mr. PJ Bertemes, HS Principal	pbertemes@fairborn.k12.oh.us
Greene County Career Center	Mr. Brian McKnight, Superintendent	bmcknight@greeneccc.com	Mr. Brett Doudican, Curriculum Supervisor	bdoudican@greeneccc.com

Greene County Educational Service Center	Mr. Bob Fischer, Superintendent	bfischer@greeneesc.org	Dr. Amy Baldridge, Director of Instructional Support Services	abaldridge@greeneesc.org

4. **List business advisory council members** (business, higher education, and community partners, for example). List industries represented on the business advisory council based on Ohio's Top Jobs classification. Include workforce boards, economic development, higher education partners

Business Advisory Council Member	Title	Name of Business	Industry
Mr. Bob Fischer	Superintendent/CEO, Greene County Educational Service Center	bfischer@greeneesc.org	Education & Training
Dr. Amy Baldridge	Director of Instructional Support Services, GCESC; BAC Co-Chair	abaldridge@greeneesc.org	Education & Training
Mr. Chad Mason	GCESC Career Connections Coordinator; BAC BAC Co-Chair	cmason@greeneesc.org	Education & Training
Mrs. Kasey Mahaffey	GCESC Treasurer	kmahaffey@greeneesc.org	Business & Finance
Mr. Karl Colon	Executive Director, Greene County Public Library	kcolon@gcpl.lib.oh.us	Arts & Communication
Mr. Dan Driskell	Business Strategist for Technology First	ddriskell@technologyfirst.org	Informational Technology, Business
Mrs. Kristin Brown	Transition/Project Life Coordinator	kbrown@greeneesc.org	Education & Training
Mr. Jeff Eckley	Business Manager, Bellbrook-Sugarcreek Schools	jeff.eckley@bss.k12.oh.us	Business Administration
Mrs. Amy Gayheart	Supt. Fairborn City Schools	agayheart@fairborn.k12.oh.us	Education & Training
Mrs. Anne Gerard	Greene Giving Board of Directors & Realtor	annielgerard@gmail.com	Human Services & Business Administration
Ms. Amy McKinney	Administrator - OhioMeansJobs Greene County	Amy.McKinney@jfs.ohio.gov	Govt. & Public Administration
Dr. Gabe Lofton	Supt. Xenia Community City School District	glofton@xeniaschools.org	Education & Training
Dr. Doug Cozad	Supt. Bell rook-Sugarcreek Schools	doug.cozad@bss.k12.oh.us	Education & Training
Mrs. Jessica Sullivan	Beavercreek City Schools Curriculum Director	jessica.sullivan@beavercreek.k12.oh.us	Education & Training
Mr. Joseph Harmon	Chief Executive Officer, Toward Independence	joseph-harmon@ti-inc.org	Education & Training/Human Services
Ms. Melissa Howell	Greene County Health Commissioner	mhowell@gcph.info	Health Science & Govt. & Public Administration
Mr. Paul Otten	Supt. Beavercreek City Schools	Paul.Otten@beavercreek.k12.oh.us	Education & Training

Ms. Trisha Rahe	Curriculum Supervisor, Beavercreek City Schools	trisha.rahe@beavercreek.k12.oh.us	Education & Training
Dr. Sabrina Woodruff	Supt. Greeneview Local Schools	sabrina.woodruff@greeneview.org	Education & Training
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Mr. Eric Henry	Assistant City Manager, Xenia Ohio	eric.henry@greenecountyohio.gov	Govt. & Public Administration
Dr. Colleen Saxen	Associate Professor, Chair of the School of Education and Leadership Wright State University	colleen.saxen@wright.edu	Post-Secondary Education & Training
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Mrs. Judy Lowstetter	GCESC Governing Board	JLowstetter@greeneesc.org	Education & Training
Mrs. Rhea Young	GCESC Governing Board	RYoung@greeneesc.org	Education & Training
Dr. Cassie Barlow	President, Southern Ohio Council for Higher Education (SOCHE)	cassie.barlow@soche.org	Education & Training
Dr. Jim Denniston	Founding Dean of the College of Health, Education, and Human Services, WSU	James.denniston@wright.edu	Post-Secondary Education & Training

Mr. Tom Kelley	President and CEO of United Way of Greater Dayton	tomk@dayton-unitedway.org	Human Services
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Ms. Melissa Cutcher	Executive Director, Technology First	mcutcher@technologyfirst.org	Informational Technology
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Dr. Megan Winston	Superintendent of Yellow Springs Exempted Village School District	mwinston@ysschools.org	Education & Training
Mr. Brian McKnight	Superintendent of Greene County Career Center	bmcknight@greeneccc.com	Education & Training
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Mr. Zachary Wilson	Public Affairs Officer, Naval Medical Research Unit, Dayton	zachary.wilson.39@us.af.mil	Arts and Communication
Mr. Nathan Opicka	Supervisor of Student Affairs	nopicka@greeneccc.com	Education & Training
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Mr. Todd Whalen	Principal, Xenia High School	twhalen@xeniaschools.org	Education & Training
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Schedule of Meetings

5. **Planning meetings for the Greene County BAC for the 2026-2027 school year include**:

Quarter 1 Meeting: October 21, 2026	Quarter 2 Meeting: December 2, 2026
Quarter 3 Meeting: February 3, 2027	Quarter 4 Meeting: April 7, 2027

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

Greene County Business Advisory Council Mission and Vision for the 2026-2027 School Year

Business advisory councils operate under three quality practices: *1)* ***Develop Professional Skills for Future Careers****, 2)* ***Build Partnerships****, and 3)* ***Coordinate Experiences****.*

1) DEVELOP PROFESSIONAL SKILLS FOR FUTURE CAREERS

Describe how the business advisory council plans to **Develop Professional Skills for Future Careers** for the 2026-2027 school year.

The Greene County ESC BAC Plan below has been reviewed and modified as a set of strategic initiatives outlined that are growing to include K-12 students and educators in 100% of Greene County school districts.

Key BAC members have been tapped to assist with BAC strategic goals across Greene County; they assist by personally supporting/attending/leading career events; they connect schools and key leaders from their professional networks; they share multiple resources and even professional development opportunities, where applicable to help with the implementation of the various plans and initiatives.

The items listed below from K-12 reflect activities, initiatives, and events that are operational with the support and involvement of BAC members, post-secondary partners, and regional

business partners. Some initiatives were included in prior years, and others are newly added this year as we continue expanding our career-based focus in schools to prepare students more strategically to more effectively meet our goals.

The integration of identified professional skills, career trend data is included with BAC input at the various grade levels. As a priority of the BAC, career awareness, and career exploration activities belong on the continuum and do not belong solely to secondary. This is a critical expansion we are working on in Greene County.

	A Detailed Overview **Greene County Career Connections –** **Developing Professional Skills for Future Careers through Cultivating Stronger Partnerships, and Coordinating Educational Experiences Together**
Grade	**Greene County Career Connections** **Developing Professional Skills** **Grade Band Efforts**
K 2022 and Beyond	**Education and Support** ➢ All kindergarten teachers across Greene County school districts have been provided with simple lesson guidance and resources to enhance the career-focused experiences for their kindergarten students. This is provided by Greene County Career Center (GCCC) ➢ Additionally, an introductory resource is provided for all children to keep and take home an engaging children's book about careers entitled; *There's a Hat for That! By Kevin Fleming.* This is provided by GCCC. ➢ "Community Helpers Pep Rally" - Career Exposure related to: first responders, elected officials, and government departments – Village of Yellow Springs community and Greene County agencies provided this to more than 290 students ➢ Special Career Day event is held every other year at primary in Bellbrook-Sugarcreek, ➢ Career Week event held yearly in Bellbrook-Sugarcreek, where teachers have Career-based bins and can select an activity from the bin to teach to their class during their WIN period, or during a self-selected time that week to introduce careers to their primary children ➢ Beavercreek City Schools provides its K-5 students with a career-based unit within their STEM curriculum, touching 3,500 children
1 2022 and Beyond	**Education and Support** ➢ All first-grade teachers across Greene County are provided with simple lesson guidance and the resources to support and enhance the career-focused experiences for their first-grade students. Additionally, a tangible resource is provided for all first-graders to keep and take home – it's an engaging children's book about careers entitled; *Someone Builds the Dream, By Lisa Wheeler and Lauren Long.* This is provided by GCCC ➢ "Community Helpers Pep Rally" - Career Exposure related to: first responders, elected officials, and government departments – Village of Yellow Springs community and Greene County agencies provided this to more than 290 students ➢ Special Career Day event is held every other year at primary in Bellbrook-Sugarcreek, K-2 ➢ Career Week event held yearly in Bellbrook-Sugarcreek, where teachers have Career-based bins and can select an activity from the bin to teach to their class during their WIN period, or during a self-selected time that week to introduce careers to their primary children ➢ Beavercreek City Schools provides its K-5 students with a career-based unit within their STEM curriculum, touching 3,500 children

2 2022 and Beyond	**Education and Support** ➢ All second-grade teachers across Greene County are provided with simple lesson guidance and resources to enhance the career-focused experiences for their second-grade students. For second graders, a tangible interactive resource was created by Greene County Career Center students who are enrolled in the Digital Design and Development program at Greene County Career Center (GCCC). This activity workbook resource contains multiple pages of activities designed around the various CTE programs that GCCC offers. The teachers can utilize the vast array of activities in these workbooks for whole group career-based instruction, or as independent student enrichment activities – whatever works best in their setting. ➢ "Community Helpers Pep Rally" - Career Exposure related to: first responders, elected officials, and government departments – Village of Yellow Springs community and Greene County agencies provided this to more than 290 students ➢ Special Career Day event is held every other year at primary in Bellbrook-Sugarcreek, K-2 ➢ Career Week event held yearly in Bellbrook-Sugarcreek, where teachers have Career-based bins and can select an activity from the bin to teach to their class during their WIN period, or during a self-selected time that week to introduce careers to their primary children ➢ Beavercreek City Schools provides its K-5 students with a career-based unit within their STEM curriculum, touching 3,500 children ➢
3 2022 and Beyond	**Expansion of Career Exploration Activities Across Greene County** ➢ "Community Helpers Pep Rally" - Career Exposure related to: first responders, elected officials, and government departments – Village of Yellow Springs community and Greene County agencies provided this to more than 290 students ➢ GCCC provides all third-grade teachers with a new classroom resource focusing on STEM activities and career exploration. Gravity Maze was the product choice last year – it is a hands-on logic game that fosters team problem-solving, critical thinking, and STEM skills! ➢ Bellbrook-Sugarcreek 3rd graders are introduced to Ohio's Career Clusters by their guidance counselors across all classrooms. OhioMeansJobs platform used as primary source of introductory activities. ➢ Beavercreek City Schools provides its K-5 students with a career-based unit within their STEM curriculum, touching 3,500 children
4 2022 and Beyond	**Expansion of Career Exploration Activities Across Greene County** ➢ "Community Helpers Pep Rally" - Career Exposure related to: first responders, elected officials, and government departments – Village of Yellow Springs community and Greene County agencies provided this to more than 290 students ➢ All fourth-grade teachers were provided with powerful hands-on STEM lesson activities tied to Career and technical educational priorities and wrapped into a convenient ready-to-use classroom kit. Students are engaged in instruction that is based on "The True Story of the Three Little Pigs," where they must work in groups to design and build three different houses while applying real-world STEM concepts that all rely on the foundational skills of construction trades. This is provided by GCCC. ➢ Bellbrook-Sugarcreek 4th grade focus for guidance counselor-led career-based instruction: Universal work skills and the importance of growing and documenting work skills and experiences - leads into their lessons on How to write a resume.

	➢ Beavercreek City Schools provides its K-5 students with a career-based unit within their STEM curriculum, reaching 3,500 children
5 2022 and Beyond	**Expansion of Career Exploration Activities Across Greene County** ➢ Grades 5 – 12 REC Foundation Aerial Drone Competition – 300 Students – CTSO Adjacent competition – Partnered with Sinclair Community College (GCCC) ➢ Skills for Life presentations to 90 students grades 5 & 6 – delivered by local community members. ➢ "Community Helpers Pep Rally" - Career Exposure related to: first responders, elected officials, and government departments – Village of Yellow Springs community and Greene County agencies provided this to more than 290 students ➢ All Fifth-grade Greene County teachers were provided with a classroom resource, "100 Things to Be When You Grow Up," a book of some of the coolest, most unique and amazing careers available to explore (that actually exist). Filled with hands-on projects, advice from National Geographic explorers, and interviews with experts that grab the attention of fifth grade students, this book promotes conversations and further investigations of career paths and possibilities. This is provided by GCCC. ➢ Bellbrook-Sugarcreek's 5th graders introduced to Career Cluster inventories and then they research specific jobs, using OhioMeansJobs as primary resource ➢ Beavercreek City Schools provides its K-5 students with a career-based unit within their STEM curriculum, touching 3,500 children
6 2024 and Beyond	**Expansion of Career Exploration Activities Across Greene County** ➢ Cedar Cliff held DRMA Power Lunch for 150 students, grades 6 – 8 – expose students to manufacturing careers ➢ Grades 5 – 12 REC Foundation Aerial Drone Competition – 300 Students – CTSO Adjacent competition – Partnered with Sinclair Community College (GCCC) ➢ Skills for Life presentations to 90 Yellow Springs students, grades 5 & 6 – delivered by local community members ➢ "Community Helpers Pep Rally" - Career Exposure related to: first responders, elected officials, and government departments – Village of Yellow Springs community and Greene County agencies provided this to more than 290 students ➢ Cedar Cliff held DRMA Power Lunch for 150 students, grades 6 – 8 – expose students to manufacturing careers **Summer Camps**: ➢ 100 Greene County students, grades 6 - 8 were participants in Greene County Career Center's STEM summer camp. (GCCC and several local districts) ➢ Myth Busters Materials Science 4-Day Summer Camp for 20 Greene County students, grades 6 – 8. Sponsored by AFRL, Engineering Society of Dayton, and DDC **Career-Based Technology Programs and Data** ➢ Cedar Cliff added a course called, "Future Ready Class" for 150 students, 6 – 8 to expose students to different careers, utilizing SchooLinks.

	➢ Cedar Cliff Local schedules SchooLinks meetings for 350 students, grades 6 – 12 to participate in various career assessments and activities to introduce them to different careers, salaries, and in-demand jobs in Ohio, daily on-the-job tasks, and help students to understand their strengths and weaknesses to help narrow career-related interests ➢ Bellbrook-Sugarcreek - Learning-Style Unit – Guidance-led Career Education, using Pathful Platform Personal Interest Survey to investigate deeply how learning styles impact career interest, alignment (and success) (approx.185) ➢ Focus on Careers with emphasis on IT professionals and week-long activities around programming – Bellbrook-Sugarcreek 6th graders (approx.185)
7 2021 and Beyond	**Career-Based Technology Programs and Data** In 2021, GCESC initiated district access to a career-based technology platform **free of charge**, which began the focus on career-based education across Greene County. Two schools (their choice) per district were provided access to the robust Pathful platform, launching the educational career-focus in Greene County. Middle School career exploration experiences lead students towards refined career development growth that ultimately supports more informed career choice(s). ➢ Local career-based platforms have expanded to include: Pathful, YouScience, & SchoolLinks. ➢ Bellbrook Middle School students Grade 7 & 8 engaged in extensive career exploration investigations through viewing 630 video vignettes reflecting occupations from all 17 Ohio career fields and completing 488 Pathful Interest assessments. Also, they worked with Pathful Lifestyle calculator to factor in financial considerations in career exploration objectives. ➢ Cedar Cliff Local schedules SchooLinks meetings for 350 students, grades 6 – 12 to participate in various career assessments and activities to introduce them to different careers, salaries, and in-demand jobs in Ohio, daily on-the-job tasks, and help students to understand their strengths and weaknesses to help narrow career-related interests ➢ Content generally includes multiple interest surveys assigned throughout the year; exposure to hundreds of video vignettes in career contexts w/ industry-led professionals; curriculum and lessons tied to investigations of all 16 career fields; individualized interest survey feedback reflecting personalized academic and social strengths, personality characteristics, and their impact in particular job settings; self-knowledge/self-awareness is cultivated to support soft skill development. ➢ Beavercreek City Schools administered aptitude and interest surveys to students in grades 7,9, and 11 through YouScience. This was done in collaboration with the Greene County BAC in the county-wide effort to generate and share critical student interest and aptitude data for BAC planning and informational purposes. 1,800 surveys were administered across these grade levels. ➢ In addition to the technology platforms, districts created new courses to maximize the learning from these career-based digital programs; the courses were structured for all students in a grade to be cycled through the career exploration course in a trimester structure so all 7th graders receive access and exposure to career-based content using their tech platforms. ➢ DRMA sponsors Lunch & Learn activities for all 7th and 8th graders across Greene County. 5/7 school districts routinely host, exposing **hundreds of students** to the manufacturing trades each year

7 2021 and Beyond	**Summer Camps**: ➢ GCESC wrote a grant to sponsor a summer career camp for selected 7th grade students, investigating multiple career fields with hands-on experiences and industry experts leading the lesson planning and activities. Each day included a field trip across the county to explore a local manufacturing site; the 911 call center and sheriff department; NAMRU Dayton (on WPAFB) with its aviation disorientation device, and multiple physiology research labs and physicists who led rotations around different stations where students participated in each research lab's different experiments and research focus; also, for the Health Science career field, the students visited an emergency medical facility ➢ 100 Greene County students, grades 6 - 8 were participants in Greene County Career Center's STEM camp after school for one full week in June. ➢ Myth Busters Materials Science 4-Day Summer Camp for Greene County students, grades 6 – 8. Sponsored by AFRL, Engineering Society of Dayton, and DDC and coordinated by GCCC.
7/8 2025 and Beyond	**Expansion of Career Exploration Activities Across Greene County** ➢ Junior Achievement Career Fair, 50 Greene County students participated in the JA Inspire County Career Fair ➢ 100+ Interest surveys were taken by students in grades 7 & 8 that matched them with the 3-Day Senior Press Conferences (designed to expand career exploration for 7th and 8th graders) ➢ 100+ Students engaged in 3 – Day Press Conference presentation events (topics of 7th and 8th grade career education) in which grade 12 senior students presented to the middle schoolers regarding their work-based learning experiences ➢ Approx 4,000 Greene County 8th graders toured the Greene County Career Center as a part of the countywide career exploration initiative ➢ Grades 5 – 12 REC Foundation Aerial Drone Competition – 300 Students – CTSO Adjacent competition – Partnered with Sinclair Community College (GCCC). ➢ 300+ Greene County students in grades 7 – 12 attended/participated in the TSA (Technology Student Association) state spring competition – coordinate by GCCC. ➢ Beavercreek and the Greene County Career Connections Coordinator hosted a full career day event for all of their 720 7th grade students to investigate career options from Ohio's 17 career fields ➢ Cedar Cliff added a new course, Career Exploration for all of its 8th graders (49 students) to expose students to different careers, based on career inventory results w/ an emphasis on Agriculture related careers ➢ Bellbrook-Sugarcreek: Focus on exploring Ohio's career clusters – all 7th graders (approx.. 185) students research 3 career fields using Pathful, and present. ➢ Focus on Exploring careers – emphasis on robotics and aviation for all 7th graders (approx.. 185) – Bellbrook-Sugarcreek. ➢ Unit on community service with experiences in a project-based learning format for all 7th graders at Bellbrook-Sugarcreek ➢ Grade 8 – Using Pathful platform and Career inventory assessment, counselors guide all Bellbrook-Sugarcreek 8th grade students (approx. 185) through an investigation of careers and training options each year as part of their yearly curricular programming; additionally, conduct educational searches to align post-secondary training (credentials and degrees) with career interests. Expand to instruction of a lifestyle budget based on career choice.

	➢ Bellbrook-Sugarcreek 8th graders – Experience a unit on Careers of the 21st Century, with investigations into correlated skills needed to perform the tasks within these existing careers and those anticipated careers in development. (Approx.185)
7/8 2025 and Beyond	**Summer Camps**: ➢ 100 Greene County students, grades 6 - 8 were participants in Greene County Career Center's STEM camp **Career-Based Technology Programs and Data** ➢ Cedar Cliff added a new course, Career Exploration for all of its 8th graders (49 students) to expose students to different careers, based on career inventory results w/ an emphasis on Agriculture related careers ➢ Cedar Cliff Local schedules SchooLinks meetings for 350 students, grades 6 – 12 to participate in various career assessments and activities to introduce them to different careers, salaries, and in-demand jobs in Ohio, daily on-the-job tasks, and help students to understand their strengths and weaknesses to help narrow career-related interests ➢ New to (all) Career-based Technology platforms will be the inclusion of *aptitude testing* at the middle school level in alignment with HB 328
9 2024 and Beyond	**Expansion of Career Exploration Activities Across Greene County** ➢ Grades 5 – 12 REC Foundation Aerial Drone Competition – 300 Students – CTSO Adjacent competition – Partnered with Sinclair Community College (GCCC) ➢ 300+ Greene County students in grades 7 – 12 attended/participated in the TSA (Technology Student Association) state spring competition ➢ Beavercreek City Schools, in coordination with the Greene County ESC Career Connection Coordinator, sponsored a Manufacturing Day for all 725 freshmen students with several regional manufacturing business representatives present to field questions and highlight the multitude of jobs that are involved in the manufacturing industry. ➢ Xenia Community Schools sponsored five "Coffee and Careers Chats" with industry experts, ESC Career Connections Coordinator, Xenia Careers-Based Curriculum coordinator, and when available, the high school principal for 75 Xenia secondary students, grades 9 – 12. Each chat involved career-based discussions and Q & A with local professionals, where they fielded questions related to the specific jobs skills and expectations of the five different career fields featured (one career field per chat). ➢ Fairborn Unity Day/Summit Launch – Career exploration activities and connections for students in grades 9 – 12. Objectives include supporting CCWMR with expanding businesses, industries, post-secondary, and agency partners ➢ Bellbrook-Sugarcreek held "Career Chats" with industry experts, serving 867 registered students, grades 9,10,11, and 12. They engaged in career discussions with these regional professionals, reflecting the career fields of greatest interest, per their student assessment results ➢ Cedar Cliff Local sponsored three "Coffee and Careers Chats" with industry experts, ESC Career Connections Coordinator, guidance counselor, serving 60 secondary students, grades 9 – 12. Each chat involved career-based discussions and Q & A with local professionals, where they fielded questions related to the specific job skills and expectations of the different career fields featured (e.g. Cosmetology, Lawyer, etc.)

9 2024 and Beyond	➢ Beavercreek developed a new annual Ferguson Hall (their 9th grade building) Career Day, in which all career clusters were supported and represented by BAC members and additional local business and industry partners. 725 students had exposure and experiences with career-based hands-on activities with industry experts. ➢ As a part of the development of individual Graduation Plans, Bellbrook-Sugarcreek high school works with the Greene County ESC Career Connections Coordinator to coordinate several Career Chats with various local professionals throughout the year. ➢ Beavercreek created a new Career Exploration HS 9 – 12 elective course targeting in-depth career exposure across all Ohio Career Clusters. This class was developed with support from the GCESC Career Connections Coordinator and served 60 students in year 1 **Career-Based Platforms and Data:** ➢ Pathful partnership data reflects the following metrics for 2025 – 26 for participating Greene County high school students, grades 9 - 12: ➢ 8,203 assessments taken (includes interest and aptitude testing) ➢ 22,066 employability videos viewed ➢ 4,820 assignments completed ○ Of note, the Career Cluster Interest Survey achieved 2,669 completions, providing counselors with actionable data to align students to relevant pathways and appropriate targeted career field initiatives occurring, in alignment with their career fields of interest across the county ➢ 2,669 Lifestyle Calculator completions ➢ 31, 782 student log-ins into the Pathful platform ➢ 7,266 hours spent on the platform ➢ Pathful Interest surveys completed – 223 for Bellbrook-Sugarcreek freshmen to review career fields of interest ➢ Cedar Cliff Local schedules SchooLinks meetings for 350 students, grades 6 – 12 to participate in various career assessments and activities to introduce them to different careers, salaries, and in-demand jobs in Ohio, daily on-the-job tasks, and help students to understand their strengths and weaknesses to help narrow career-related interests ➢ Bellbrook-Sugarcreek assesses all 200 freshmen using Pathful Career Interest Surveys. ➢ Guidance dept leads a career-focused lesson, promoting careers and correlated salaries and budgeting in all Personal finance classes. ➢ Beavercreek City Schools administered aptitude and interest surveys to students in grades 7,9, and 11 through YouScience. This was done in collaboration with the Greene County BAC in the county-wide effort to generate and share critical student interest and aptitude data for BAC planning and informational purposes. 1,800 surveys were administered across these grade levels.
10 2024 and Beyond	**Career-based platforms and data:** ➢ Pathful partnership data reflects the following metrics for 2025 – 26 for participating Greene County high school students, grades 9 - 12: ➢ 8,203 assessments taken (includes interest and aptitude testing) ➢ 22,066 employability videos viewed ➢ 4,820 assignments completed ➢ Of note, the Career Cluster Interest Survey achieved 2,669 completions, providing counselors with actionable data to align students to relevant pathways and appropriate targeted career field initiatives occurring, in alignment with their career fields of interest across the county ➢ 2,669 Lifestyle Calculator completions ➢ 31, 782 student log-ins into the Pathful platform

10 2024 and Beyond	➢ 7,266 hours spent on the platform ➢ Cedar Cliff Local schedules SchooLinks meetings for 350 students, grades 6 – 12 to participate in various career assessments and activities to introduce them to different careers, salaries, and in-demand jobs in Ohio, daily on-the-job tasks, and help students to understand their strengths and weaknesses to help narrow career-related interests ➢ Cedar Cliff Local created a Personal Finance class for students in grade 10 in which they utilize SchooLinks to create a resume and play the "game of life" to help them understand salary and the many costs of living. ➢ Bellbrook-Sugarcreek utilizes Pathful Lifestyle Calculator and Interest Assessments to identify career interests w/ consideration for salary and lifestyle preferences. **Expansion of Career Exploration Activities Across Greene County** ➢ Grades 5 – 12 REC Foundation Aerial Drone Competition – 300 Students – CTSO Adjacent competition – Partnered with Sinclair Community College (GCCC) ➢ 300+ Greene County students in grades 7 – 12 attended/participated in the TSA (Technology Student Association) state spring competition ➢ Fairborn - 225 sophomore students attended CAD Day at GCCC – manufacturing and trades emphasis ➢ Bellbrook-Sugarcreek - 221 sophomore students attended CAD Day at GCCC – manufacturing and trades emphasis ➢ Greeneview Local - 100 sophomore students attended CAD Day at GCCC – manufacturing and trades emphasis ➢ Xenia Community Schools -276 sophomore students attended CAD Day at GCCC – manufacturing and trades emphasis ➢ Yellow Springs Local – 50 students attended CAD Day at GCCC – manufacturing and trades emphasis ➢ Cedar Cliff Local – 54 students attended CAD Day at GCCC – manufacturing and trades emphasis ➢ Xenia Community Schools sponsored five "Coffee and Careers Chats" with industry experts, ESC Career Connections Coordinator, Xenia Careers-Based Curriculum coordinator, and when available, the high school principal. 75 Xenia secondary students, grades 9 – 12. attended Each chat involved career-based discussions and Q & A with local professionals, where they fielded questions related to the specific jobs skills and expectations of the five different career fields featured. ➢ Cedar Cliff Local sponsored three "Coffee and Careers Chats" with industry experts, ESC Career Connections Coordinator, guidance counselor, serving 60 secondary students, grades 9 – 12. Each chat involved career-based discussions and Q & A with local professionals, where they fielded questions related to the specific job skills and expectations of the different career fields featured (e.g. Cosmetology, Lawyer, etc.) ➢ Fairborn Unity Day/Summit Launch – Career exploration activities and connections for students in grades 9 – 12. Objectives include supporting CCWMR with expanding businesses, industries, post-secondary, and agency partners ➢ Bellbrook-Sugarcreek held "Career Chats" with experts – 867 registered students, grades 9,10,11, and 12 engaged in career discussions with regional professionals reflecting the career fields of greatest interest, per student assessment results

10 2024 and Beyond	➢ Greene County Career Center hosts an annual Open House for 500+ prospective Greene County Career Center (sophomore) students to visit their accepted programs, and also to assist those students in confirming/selecting their second career program choice. ➢ Spring – GCCC hosted its "Welcome Day." This is a day designed to help the incoming (accepted) 535+ students from around the county to feel more comfortable with the transition to the career center by connecting them to their programs. Also, they get to meet and ask questions of their respective lab teachers. ➢ GCCC "Greene Days" – Greene County Career Center hosts two formal career exploration days for 10th grade students across the Greene County to investigate the facility, the program labs, the teachers, and the work related to each of the CTE offerings to help students make an informed decision about applying for a career and technical program in the following year. ➢ GCCC Career Awareness Days – primarily focused on Sophomores, but includes some 11th and 12th graders. At Least 3 days structured as an informational session for program recruitment. Includes career program exposure, Q & A, meet and greet teacher representatives ➢ Bellbrook-Sugarcreek administers the PSAT and PreACT interest inventories in grade 10. ➢ GCCC reps came to visit all grade 10 classrooms at Bellbrook-Sugarcreek and interested 10th grade students participate in the grades-wide visitation to GCCC. ➢ Beavercreek created a new Career Exploration HS 9 – 12 elective course targeting in-depth career exposure across all Ohio Career Clusters. This class was developed with support from the GCESC Career Connections Coordinator and served 60 students in year 1.
11 2023 and Beyond	**Career-Based Platforms and Data:** **Pathful** partnership data reflects the following metrics for 2025 – 26 for participating Greene County high school students, grades 9 - 12: ➢ 8,203 assessments taken (includes interest and aptitude testing) ➢ 22,066 employability videos viewed ➢ 4,820 assignments completed ➢ Of note, the Career Cluster Interest Survey achieved 2,669 completions, providing counselors with actionable data to align students to relevant pathways and appropriate targeted career field initiatives occurring, in alignment with their career fields of interest across the county ➢ 2,669 Lifestyle Calculator completions ➢ 31,782 student log-ins into the Pathful platform ➢ 7,266 hours spent on the platform ➢ Cedar Cliff Local schedules SchooLinks meetings for 350 students, grades 6 – 12 to participate in various career assessments and activities to introduce them to different careers, salaries, and in-demand jobs in Ohio, daily on-the-job tasks, and help students to understand their strengths and weaknesses to help narrow career-related interests ➢ Yellow Springs utilizes YouScience to provide comprehensive aptitude, interest and strengths. 100 students, grades 11 & 12 were surveyed. ➢ Beavercreek City Schools administered aptitude and interest surveys to students in grades 7,9, and 11 through YouScience. This was done in collaboration with the Greene County BAC in the county-wide effort to generate and share critical student interest and aptitude data for BAC planning and informational purposes. 1,800 surveys were administered across these grade levels.

11 2023 and Beyond	**Expansion of Career Exploration Activities Across Greene County** ➢ Grades 5 – 12 REC Foundation Aerial Drone Competition – 300 Students – CTSO Adjacent competition – Partnered with Sinclair Community College (GCCC) ➢ 350+ Students - Whole school multiple virtual career lessons presentations on professional skills, career explorations and career development delivered by designated career counselor ➢ 300+ Greene County students in grades 7 – 12 attended/participated in the TSA (Technology Student Association) state spring competition ➢ JROTC Air Camp for student members – exposure to military career options ➢ Bellbrook-Sugarcreek held "Career Chats" with experts – 867 registered students, grades 9,10,11, and 12 engaged in career discussions with regional professionals reflecting the career fields of greatest interest, per student assessment results ➢ GCCC Career Awareness Days – primarily focused on Sophomores, but includes some 11th and 12th graders. At Least 3 days structured as an informational session for program recruitment. Includes career program exposure, Q & A, meet and greet teacher representatives ➢ "Reverse Hiring Fair" designed for approx.1000 GCCC junior and senior students. This event is one in which the students (prospective employees) set up tables with information to sell themselves and their skills; the employers walk around and interview the 11th and 12th grade students to select juniors for their WBL opportunities, and senior students for full-time employment (after graduation) ➢ Greeneview Local Schools Career Day – 100 upper classmen met with several local employers offering direct training, and employment following graduation – coordinated through GCESC Career Connections Coordinator ➢ Greeneview Local Schools – Key Juniors and Seniors toured the Ohio BCI to meet with industry specialists and explore forensic career field in depth ➢ Xenia Community Schools sponsored five "Coffee and Careers Chats" with industry experts, ESC Career Connections Coordinator, Xenia Careers-Based Curriculum coordinator, and when available, the high school principal. 75 Xenia secondary students, grades 9 – 12. attended Each chat involved career-based discussions and Q & A with local professionals, where they fielded questions related to the specific jobs skills and expectations of the five different career fields featured. ➢ Cedar Cliff Local sponsored three "Coffee and Careers Chats" with industry experts, ESC Career Connections Coordinator, guidance counselor, serving 60 secondary students, grades 9 – 12. Each chat involved career-based discussions and Q & A with local professionals, where they fielded questions related to the specific job skills and expectations of the different career fields featured (e.g. Cosmetology, Lawyer, etc.) ➢ Yellow Springs Local requires all junior and senior students to complete a full semester, "Experiential Learning Practicum" in which 100 students are provided with career readiness curriculum and deliverables that fulfill the Clark State EBE 1000 requirements to achieve this (free) post-secondary college credit. Practicum includes: Daily lessons, guest speakers, resume writing, interview skills/practice, professional skills development and career development ➢ Yellow Springs Local, in partnership with ATSG, provided 20 of their their junior and senior students with a guided facility tour for those interested in careers in transportation, logistics, and maintenance at the Air Transport Services Group (ATSG ➢ Dayton Works Field Trip (Sponsored by SOCHE and MCESC) for 50 Yellow Springs 11 graders exposes students to local businesses and various organizations to teach students more about an array of jobs in the region.

11 2023 and Beyond	➢ PSAT and ACT interest inventories administered for 11th graders at Bellbrook-Sugarcreek. Individual counseling scheduled for Grad Plans for college and career planning. Aptitude surveys administered to Junior and Seniors. ➢ Beavercreek created a new Career Exploration HS 9 – 12 elective course targeting in-depth career exposure across all Ohio Career Clusters. This class was developed with support from the GCESC Career Connections Coordinator and served 60 students in year 1. ➢ Greene County ESC developed a comprehensive Career Connections Coordinator Service Package that offered **4 guaranteed "deliverables"** to all 7 Greene County school districts in 2024 – 25; this same structure has been refined and continues to be lucrative into the 2026 – 27 school year. *All 7 Greene County School districts have purchased this service package for the past 2 years. **Deliverable #1** = 4 Full-Day Student Career Camps, and 1 half-day Career Camp ➢ 60 junior and senior students from each of the 7 districts attend each event (300 in all) ➢ Event 1: ***"Hammertime***" = Construction & Manufacturing Technologies Day ➢ Event 2: ***"SCRUBS DAY"*** = Health Science/Medical Exploration ➢ Event 3: "***First Responders"*** = Law & Public Safety ➢ Event 4: ***"This is IT"*** = Information Tech/Engineering & Science ➢ Event 5: "***Careers in Education"*** = Education & Training **Deliverable #2** = 1 Dedicated Onsite Career Fair w/ Career Connections Coordinator organizing event **Deliverable #3** = 2 Adult Leadership Business/Industry Regional Tours – Fall and Spring **Deliverable #4** = 3 Open-ended days per district schedule career-focused days from the following: ○ Career Curriculum PD Planning/Coordination ○ Classroom Presentations (4 Presentations = 1 full day) ○ School or Grade Level Career Assemblies (2 Assemblies = 1 full day) ○ Individual or Small Group Career Counseling Sessions/Career Chats (4 meetings = 1 day) (*See attached flyers for addl. details)
12 2022 and Beyond	**Career-Based Platforms and Data:** ➢ Pathful partnership data reflects the following metrics for 2025 – 26 for participating Greene County high school students, grades 9 - 12: ➢ 8,203 assessments taken (includes interest and aptitude testing) ➢ 22,066 employability videos viewed ➢ 4,820 assignments completed ○ Of note, the Career Cluster Interest Survey achieved 2,669 completions, providing counselors with actionable data to align students to relevant pathways and appropriate targeted career field initiatives occurring, in alignment with their career fields of interest across the county ➢ 2,669 Lifestyle Calculator completions ➢ 31, 782 student log-ins into the Pathful platform ➢ 7,266 hours spent on the platform ➢ Yellow Springs utilizes YouScience to provide comprehensive aptitude, interest an strengths survey for 100 students, grades 11 & 12 ➢ Cedar Cliff Local schedules SchooLinks meetings for 350 students, grades 6 – 12 to participate in various career assessments and activities to introduce them to different careers, salaries, and in-demand jobs in Ohio, daily on-the-job tasks, and help students to understand their strengths and weaknesses to help narrow career-related interests

12 2022 and Beyond	**Expansion of Career Exploration Activities Across Greene County** ➢ Grades 5 – 12 REC Foundation Aerial Drone Competition – 300 Students – CTSO Adjacent competition – Partnered with Sinclair Community College (GCCC) ➢ 100+ Students engaged in 3 – Day Press Conference presentation events (topics of 7th and 8th grade career education) in which senior students presented to the middle schoolers regarding their work-based learning experiences ➢ 350+ Students - Whole school multiple virtual career lessons presentations on professional skills, career explorations and career development delivered by designated career counselor ➢ 300+ Greene County students in grades 7 – 12 attended/participated in the TSA (Technology Student Association) state spring competition ➢ JROTC Air Camp for student members – exposure to military career options ➢ ASVAB administration for senior students interested in the military – comprehensive aptitude, interest, and strengths assessments (DOD) (all Greene County high schools) ➢ Beavercreek Community and Student Job Fair held in the evening (6:00 – 8:00 PM) offers a critical opportunity for seniors preparing to enter the workforce immediately after graduation to find a job that suits their interests and needs. Trade exhibitors from regional groups, such as the Ohio Operating Engineers Apprenticeship Program (heavy machinery and construction), Logan Services, and precision manufacturing shops routinely attend to recruit senior students for immediate co-ops, paid apprenticeships, and trade positions. More than 300+ students were in attendance for this event. ➢ 175 select Fairborn seniors participated in Senior Seminar with TP Mechanical – presentation highlighting career options and details related to several careers in the trades ➢ Bellbrook-Sugarcreek held “Career Chats” with experts – 867 registered students, grades 9,10,11, and 12, engaged in career discussions with regional professionals reflecting the career fields of greatest interest, per student assessment results ➢ Beavercreek High School sponsors its Annual Manufacturing Day every October. Hosted at Ferguson Hall, it features 20+ local companies and 75 industry volunteers to engage with more than 300+ senior students. This event exposes the students to manufacturing, machining, construction industries with precision milling, metal fabrication and advanced tooling showcased. ➢ Cedar Cliff Local sponsored three “Coffee and Careers Chats” with industry experts, ESC Career Connections Coordinator, guidance counselor, serving 60 secondary students, grades 9 – 12. Each chat involved career-based discussions and Q & A with local professionals, where they fielded questions related to the specific job skills and expectations of the different career fields featured (e.g. Cosmetology, Lawyer, etc.) ➢ Beavercreek City Schools hosted a Construction/Mill Work Event for several of its senior CBI students. AFC Tools and Dayton Regional Manufacturing Association (DRMA) supported this event and students had exposure to precision tooling workflows, setting up a simulated industrial business, and manufacturing physical products using precision laser equipment. The DRMA Foundation Workshop Scholarships were highlighted – this foundation funds workforce training, certifications, and industry-recognized credentials for local students who pursue careers in the trades, precision tooling, and advanced manufacturing workflows. ➢ Bellbrook-Sugarcreek, Greeneview Local, and Yellow Springs Local supported senior students to work with Ohio RiseUP to explore industry recognized curriculum and correlated credentials ➢ GCCC Career Awareness Days – primarily focused on Sophomores, but includes some 11th and 12th graders. At Least 3 days structured as an informational session for program recruitment. Includes career program exposure, Q & A, meet and greet teacher representatives ➢ “Reverse Hiring Fair” designed for approx.1000 GCCC junior and senior students. This event is one in which the students (prospective employees) set up tables with information to sell themselves and their

12 2022 and Beyond	skills; the employers walk around and interview the 11th and 12th grade students to select juniors for their WBL opportunities, and senior students for full-time employment (after graduation) ➢ GCCC "Senior Signing Day" – Designed to celebrate those students continuing their industry track, apprenticeship, education, or military work. Includes attendance and support from more than 30 military, business and industry partners ➢ Greeneview Local Schools – Selected Juniors and Seniors toured the Ohio BCI to meet with industry specialists and explore the forensic career field in depth ➢ Greeneview Local Schools Career Day – 100 upper classmen met with several local employers offering direct training, and employment following graduation – coordinated through GCESC Career Connections Coordinator ➢ Greeneview Local Schools hosted the GCESC Career Connections Coordinator who provided practical and relevant career-based content and guidance to 100 junior and seniors on soft skills, using career interest and aptitude assessment results to help narrow down a couple of career fields ➢ Xenia Community Schools sponsored five "Coffee and Careers Chats" with industry experts, ESC Career Connections Coordinator, Xenia Careers-Based Curriculum coordinator, and when available, the high school principal. 75 Xenia secondary students, grades 9 – 12. attended Each chat involved career-based discussions and Q & A with local professionals, where they fielded questions related to the specific jobs skills and expectations of the five different career fields featured ➢ Yellow Springs Local requires all junior and senior students to complete a full semester, "Experiential Learning Practicum" in which 100 students are provided with career readiness curriculum and deliverables that fulfill the Clark State EBE 1000 requirements to achieve this (free) post-secondary college credit. Practicum includes: Daily lessons, guest speakers, resume writing, interview skills/practice, professional skills development and career development ➢ Yellow Springs Local, in partnership with ATSG, provided 20 of their junior and senior students with a guided facility tour for those interested in careers in transportation, logistics, and maintenance at the Air Transport Services Group (ATSG). ➢ Yellow Springs Local Schools requires ALL of their seniors (approx. 50) to all complete Work-Based Learning projects as part of their graduation requirements. This includes 30 hours of WBL related to each student's career interests and may include job shadowing, internships, etc – aimed at exposure to actual careers and daily work and professional skill development ➢ Yellow Springs Local Schools requires grade 12 students (approx. 50) to engage in a Mock Interview in which local partners (includes: Clothes that Work, Junior Achievement, SOCHE, Village of Yellow Springs, WPAFB, and GCESC partners) conduct a job interview simulation for each senior student. ➢ Yellow Springs provides personalized aptitude-based career counseling with a certified career counselor for 100 junior and senior students & families ➢ Bellbrook-Sugarcreek scheduled a Job Shadowing/Community Service Day experience for all senior students (approx. 185). ➢ Yellow Springs hosted Multiple "Coffee and Careers Chats" with industry experts, ESC Career Connections Coordinator, and Principal – Yellow Springs chose a tailored focus on investigating "Work in Schools," "Work in Communities," and "Work in Criminal Justice"– Each Chat featured a panel of local experts for social work, education, and criminal justice. Approximately 15 senior students attended ➢ Beavercreek created a new Career Exploration HS 9 – 12 elective course targeting in-depth career exposure across all Ohio Career Clusters. This class was developed with support from the GCESC Career Connections Coordinator and served 60 students in year 1.

12 2022 and Beyond	➢ Greene County ESC developed a comprehensive Career Connections Coordinator Service Package that offered **4 guaranteed "deliverables"** to all 7 Greene County school districts in 2024 – 25; this same structure has been refined and continues to be lucrative into the 2026 – 27 school year. *All 7 Greene County School districts have purchased this service package for the past 2 years. ***Deliverable #1*** *= 4 Full-Day Student Career Camps, and 1 half-day Career Camp* ➢ *60 junior and senior students from each of the 7 districts attend each event (300 in all)* ➢ *Event 1: **"Hammertime"** = Construction & Manufacturing Technologies Day* ➢ *Event 2: **"SCRUBS DAY"** = Health Science/Medical Exploration* ➢ *Event 3: **"First Responders"** = Law & Public Safety* ➢ *Event 4: **"This is IT"** = Information Tech/Engineering & Science* ➢ *Event 5: **"Careers in Education"** = Education & Training* ***Deliverable #2*** *= 1 Dedicated Onsite Career Fair w/ Career Connections Coordinator organizing event* ***Deliverable #3*** *= 2 Adult Leadership Business/Industry Regional Tours – Fall and Spring* ***Deliverable #4*** *= 3 Open-ended days per district schedule career-focused days from the following:* ○ *Career Curriculum PD Planning/Coordination* ○ *Classroom Presentations (4 Presentations = 1 full day)* ○ *School or Grade Level Career Assemblies (2 Assemblies = 1 full day)* ○ *Individual or Small Group Career Counseling Sessions/Career Chats (4 meetings = 1 day)* (*See attached flyers for addl. details)

	Greene County Career Connections **Developing Professional Skills Through Developing Educators**
Educator Tours and Local Businesses 2025 and Beyond	➢ The Greene County ESC, in partnership with the Greene County BAC, has begun scheduling adult tours for its education partners such as principals, teachers, guidance counselors, superintendents and other school leaders, in order to bridge the knowledge gap existing between educators and the world of business and industry. The primary goal is to facilitate a greater understanding of employer and career field needs, but also to bridge the relational connections between schools and local business/industries. These adult tours have expanded from one visitation to two tours scheduled in the late fall and following spring. Our BAC assists in the selection and rotation of which sites will host. Despite the busy schedules of educators, there have been between 17 – 23 participants, including Greene County superintendents! A suggestion will be presented to the BAC at the 2026 October meeting that these tours be expanded to include not only school personnel, but other BAC members as well! ➢ One primary objective for the Greene County BAC in 26 –27 is to identify a "Career Champion" representative in every school building across each Greene County school district to formally assist in the communication, coordination, and dissemination of career initiatives being developed through the BAC. Several Greene County teachers, counselors, and administrators have been providing incredible support in "pockets of greatness,' assisting with the many growing Career Awareness activities, K-5; Career Exploration efforts, 6-8, and Career Planning 9-12; however, the BAC members have advocated that there be key designated points of contact to help streamline these efforts and maximize efficiency and effectiveness.

AREA 1: Develop Professional Skills for Future Careers

Describe how the business advisory council plans to **Develop Professional Skills for Future Careers** for the 2026-2027 school year.

- Describe the plan, including initiatives, projects, or events. Include specific districts, number of students and grade bands impacted by initiative(s), and list all businesses involved.
- Use the template as a guide to list all initiatives, projects, and 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' involvement in classrooms, etc.). Be sure to include existing programs and how they will be sustained and scaled.
- When describing initiatives, please connect them to previous initiatives so that the Department can see the progression of the business advisory council from year to year.

Initiative 1

Describe, in detail, the plan associated with implementing this quality practice.

Increase employer involvement in the classrooms, in schools and in district events. This is a key priority. This involvement works best with sequenced, year-long engagement when possible to scaffold interest, to cultivate recognition/familiarity, and to "normalize" the inclusion of industry experts in schooling.

Identifying Interest:

A QR code scan whereby the BAC membership can indicate their level of comfort in assisting individual districts meet exposure and training levels for students takes place regularly at BAC meetings.

BAC members indicate the level of student engagement they can assist in manners such as: Job Shadowing, Class Speaking, Advisory Membership for CTE programming, Student Internship needs, Serving on a Panel of Experts, or Student Employment.

(This type of BAC membership involvement in school districts has increased steadily over the past three years.)

Classroom participation by BAC membership has been outlined previously several times, but additional experiences such as "Real Money / Real World" financial simulation programs through a partnership with the Ohio State University Extension offices are highlighted as well. This program builds a connection between career selection and standard of living/wage requirements for financial independence.

List all participating school districts. What percentage of students within the business advisory council will be impacted by this initiative?

All Greene County School Districts will benefit from these continued intentional efforts to bring more industry professionals directly into the schools.

Greene County School Districts:

- *100% of students in Beavercreek City Schools – Approximately 8,000*
- *100% of students in Bellbrook-Sugarcreek Local Schools – Approximately 2,700*
- *100% of students in Cedar Cliff Local Schools – Approximately 570*
- *100% of students in Fairborn City Schools – Approximately 4,000*

- *100% of students in Greeneview Local Schools – Approximately 1,300*
- *100% of students in Xenia Community City Schools – Approximately 3,400*
- *100% of students in Yellow Springs School District – Approximately 610*

(**See "Detailed Overview…" to review the list of grade level career-based initiatives that are expanding both in breadth {elementary efforts growing}, and in depth. Business and industry employer involvement is evident throughout each grade level career-based event and initiative documented.)*

List all businesses and specify industries involved. What role does the business play in implementation?

The BAC works with governing boards to address changing needs and skills gaps in training areas

This assistance has led to increased CTE programming and curricular changes in current programming. Additionally, new coursework for career awareness and exploration has been expanded, and is continually being added across Greene County School Districts.

The BAC has developed partners regionally and locally to inform decision-making and program development

BAC membership now includes the Greene County Department of Economic Development and Chamber of Commerce personnel for cities within the BAC membership region. Trade group members, such as the Dayton Regional Manufacturing Association (DRMA) and administration of the largest college and university partners are included in the Greene County Area. These individuals have provided invaluable data and in-demand career analyses that have been paramount for district program development.

How does this initiative help support or teach relevant, in-demand technical and professional skills for students and educators?

Involving BAC members and local employers in the development of career events elevates the relevance to students

The BAC addresses needs of in-demand industries through hiring fairs, career exposure events, and senior transition programming

The Greene County ESC Career Connections Coordinator provides an opportunity for MAC members to hire students at each district in Greene County during "Senior Hiring Events," whereby seniors who desire to enter the workforce directly after High School may engage in employment opportunities with BAC membership organizations.

Chamber of Commerce members have developed a program which enables students to work with industry partners to enhance their career readiness. This partnership has allowed students to receive in-classroom guidance for professional skills requirements and has led to other Chamber of Commerce members to hire students directly through an internship program.

Through the above-mentioned groups and memberships, the BAC has been able to better share and inform career opportunities and skills necessary to engage in a successful career. The Wright Patterson Air Force Base (WPAFB) is a major employer for both the State of Ohio and Greene County. WPAFB personnel involved in BAC membership duties and meetings is paramount for decision-making and hiring purposes. Artificial Intelligence (Ai) growth has also led to semi-conductor facilities such as

Quality Quartz Engineering (QQE) in Beavercreek to develop internship/hiring agreements in cooperation with the Greene County BAC and member districts.

What skills gap or talent pipeline challenge does this initiative address to help your area/region? What data supports the identified skill gap or pipeline challenge?

The BAC works with governing boards of school districts to address the changing needs and skills gaps, as conveyed by the HR departments from our member business and industries.

The BAC has provided guidance to district Superintendents and has provided support and evidence for curriculum changes. As a result of this support, many Greene County districts have increased their CTE program offerings, increased their usage of career-based technology platforms, and their career opportunities have also increased for all students!

How does this initiative impact students with disabilities?

Exposure to employers from business and industry through career-based events held in their own schools, or through the Greene County ESC Career Connections Coordinator student events only strengthens the understanding of the skills needed for employment. Additionally, connecting face-to-face with industry representatives seems to help authenticate the transition plans from their IEPs into a more relevant plan.

Initiative 2

Describe in detail the plan associated with implementing this quality practice.

Strengthen educator engagement and career-focused professional development/learning for school personnel.

Member school districts have been able to engage in professional tours of BAC members' organizations for the purposes of curriculum planning and outreach. Districts have been able to tour organizations in high-need career areas such as:

- *Quality Quart Engineering (QQE): Manufacturing and Technology*
- *Air Transport Services Group (ATSG): Aviation (flight and mechanics) as well as logistics*
- *United Grinding (UG): Manufacturing and CNC operation*
- *Fondreist Environment Company: CNC operation and Environmental Research*

The Greene County BAC has been growing over the past five years, and has made tremendous strides in the school/business connections, specifically in the past two years with the addition of the career connections coordinator. This key position acts to guide/direct the development of professional practices, and routinely collaborates with multiple business and industry partners as a liaison, bridging the two worlds together.

BAC Membership has continued to grow, and our new partners have brought an even-greater level of expertise and expanded resources for district career expansion.

List all participating school districts. What percentage of students within the business advisory council will be impacted by this initiative?

All Greene County school districts and students will benefit as a result of providing more exposure/training for their school personnel through industry visitations and the learning (and networking) that occurs naturally as a result of such visitations.

Greene County School Districts:

- *100% of students in Beavercreek City Schools – Approximately 8,000*
- *100% of students in Bellbrook-Sugarcreek Local Schools – Approximately 2,700*
- *100% of students in Cedar Cliff Local Schools – Approximately 570*
- *100% of students in Fairborn City Schools – Approximately 4,000*
- *100% of students in Greeneview Local Schools – Approximately 1,300*
- *100% of students in Xenia Community City Schools – Approximately 3,400*
- *100% of students in Yellow Springs School District – Approximately 610*

List all businesses and specify industries involved. What role does the business play in implementation?

*Active BAC members **all** contribute to increased educator engagement and career-focused learning every time that a member volunteers to serve on a panel of experts for students; or offers to provide a classroom presentation; or agrees to represent their career field in a career fair or hiring event.*

The business/industry BAC members play pivotal roles in our GCESC Career Connections Coordinator student career camps – they engage directly at their "station" with several students and their teachers or counselors who rotate with them through the stations. It is here that they engage closely in small groups with the students and their teacher/counselor in activities and hands-on investigations, asking questions, and sharing industry tips/tricks, as well as explanations.

The school staff members learn right along with their students!

How does this initiative help develop relevant, in-demand skills for students and educators?

Meaningful classroom instruction, classroom activities, events, and programs that bring awareness to in-demand careers can more easily result from the teacher or counselor understanding more about the different jobs within certain career fields, and all that is required of those employees in order to be successful.

As indicated previously, through various ESC and BAC supported events, we have been able to make significant improvement in student career exposure, career selection, and career employment. The goal of the BAC career methodology is to make schooling, particularly at the High School level purposeful and driven for student career exposure and selection.

What skills gap or talent pipeline challenge does this initiative address to help your area/region? What data supports the identified skill gap or pipeline challenge?

The BAC has regularly conducted surveys of local businesses and its members to isolate key professional skills needs for career success. The BAC has worked through this for each of the past three years and

will continue to do so throughout the 2026-2027 academic year, as the prospective employee pipeline inherited locally is literally being produced within the classrooms across the county. Developing key skills is a collaborative endeavor that requires consistent input from employers to schools.

School districts have utilized the feedback data for program/course development, and for work on employability skills development with students. They have encouraged and solicited members to attend speaking engagements in their classrooms and engage directly with students; they have done more and more of this as the student career exploration events have grown over the past five years.

How does this initiative impact students with disabilities?

*As teachers and counselors become more knowledgeable regarding career-based education, including understanding the requisite skills needed to become (and REMAIN) employed; and as they get to know the businesses (and the employers, themselves) who are hiring, those teachers and counselors become **far** more well-suited to provide the targeted guidance and instruction for the special education students they support to assist them with obtaining employment.*

AREA 2: Build Partnerships

Describe how the business advisory council plans to **Build Partnerships** for the 2026-2027 school year.

- Describe how the business advisory council will grow partnerships in alignment with in-demand careers in the region with representation from industry, workforce boards, port authority, OhioMeansJobs Centers, industry sector partnerships, higher education, etc.
- Use the template as a guide to list all initiatives, projects, and events used to build partnerships. Include information on partnership alignment, effectiveness, and initiatives spearheaded by these collaborations. Demonstrate cooperative efforts between districts and partners to benefit students and businesses.

When describing initiatives, please connect them to previous initiatives so that the Department can see the progression of the business advisory council from year to year.

Initiative 1

Describe in detail how the business advisory council plans to strengthen and expand business and industry representation and partnerships. Describe how the council identifies new industry and business partners to address the talent pipeline business skills gap.

The Greene County BAC intends to strengthen and expand existing business and industry representation and partnerships.

The Greene County BAC will dedicate one meeting in this academic year to discuss, determine, and facilitate to students in-demand careers in our region. Representation for this BAC endeavor will include manufacturing facilities, OhioMeansJobs representation, higher education organizations, and regional trade groups.

Past exploration/research has indicated local high need/in-demand jobs in the following areas:

- *Manufacturing and Skilled Trades*
  - *Both in manufacturing facilities and in the construction trade areas*
- *CNC and Robotics*
- *Healthcare*

Initiative 1

- *Specifically, Nursing and related field as well as medical lab personnel and medical imaging*
- *IT and Cybersecurity*
  - *Specifically, high need areas in this professional area due to the proximity of the Wright Patterson Air Force Base.*
  - *Software Development and Specialized Technology*
- *Education*
  - *Both teaching and related service areas*
- *First Responder areas*
  - *Specifically, Police and Fire/EMT*

How will the council draw feedback from business and industry to inform decision-making?

The BAC will meet four times annually to solicit feedback and gather data for member districts. Through these meetings the BAC will gather data regarding in-demand careers, skills necessary for success in those careers, and curricular planning necessary to expose students to those professions and adequately prepare high school graduates for success in workforce development

The BAC will also converse and work with area Chamber of Commerce groups, professional trade groups, and economic development entities to continually increase the pool of BAC membership representation

What is the business advisory council's plan to utilize feedback and guidance from business and industry partners to increase skills for students and educators?

Continue expanding the business and industry partnerships and presence within Greene County schools

(**See "Detailed Overview…" to review a list of grade level career-based initiatives that are growing with support from BAC and key business and industry partners)*

How will identified industry partners co-develop relevant in-demand skills for students and educators?

The BAC will meet four times annually to solicit feedback and gather data for member districts. Through these meetings the BAC will gather data regarding in-demand careers, skills necessary for success in those careers, and curricular planning necessary to expose students to those professions and adequately prepare high school graduates for success in workforce development

The BAC will also converse and work with area Chamber of Commerce groups, professional trade groups, and economic development entities to continually increase the pool of BAC membership representation

Initiative 1

How will partners impact career readiness for students with disabilities?

BAC members engage with school districts and support or sometimes sponsor a myriad of experiences for career exploration with students.

*As evidenced by the initial reporting of this documentation, there are growing grade level K-12 experiences for **ALL** students throughout member districts. Those experiences throughout all grade levels would not be possible without the collaboration and cooperation of BAC members and their associated organizations. The initiatives are varied and open to all students K-12 regardless of aptitude, ability, or identified disability.*

Initiative 2

Describe in detail how the business advisory council plans to strengthen and expand business and industry representation.

The Greene County BAC intends to strengthen partnerships through a direct and purposeful contact with each member school district in Greene County. This direct contact will be a lead point of contact for BAC meetings; reporting, career events; Business and Industry Adult tours; coordination with/for GCESC Career Connections Coordinator-sponsored student career events; coordination of career assessments; all career curricular needs, as it pertains to program and course development, as well as leading building/district efforts to successfully implement state requirements as they change.

What is the business advisory council plan to utilize insights from business and industry to increase skills for students and educators?

Member school districts will form Career Teams to successfully organize and implement career programming at the district level. District teams will meet regularly in addition to regularly scheduled BAC member meetings to provide opportunities for students in all grades K-12 for career exposure, investigation, and selection. The lead of each district team shall consist of a ***Career Champion*** *and* ***point person*** *for "All things BAC-Related" and career outreach initiatives. Career Champions will investigate in-demand careers and establish tours, meetings, outreach with BAC members to solicit best practices and opportunities for Greene County students.*

This representation model will provide critical structure to support more effective and efficient communication, prioritization, and follow-up between the BAC efforts and the local schools.

How will identified expanded industries develop relevant in-demand skills for students and educators?

- *Business Community*
  - *The BAC has established connections with university and college partners as well as the greater business community. The BAC finds these additional connections valuable as it attempts to identify strategies and incentives for keeping the talent and human resources located in Greene County and in the Southwest Ohio region to supply our local economy with a rich pipeline of prepared and competent workers.*

- *Labor*
  - *The BAC ensures students understand the role of labor in economic development through partnerships with trade groups and trade associations. Through their presentations and interactions, students gain understandings in the role organizations play for better working wages and employee benefits. As a result of these endeavors, Greene County students have a greater understanding of these groups and how to gain entrance into their training programs.*
  - *The career-based platforms such as Pathful and YouScience instruct students in lessons on employability "soft" skills, life skills, and financial literacy, tying careers and labor with salary, benefits, and scaffolded educational opportunities for advancement across career fields.*

Initiative 2

- *Workforce Development Organizations*
  - *Regional groups such as the Dayton Regional Manufacturing Association (DRMA), the Greater Dayton Healthcare Association, Labor Apprentice/Training Programs, and others have all allowed the BAC to create expanded workforce development opportunities for Greene County students through their ongoing efforts to support schools and BAC partnership initiatives.*

- *K-12 Education*
  - *The career-based curriculum offered to Greene County students as it pertains to Career Technical Educational (CTE) programming has increased and continues to grow. This has also led to an increase in the number of high school students obtaining the OhioMeansJobs graduation seal and completing the 250 hours of workforce training required to obtain such a credential*

- *Higher Education*
  - *The BAC has partnered with Clark State College in an effort to increase partnerships with a higher education institution that can provide additional training to Greene County students beyond the K-12 setting. Through this partnership, member district students can obtain college credit for the Clark State course* ***EBE 1000,*** *which covers all employability skills training for area students. Most importantly, unlike most CCP coursework opportunities, this is open to* ***ALL*** *Greene County students regardless of academic standing, or disability status. This one-of-a-kind arrangement is unlike any in the state and provides employability training and college credit simultaneously.*

- *Industry Sector Partnerships*
  - *The BAC has been instrumental in various industry sector partnerships—specifically, healthcare, manufacturing, construction trades, and technology. New CTE program internships have been established as a result of BAC member discussions and recommendations. Many of these CTE program initiatives were originally Greene County Career Center programs but have extended to member districts and have become embedded in local high schools as individual district-operated programs (with greater ownership of learning and outcomes). This expansion has led to greater numbers of students electing to participate and complete these CTE program opportunities.*

How will partners impact career readiness for students with disabilities?

BAC members engage with school districts and support or sometimes sponsor a myriad of experiences for career exploration with students.

As evidenced by the initial reporting of this documentation, there are growing grade level K-12 experiences for ***ALL*** *students throughout member districts. Those experiences throughout all grade levels would not be possible without the collaboration and cooperation of BAC members and their associated organizations. The initiatives are varied and open to all students K-12 regardless of aptitude, ability, or identified disability.*

AREA 3: Coordinate Experiences

Describe how the business advisory council plans to **Coordinate Experiences** for the 2026-2027 school year.

- Describe how the business advisory council will connect students to experiential learning to show competency of skills learned through hands-on demonstration and experiences (for example, internships, problem-based learning, state-approved pre-apprenticeships, and registered state apprenticeships).

When describing initiatives, please connect them to previous initiatives so that the Department can see the progression of the business advisory council from year to year.

Initiative 1

Describe in detail how the business advisory council plans to increase Work-Based Learning for students.

The Greene County BAC membership has made it a specified goal to increase career and work-based student experiences and success in the following areas:

I. *Increase the number of students earing industry recognized credentials*
   - *There has been a concentrated effort through BAC discussions and planning to increase student participation in industry credentialing opportunities. Whether the student has chosen to pursue higher education certification areas or industry credentials, the Greene County BAC understands the importance of focusing on learner/worker outcomes and productivity as opposed to diploma/degree status. This is a continued theme for the BAC member groups, "What do workers need to know (and demonstrate) in order to be successful?"*

II. *Increase the number of students earning the OhioMeansJobs readiness seal*
   - *This number has increased each of the last two years for many reasons, but largely due to the acceleration of 'career exploration' courses at member school districts, BAC member groups willingness to assist in CTE programming and classroom experiences, and greater exposure to diverse career events providing guidance for student career navigation.*

III. *Increase the number of students gaining valuable work/career experience with internship and pre-apprenticeship placements.*
   - *Through BAC discussions and meeting coordination, Greene County students are now able to take advantage of several internship opportunities that were not available in previous years. Some of these internship opportunities are the result of CTE programming and built into the curriculum, whereas others are the result of individual agreements forged between students, their families, the BAC member organization, and the school district. Another rich opportunity exists for students to be hired through a paid internship agreement with employers, thanks to SOCHE and its president, active Greene County BAC member, Dr. Cassie Barlow. Regardless of the manner in which the students have been originally placed, the incredible experiential learning opportunities for career exploration and research are tremendously beneficial for the student and landing on his/her career pathway.*

Initiative 1

Data tracking is evident but will need to be an area of concentration for the 2026-2027 academic year and beyond. As districts engage in more career-based endeavors with career platforms, career assessment surveys and business and industry partners, more structured systems of documentation will need to be prioritized.

While student engagement in career awareness, and career exploration has increased significantly, the need for better tracking, coordinating, and reporting is evident. Through the advent of the "Career Champion" point of contact for each district, the desire by the BAC is for all students to be accounted for in the career selection process, their experiences tracked for reporting purposes, and for each district to prioritize the coordination and communication of those efforts within the schools to maximize full student career-focused engagement and learning.

List all school districts and number of students that will benefit from this initiative.

All Greene County school districts and students will benefit as a result of increasing career and work-based student experiences and successful outcomes

Greene County School Districts:

- *100% of students in Beavercreek City Schools – Approximately 8,000*
- *100% of students in Bellbrook-Sugarcreek Local Schools – Approximately 2,700*
- *100% of students in Cedar Cliff Local Schools – Approximately 570*
- *100% of students in Fairborn City Schools – Approximately 4,000*
- *100% of students in Greeneview Local Schools – Approximately 1,300*
- *100% of students in Xenia Community City Schools – Approximately 3,400*
- *100% of students in Yellow Springs School District – Approximately 610*

List all businesses and industries that will be involved.

Accessing creative and innovative means to better gain work experience for Greene County district students through educational connections with College Credit Plus (involves several of our post-secondary college and university partners)/ SOCHE / Credit Flex school planning / etc.

BAC member organizations have increased their willingness and desire to host students for job shadowing, internship work hours, and field trip experiences. This emphasis by the BAC has enabled districts to then utilize platforms to reward students by granting additional high school /college credit for completing those experiences. The extra student incentive has been beneficial in the increased number of students participating in the programs.

Business partners have benefited from the BAC endeavors and the local talent provided as a result of BAC efforts.

An example:

Entities such as QQE have started their own after-school internship program and employee selection often comes from students who complete the requirements of the endeavor. Additionally, QQE reports, "Not only are we getting more applicants, the quality of the applicant has far surpassed what we were seeing before program initiation."

Initiative 1

What role does business play in planning and implementation?

Authentic career -based engagement has increased exponentially with member school districts across the county, and this is now being reflected in what students are doing during their high school tenure.

The number of students participating in work-based learning has grown, but so has the purposeful energy districts are now placing on the high school work experience. This is in no small part to the work of the career coordinator position, the events held at Greene County School Districts, and the partnerships created through BAC member participation. The demands for the business partners' investment of time, and human resources is also growing…

As the BAC grows in initiatives and impact, it is important to factor in "career-based support fatigue" to avoid over-tapping our treasured partners on whom we rely for our ever-expanding career-based initiatives.

Initiative 2

Describe in detail how the business advisory council plans to increase Work-Based Learning for students.

See above for 3 blended initiative goals identified under **Initiative 1*

List all school districts that will benefit from this initiative.

**See above*

List all businesses and industries that will be involved.

**See above*

What role does business play in implementation?

**See above*

**NOTE: This 2026 – 27 Greene County BAC report includes the following artifact addendums*:

1A: Career Connections Coordinator Service Plan Package, 2026 - 27 (Deliverable Chart)
*2A: Career Camp Flyer – **Hammer Time!***
*2B: Career Camp Flyer – **Scrubs Day Workshop***
*2C: Career Camp Flyer –**Careers in Education Fair***
*2D: Career Camp Flyer –**First Responders Day***
*2E: Career Camp Flyer –**This is I.T.!***

Ohio Business-Education Leader Awards for Excellent Business Advisory Councils

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

The awards recognize business advisory councils that demonstrate excellence in ensuring Ohio students are prepared for successful career paths, including college, industry credentials, apprenticeships, military enlistment, or any combination of these. Business advisory councils that choose to pursue this distinction will be considered for awards of excellence and star ratings.

For the 2026-2027 School year, Councils MUST fill out this electronic application to be considered for this recognition. Please note this form needs to be completed in one sitting, as there are no options to save your progress and return later. Applicants are encouraged to gather all necessary information before beginning the application process to ensure smooth and successful submission. If you have any questions or need further clarification, send inquires to BusinessAdvisoryCouncil@education.ohio.gov.