

**Perry Local Schools
Business Advisory Council
Plan 2020**

Comprised of local community business leaders representing diverse occupations, the Business Advisory Council (BAC) is committed to work in partnership with the Perry Local School District in order to exchange information and ideas, provide advice regarding the school district's short and long term strategic planning and operations, enhance existing curriculum, and foster support between the school district, businesses, and residents.

The ultimate goal of this partnership is to strengthen student development and achievement and to enhance the district's overall operations.

The primary objectives of the BAC are:

- to act as a sounding board for specific proposals that Perry Schools are considering or make suggestions to Perry Schools in areas such as Operations and Human Resources
- to allow community business leaders and school district leadership (BOE and administration) to share ideas and discuss opportunities to enhance school programming
- to provide input to Perry Schools on such matters as the quality of students graduating from the school and how well the curriculum meets the needs of business
- to provide a forum where new business and business education ideas and trends are identified and their relevance now and in the future debated
- to allow businesses to become involved in helping students
- to provide ideas on new avenues Perry Schools could pursue to obtain funding

As required by state law, the BAC will review and revise this written plan annually. This plan will address how the BAC will make recommendations to the BOE on the following:

1. Delineating employment skills and developing curriculum to instill these skills
2. Changes in the economy and job market, and the types of employment in which future jobs are most likely to be available
3. Developing a working relationship among business, labor, and education personnel

The BOE will appoint two representatives to the BAC annually at the organizational meeting. The BOE will report the progress being made toward the recommendations provided by BAC at the regular board meeting at least quarterly.

The BAC and BOE will issue a joint statement by March 1 each year reporting the progress on the work outlined in the BAC's plan for that year, summarize actions taken and actions pending, and detail how the council and board have fulfilled their respective responsibilities under the law.

The joint statement will include:

- Meetings conducted by BAC
- The BAC plan and implementation process
- Summary of activities
- BAC's advice on the recommendations provided

Employment Skills

BAC will assist with the implementation plan and provide feedback from the collection of evidence.

Perry Local Schools supports the 15 employability skills adopted by the Ohio Department of Education to be demonstrated by our students to achieve the Ohio Means Jobs Readiness Seal. Perry students will have the opportunity to earn this seal on their graduation diploma. The following are the employability skills being fostered throughout the Perry Local Schools curriculum:

- Drug Free - The student commits to being drug free.
- Reliability - The student has integrity and responsibility in professional settings.
- Work Ethic - The student has effective work habits, personal accountability and a determination to succeed.
- Punctuality - The student arrives to commitments on time and ready to contribute.
- Discipline - The student abides by guidelines, demonstrates self-control and stays on task.
- Teamwork/Collaboration - The student builds collaborative relationships with others and can work as part of a team.
- Professionalism - The student demonstrates honesty. He or she dresses and acts appropriately and responsibly. He or she learns from mistakes.
- Learning Agility - The student desires to continuously learn new information and skills.
- Critical Thinking/Problem-Solving - The student exercises strong decision-making skills, analyzes issues effectively and thinks creatively to overcome problems.
- Leadership - The student leverages the strengths of others to achieve common goals. He or she coaches and motivates peers and can prioritize and delegate work.
- Creativity/Innovation - The student is original and inventive. He or she communicates new ideas to others, drawing on knowledge from different fields to find solutions.
- Oral and Written Communications - The student articulates thoughts and ideas clearly and effectively in written and oral forms.

- Digital Technology - The student has an understanding of emerging technology and leverages technology to solve problems, complete tasks and accomplish goals.
- Global/Intercultural Fluency - The student values, respects, and learns from diverse groups of people.
- Career Management - The student is a self-advocate. He or she articulates strengths, knowledge, and experiences relevant to success in a job or postsecondary education.

The above employability skills will be measured utilizing a rubric that will afford mentors and internship providers with guidance to assess a student's skill level. Students will be assessed as being at beginning, developing, proficient, or expert levels of the 15 life skills. In addition, the feedback students receive will aid them in developing a metacognitive understanding of their strengths as well as areas needing improvement. The rubric will be used as a tool to assist students and mentors as they collaboratively develop a plan of action to improve their skill levels. The summative goal is for students to achieve a proficient rating in each skill and become ready for the workforce by earning the coinciding Readiness Seal.

Curriculum and Events

Below are the course work and the planned activity events where students will develop the above skills, while establishing a strong working relationship with potential employers and educational institutions within our region.

1. Students will be given the opportunity to participate in the Think Manufacturing Student Expo. This event will give teachers, guidance counselors, principals, students, and parents the opportunity to learn more about the various high-tech careers, other rewarding career opportunities, the very competitive pay, and other benefits manufacturing offers.
2. Students will be provided an opportunity to take a variety of courses designed to prepare them for career pathways:
 - LEARNING THROUGH INTERNSHIPS (elective) This course will be offered during the school year and in the summer. Through the Internship course interns will observe all aspects of the company's operations and discover how the knowledge gained in classes like mathematics, English, Science, and Social Studies is applied in the workplace. Internship experiences will be based on individual student interests and preferences related to potential future career plans. Class time will largely focus on fine tuning the interns' non cognitive behavior skills to develop their readiness to enter a professional work environment. Classroom lessons will be geared toward communication, teamwork, and problem solving as interns process their internship experience.

- PERRY SERVICE LEARNING will be a course that combines English and social studies curricula with volunteer service to promote social involvement through education and service. Students will be volunteering for an instructor approved social service agency, community organization, or government office position that will enhance their classroom discussions and projects. The volunteer placement expectations will involve students in significant tasks that will enhance their ability to understand social and community issues.
- BLENDED COURSE OFFERINGS (elective) These courses allow a student to combine the power of technology (online learning) with his or her passion/interest to explore a future career and start to gain knowledge and experience in that field. A Perry High School teacher will be available to help design a learning path for each blended course offering and create a capstone project or experience that allows the student to be involved with hands on learning in real life settings.
- ENTREPRENEURIAL COURSE (elective) Students will have the opportunity to launch a real, money-earning company and try to earn support for it by pitching your idea to people from the local community. The student will learn the essentials of starting their own business, including management, collaboration, marketing, financing, and more. This course provides the opportunity to begin building your resume for a successful career by taking your product or service idea and turning it into a for-profit business.
- The PAVE Job Training Coordinating program provides specialized employment and life skills training for High School students, ages 16-through 21, with an Individualized Education Plan. Employment training and leisure pathways are established by using systems that match the student's preferences, interests, needs and strengths to opportunities in the community. Students will participate in nonpaid job training, internships, travel, health, wellness and leisure activities with the goal of establishing fully integrated community involvement and long-term competitive employment.
- Want to FLIP A House? Do you want to get out of the classroom and work on an amazing project that has a final product? Looking for a hands-on opportunity where you can make an impact in the Perry Community? We have the opportunity just for you. Join us as we take the learning to the community/streets and take part in a real-life learning experience in all roles associated with Flipping A House. We need students to fill the following roles: general construction, marketing and sales, project planning, financing, architecture and interior design, videography, and more! Student will have the opportunity to work alongside Perry High School teachers and community partners. Additionally, students will be

expected to complete an application for the program available through guidance and attend an organizational meeting in the spring. Students can spend anywhere from 1 hour a week up to +20 hours a week. Credit Flex opportunities available.

Student/worker descriptions:

- General Construction (12+ Students): student will work on all aspects of the construction associated with rehabbing a house. Students will gain skills necessary to become employed in the construction field.
 - Videography/Sales/Marketing (5+ Students): chronicle the process and maintain a YouTube channel and other (social) media outlets to generate awareness of the project and ultimately help the house get sold.
 - Project Planning/Architecture/Interior Design (5+ Students): student will schedule and design the structural and architectural elements of a home. Students will also help coordinate the purchase of required materials for the construction of the home, establish the selling price of the home, and begin the search and financing of the next home to be flipped.
3. Students will utilize both Naviance and Ohio Means Jobs to take interest inventories, career assessments, and use the contents to explore various careers (grades 5 through 12).
 4. Students and parents will be given the information on obtaining College and Career Readiness. BAC will recommend ways to disseminate the information to community partners.
 5. School Administration will attend area Chamber of Commerce meetings to communicate and discuss partnership needs and report back to BAC.
 6. BAC member will attend Perry Alumni Association meetings to aid in making connections with alumni who can support mentoring, shadowing, internship, and conduct career presentations.
 7. Students in Middle School will have opportunity to participate in job shadowing experiences.
 8. Will address the possibility of updating and establishing a documented strategic plan aligned to our core values.

Job Market

The northeast region has long been strong in the availability of highly skilled jobs in manufacturing and is expected to continue in the future. With the aging population, health care, and social assistance jobs will continue to be in demand as well.

Recent Perry graduates will continue to be surveyed to determine their employment and continuing education experiences to aide in what adjustments need to be made in current programming to better prepare our students to successfully enter post-graduation options.

Our Business Advisory Council plays a pivotal role in ensuring that career pathway opportunities for our students align with the needs of the labor market. Our work has resulted in many positive changes in our students' academic programs including creating authentic learning opportunities for our kids. The BAC is proud to be a small part of our student's success as they venture into the workforce.

Current Members:

- Andrea Allen Morris, Great Lakes Power Products
- Ken Best, Steris Corp.
- Bob Buescher, R.W. Sidley
- Chris Ciolli, Technical Services Manager, The Lubrizol Corporation
- Matt Farrell, Design Room (Board representative)
- Tim Flenner, Area Manager, Erie Bank
- Lew Galante, Perry Schools CFO
- Andy Roberts, Perry Board of Education Member & representative
- Rita Soeder, Career Exploration Coordinator
- Wally Siegel, Former Township Administrator
- Jack Thompson, Perry Schools Superintendent
- Lisa Shields, Perry Schools Director of Special Education