

Noble County Schools Business Advisory Council

2022-2023 Plan



“Our County, Our Kids, Our Future”

Not just preparing students for something... preparing them for ANYTHING.

MISSION: The Noble Local Schools Business Advisory Council will foster partnerships between businesses/ industry, community agencies, and education leading to increased opportunities and career readiness for students and collaborative solutions to regional workforce development.

VALUES: WE Believe in...




- Enrich the learning of self and others
- Seek, contribute, and respond to feedback to achieve collective outcomes
- Elicit diverse perspectives & contributions

- Adhere to a set of core values that are evident in choices and behaviors
- Earn others' trust and respect through honest, principled behavior

- Understand the "big picture"
- Consistently improve the quality of one's own thinking by analyzing, assessing, and reconstructing
- Clear, rational, open-minded, informed by evidence

- Exhibit steadfastness in achieving success despite difficulty, opposition, and failure
- Embrace the idea that failure is a part of success and keep moving forward

Noble Local Schools 3R Rubric

Needs Development 0	Developing 1	Proficient 2	Expert 3	Leader in Me 7 Habits
<ul style="list-style-type: none"> Student does not meet the requirement 	<ul style="list-style-type: none"> Typically arrives on time. May need additional time to prepare for assignments. Consistently forgets materials and needs to leave to get them, or consistently borrows materials from teacher or other students 	<ul style="list-style-type: none"> Arrives on time prepared for assigned tasks. Displays initiative to begin tasks. Rarely forgets required course materials. 	<ul style="list-style-type: none"> Arrives ahead of schedule prepared for assigned tasks. Can coach others to begin tasks. Always come prepared with all class materials (Chromebook, power cord, books, etc.). 	<p>1.) BE PROACTIVE</p>
<ul style="list-style-type: none"> Student does not meet requirement. 	<ul style="list-style-type: none"> Minimal coaching required to manage commitments and is respectful of time and trustworthy. Completes majority of assignments on time. Requires coaching on time management and encouragement to seek growth opportunities. Willing to follow rules and regulations. Stays on task with occasional distractions. Accepts responsibility for assignments on team projects with some encouragement from others. Learns new information with coaching. 	<ul style="list-style-type: none"> Manages commitments, respectful of time, and trustworthy. Works hard to complete all assignments on time, with frequent objectives met ahead of schedule. Takes advantage of growth opportunities. Follows rules and regulations. Self-starter. Stay on task with minimal distractions. Accepts responsibility for assignments and contributes to team projects. Takes advantage of opportunities to expand knowledge. Occasionally shares insights gained with others. 	<ul style="list-style-type: none"> Manages commitments, respectful of time and trustworthy. Recognized by peers for reliability and can coach and mentor others. Works hard to complete all assignments ahead of schedule with a high level of quality. Can coach others in time management while seeking out opportunities for growth. Consistently follows all rules and regulations. Stays on task and minimizes distractions. Serves as an example of personal behavior. Actively seeks greater responsibility on team. Demonstrates willingness to contribute to every aspect of team projects. Actively seeks out opportunities to expand their knowledge. Shares insights gained and engages with others. 	<p>2.) BEGIN WITH THE END IN MIND</p> <p>3.) PUT FIRST THINGS FIRST</p> <p>4.) THINK WIN-WIN</p> 
<ul style="list-style-type: none"> Student does not meet requirement. 	<ul style="list-style-type: none"> Maintains an appropriate appearance. Considers ethics in decision-making. Accepts responsibility for mistakes. Respects people from known cultures. Participates in opportunities that facilitates growth in cultural diversity. Generally has positive attitude and disposition and is respectful of those in authority. May need coaching to ensure contribution meets expectations. 	<ul style="list-style-type: none"> Maintains an appropriate appearance. Demonstrates ethical behavior. Builds and maintains respectful relationships with others. Accepts personal responsibility and learns from mistakes. Values and respects people known cultures. Takes advantage of opportunities that facilitate growth in cultural diversity. Maintains a positive attitude and is respectful of those in authority. Encourages some members to use personal strengths to achieve a common goal. 	<ul style="list-style-type: none"> Maintains an appropriate appearance. Consistently demonstrates ethical behavior. Builds and maintains cooperative and respectful relationships with others. Can coach and mentor others. Values and respects people from all cultures. Seeks out opportunities to facilitate growth in cultural diversity. Can lead conversations and coach others Maintains a positive attitude and disposition, and is respectful of those in authority. Encourages all members of the team to use personal strengths to achieve a common goal 	<p>5.) SEEK FIRST TO UNDERSTAND THEN TO BE UNDERSTOOD</p> <p>6.) SYNERGIZE</p> <p>7.) SHARPEN THE SAW</p>

Ready

Responsible

Respectful

Noble Local Improvement Guide

Noble Local Schools will create a culture of continuous improvement where ALL students are provided opportunities for success.

“All roads lead to a J-O-B”

- Future Ready
- 3R Rubric/ Ohio Means Jobs Readiness Seal
- Leader in Me
- Strengths
- STEM/ STEAM
- Business Advisory Council
- Individual Graduation Plans



Academic Achievement & Growth

- What do we want kids to know? (Standards)
- How do we know if they know it? (Assessment)
- How do we respond to those who know or don't know it? (Differentiation)

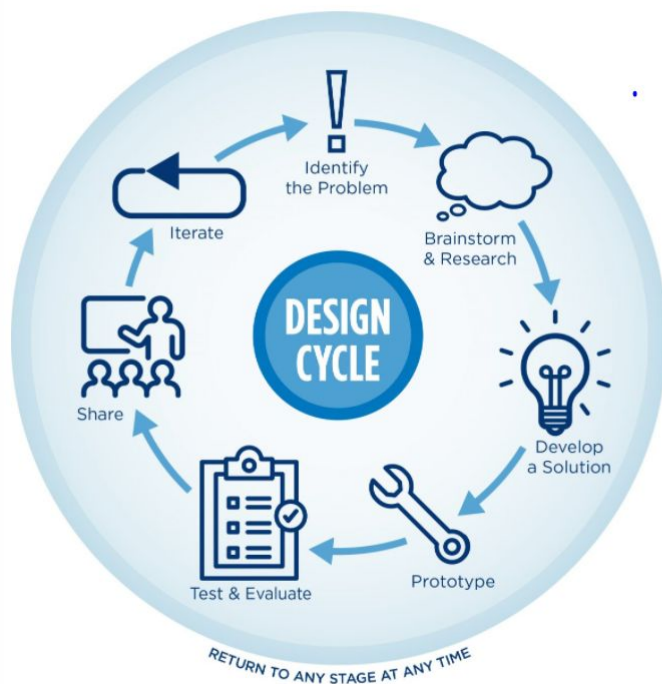
3 Strategies

High Expectations

Extra Help

Active engagement

Shenandoah HIGH SCHOOL Design Cycle



Shenandoah ELEMENTARY SCHOOL Design Cycle

- **State the Problem/ Issue**
- **Brainstorm:** How do we solve it?
- **Design the Solution:** What information do we need to collect?
- **Build:** Construct or draw your solution
- **Evaluate:** How do you know it solves the problem/ issue?
- **Modify:** How will you change it to succeed?
- **Share:** How will you share it with others?

Noble Local Career & College Pathways



Agriculture

Pathways:

- Agribusiness 12-point
- Associate of Science, ZSC

Courses:

AFNR, Mechanical Principles, Livestock Selection, Environmental Science for Ag, Agronomy, Forestry, Plant Science/ Greenhouse, USI Drone, Ag Business

*Pathway includes a 500-hour capstone/ WBL placement

Medical/ Health

Pathways:

- Associate of Science, ZSC
- Multi-skilled health Tech

Courses:

Medical Terminology, CCP Biology, Anatomy & Physiology I, Anatomy & Physiology, Medical Office, Disease & Disease Process, Medical Office Procedures

Pathway includes a 200-hour clinical placement

Manufacturing/ Construction

Pathways:

- Plumbers & Pipefitters Pre-apprenticeship
- Automation/ FANUC, WSCC
- Pathways to Engineering, ZSC

Courses:

Welding I & II, Pipe Welding, USI Drone, Manufacturing Technology, Industrial Technology, Woodworking, Intro to Robotics, Arduino, FANUC, CAD

Pathway includes a 250 hour/ WBL placement *or* pre-apprenticeship

Education

Pathways:

- Pre-apprentice (classroom aide)
- Associate of Science, ZSC
- Bridge to Muskingum University

Courses:

Intro to Education Intro to Sp. Education, Tech for Educators, Child Development, Educational Psych, Diversity in Education, Family/ School/ Community

Pathway includes a 200-hour practicum/ WBL placement

Business/ Info Tech

Pathways:

- Entrepreneurship
- Associate of Science, ZSC
- Cybersecurity Certificate, ZSC

Courses:

Data Foundations, Intro to Programming, Intro to Java, Business Foundations, Marketing, Business Math, CCP Marketing, Organizational Behaviors, Microeconomics, Principles of Management

Pathways includes a 200-hour WBL placement *or* pre-apprenticeship

Currently offered credentials:

Ohio State Apprenticeship Council Recognized Pre-Apprenticeship Program Certificate of Completion	12-point
OSHA- 10	1-point
Lean Six Sigma Yellow Belt	3-points
Lean Six Sigma Green Belt	6-point
Certiport ESB (Entrepreneurship & Small Business)	3-point
Heartsaver First Aid CPR AED	1-point
Ohio Agribusiness	12-point
Leader In Me, Leadership	3-point

Caldwell EVSD Improvement Guide

Caldwell Exempted Village Schools will provide a safe environment to broaden the minds and improve the hearts of young people through a rigorous, content-rich curriculum with community collaboration, that builds relationships and produces thoughtful leaders and virtuous citizens to take on the ever-changing world.



A Relentless Focus on Learning

- Accountability
- Relationships
- Character
- Safe & Secure
- Greatness
- Impact
- Tradition

Our Vision

Character	Tradition	Excellence
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STRATEGIES

- Engaging Instructional Practices
- Attainment of 21st Century Learning Characteristics
- Collaboration w/ Business & Higher Ed Partners
- Safe & Secure Environment
- Open Communication
- Access to Robust Technology

Caldwell High School Career Pathways

Agribusiness Production Systems

- Ag, Food, and Natural Resources
- Animal and Plant Science
- Global Economics and Food Markets
- Business Management for Ag & Environmental Systems



Animal Science and Technology

- Livestock Selection, Nutrition, & Management
- Animal Health
- Veterinary Science
- Companion Animal Selection



Visual Arts

- Principles of Art
- Western Art I
- Western Art II
- Postmodern Perspectives



Potential Credentials:

- Ohio Agribusiness Association- Agribusiness and Production Systems Certification- 12
- Adobe Certified Professional Premiere Pro CC- 4
- Adobe Certified Professional Photoshop CC- 4
- Adobe Certified Professional Illustrator CC- 4
- AMSA Food Safety and Science Certification- 6
- AMSA Meat Evaluation Certification- 6
- Ducks Unlimited Ecology Conservation and Management Certification- 6
- National Horse Judging Team Coaches' Association (NHJTCA) Equine Management & Evaluation Certification- 4
- Elanco Veterinary Medical Applications Certification- 6
- Elanco Fundamentals of Animal Science Certification- 6
- BASF Plant Science- 6

Council Goals:

1. Identifying & developing professional skills for future careers and developing curriculum to instill these skills
2. Developing a working relationship among businesses, labor organizations and educators through collaboration and conversation focusing on changes in the economy and job market and emphasizing the greatest employment opportunities
3. Coordinating career-related experiences in environments allowing students to demonstrated professional and specialized skills

Schedule of Meetings:

Noble County Schools Business Advisory Council will meet quarterly according to the following tentative schedule (Meeting reminders will be sent in the form of Google Calendar invites with a link for remote access for those interested parties.):

September 26, 2022 12:30-3:00, Shenandoah High School

December 12, 2022 9:00-11:30, Shenandoah High School

March 24, 2023, Time TBD, Caldwell High School

June 2, 2023 Year in Review Luncheon/ Planning Meeting, Shenandoah High School 11:30-3:00

Responsibilities:

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 on the following:

1. Identifying and developing professional skills for future careers and developing curriculum to instill these skills
2. Developing a working relationship among businesses, labor organizations, and educators through collaboration and conversation focusing on changes in the economy and job market and emphasizing the greatest employment opportunities;
3. Coordinating career-related experiences in environments allowing students to demonstrate professional and specialized skills.

Quarterly progress reports will be made at Noble Local & CEVSD BOE regular meetings and an annual report will be shared via print to district stakeholders in the 4th quarter *Noble Local News* publication as well as online at the district websites www.gozeps.org. www.caldwell.k12.oh.us

Additionally, the BAC and the BOE will issue a joint statement by March 1 reporting the progress on the work outlined in the BAC's plan, summarizing actions taken and actions pending, as well as detailing how the council and board have fulfilled their respective responsibilities under the law.

The joint statement will include:

- Meetings conducted by the BAC
- BAC plan and implementation process
- Summary of activities
- BAC recommendations

Identifying and developing professional skills for future careers and developing curriculum to instill these skills...

2021-2022 Noble Local Focus- Expanded district-wide career exploration & refinement of career readiness toolbox

1. Careers in My Community

A. Description: Noble Local Schools believes that success in schools can be attributed, in part, to helping students find relevance in the curriculum they are learning. As a result, we will be collaborating with Mideast Career and Technology Center (MECTC) to provide career exploration to students in grades K-3. Elementary staff will work with a teacher employed through MECTC to develop curriculum that aligns to grade-level standards in math and reading. Lessons will be delivered as part of students’ “specials” rotation during the spring semester and will focus on hands-on and experiential activities and events with business and industry professionals. Pathways of focus will include: Transportations, Healthcare, Construction, Manufacturing, and Agriculture/ /Environment.

B. Goal: By the end of the 2022-2023 school year, all students in grades K-3 will participate in Careers in My Community Lessons.

Action Steps	Responsible Party	Timeline	Result/ Metric of Success
Collaboratively develop curriculum for the Careers in My Community course	Joy Wolfel, MECTC Elementary Staff (volunteers)	Committee formed - end of quarter 1 Curriculum developed by 12/31/22	Curriculum presented to administrative staff and board approved
Schedule for course in master schedule	Trisha Delaney, Principal	By end of quarter 3	Master Schedule
Contact business/ industry professionals	Joy Wolfel	By end of quarter 3	Lesson plans Contact list
Weekly 40-minute lessons	Joy Wolfel, MECTC	Throughout quarter 4	Teacher Records/ lesson plans

2. Career Pathway Days 4-7

- A. **Description-** Continuing with a focus on expanding opportunities for career exploration at every level, Students in grades 4-7 will participate in Career Pathway Days focused on the established career pathways for the district including Agriculture, Medical/ Health, & Manufacturing/ Construction. Business and industry partners will be on site to provide hands-on activities, interactive displays, and engaging classroom talks relevant to the focused pathway.
- B. **Goal:** All students in grades 4-7 will increase their knowledge and understanding of in-demand jobs through interaction with professionals in each of the established career pathways.

Action Steps	Responsible Party	Timeline	Result/ Metric of Success
Establish dates for each of the 3 Career Pathway Days	Beth Warner, Career Pathways Coach Jordan Spence, BB2C workforce specialist Trisha Delaney, Principal	By end of quarter 1	Events added to district calendar
Recruit business and industry professionals to participate	Beth Warner, Career Pathways Coach Jordan Spence, BB2C workforce specialist	2 weeks prior to each event	Program for each event
Students will participate in both in-class presentations as well as visit displays	Classroom Teacher	TBD	Period Attendance
Student survey	Beth Warner Classroom Teachers	1 day after each event	100% of students will report increased knowledge and understanding of in-demand jobs

3. Career Connected Learning System (Project Based Learning) -(cont. From 2022 plan)

- A. **Description:** Our district is dedicated to the system-wide integration of inquiry-based STEM strategies to engage learning preK-adult. All roads lead to a J-O-B, and we are preparing our students with 21st century skills including problem solving, critical thinking, collaboration, and communication. For this project, we will be partnering with Building Bridges to Careers to offer opportunities for students to work with Real World Problem Scenarios matching Noble Local teaching staff with business and industry partners. Students will receive classroom instruction leading to credentials and skill acquisition relevant to the scenario/ business with which they are working while simultaneously working on a PBL project brought to us by our BAC partners.. **For the 2022-2023 school year BB2C will be facilitating 11 PBL projects in the middle school and high school.** Additionally students in grades 9-12 will be working on student-created Passion Projects following a PBL format as part of our ongoing work around the Leader in Me program.
- B. **Goal:** Our ongoing district focus is system-wide STEM integration. By the end of the year, 100% of students in grades 8-12 will participate in a level-3 PBL.

Action Steps	Responsible Party	Timeline	Result/ Metric of Success
Training/ meeting w/ BAC partners, BB2C, and Noble Local teachers	Jordan Spence, (BB2C)	August 2022	Plan for roll-out, schedules to be created along with project charter
Weekly activities involving BAC members and additional members of the business community	Initially set up by BB2C staff; transfer responsibility to students in 2nd quarter	ongoing	Weekly record of business participation
Final project evaluation	BB2C staff, Noble Local staff, BAC partners	May, 2023	Project goals will be met 100% (goals will vary by project)
Presentation to BAC and Noble Local Board of Education	Students will present, supported by teachers and BAC partners	May BAC meeting	Students will share updated portfolios w/ added credentials/ skills during scheduling/ career planning session in spring

4. Career Readiness Toolbox (cont. From 2022 plan)

A. Description: As a continuation of our focus on preparing students for their future endeavors, regardless of pathway, by facilitating the development of essential skills, we will enhance our current programs including: CliftonStrengths, Leader in Me, 3R Rubric, and OMJ Readiness Seal. Students will develop a professional portfolio highlighting their strengths and skills.

B. Goal: By the end of the 2022-2023 school year, all students in grades 8-12 will receive regular classroom instruction in and opportunities to apply skills learned through the creation of a virtual career-readiness toolbox including skills from LiM, CliftonStrengths, the 3R Rubric, and the OMJ Readiness Seal.

Action Steps	Responsible Party	Timeline	Result/ Metric of Success
Give CliftonStrengths Assessment & provide reports	Grade 6/7 and 9/10 ELA teachers	Q1	100% of students, grades 6-10 will complete assessment & receive report
K-8 grades: Monthly lessons focused on one (1) of the 7 habits	teachers	ongoing	100% of staff will teach lessons on the 7 habits (lesson plans)
Students in grades K-8 will keep a Leadership Notebook including points earned for their "Houses"	teachers	ongoing	100% of students will record activities in notebooks
Students in grades 9-12 will participate in student created PBL activities ("Passion Projects") based on the 7 habits	Lighthouse Team (monitoring) OT teachers (mentoring)	ongoing	100% of students will participate on a minimum of one (1) Passion Project

2022-2023 Caldwell EVSD Focus: Essential Skill Identification & focused Career Advising Plan

1. Update Career Advising Plan

A. Description: All schools in Ohio are required to adopt a career advising plan that outlines the district's plan for career advising in grades K-8. Caldwell EVSD will revise the current plan to include specific career advising activities in all grade bands that align to the goals of not only school, but also ODE and the Noble County Schools Business Advisory Council. Plan will include suggestions for teacher professional development, essential skill instruction, pathway identification and development, career exploration activities by grade level, and potential opportunities for work-based learning.

B. Goal: By the end of the 2022-2023 school year, the Caldwell Exempted Village School District will have an updated Career Advising Plan that incorporates the goals and expectations of the Business Advisory Council.

Action Steps	Responsible Party	Timeline	Result/ Metric of Success
Establish a career advising plan committee to complete the work	Caldwell Lead- Tad Secret Noble Local Lead- Beth Warner	Ongoing Plan by June, 2023	Plan
Additional Action Steps to be determined	Committee	TBD	TBD

2. Essential Skill Instruction

A. Description: While the needs of local businesses and industries are as diverse as the companies themselves, one thing remains constant, the need for employees proficient in the essential skills needed for success in the workplace. Skills including critical thinking, communication, and problem solving are greatly valued and rarely presented. It is the belief of the Noble County Schools Business Advisory Council that those essential skills can be taught through an integrated focus in grades k-12. Teachers will work in grade level bands and content teams to determine strategies for implementing these essential skills into the curriculum. Essential skills will be determined from the Ohio Means Jobs Readiness Seal.

B. Goal: By the end of the 2022-2023 school year, the Caldwell Exempted Village School District will have a focused plan for the integration of essential skill instruction into their curriculum in grades k-12, culminating with the Ohio Means Jobs Readiness Seal in grade 12.

Action StepsT	Responsible Party	Timeline	Result/ Metric of Success
Establish a format for PD	Tad Secret, Career Coach District Administration	End of quarter 1	PD plan
Provide PD w/ follow-up	Tad Secret District Administration	TBD	100% of staff will participate in PD as documented through sign in sheets & LPDC forms
Grade level or department team plan	TBT's	End of year	100% of teams will complete Essential Skills Template

Developing a working relationship among businesses, labor organizations, and educators through collaboration and conversation focusing on changes in the economy and job market and emphasizing the greatest employment opportunities...

2021-2022 Focus- Enhanced collaboration between the school districts in the county.

1. County-wide curriculum alignment

- A. **Description:** Small schools in southeast Ohio are dealing with a myriad of problems including decreased enrollment, reduced funding, and limited access to resources including human resources. Many schools have joined forces through their respective Educational Service Centers in an effort to provide access and opportunities for their students. Noble County is home to one village and several small hamlets with a combined population of 14,009, and two school districts serving 1,650 students K-12. It is our hope that the creation of a county-wide BAC will serve as the platform for innovation in curriculum, shared resources, workforce development, and professional mentors for both staff and students.
- B. **Goal:** By June, 2023, Noble Local School District and Caldwell Exempted Village School District will have a plan outlining future collaborations around curriculum, resources, and Work Based Learning opportunities.

Action Steps	Responsible Party	Timeline	Metric/ Evidence of Success
Meet by department to assess current curriculum, credentials, etc. based on trends and data on workforce needs	Teacher Based Teams (TBTs)	Weekly	TBT minutes
District leadership meets quarterly to discuss collaboration	Department Heads District Administration	By end of Quarter 1	Committee Roster
<i>Additional Action Steps To Be Determined by Council</i>	TBD	TBD	TBD
Presentation with recommendations to BOEs	TBD	June, 2023	Board Proposals & Presentations

2. Review of regional data pertaining to workforce development and school programs/ curriculum *(annually recurring goal)*
 - a. **Description:** The Noble County Schools Business Advisory Council will work in conjunction with Ohio Dept. of Job and Family Services, OSU Extension, and county and state officials to review workforce development and in demand jobs in our county/ region to determine relevance of curriculum and programs.
 - b. **Goal:** To ascertain that efforts to train potential workforce are aligned to trends in employment opportunities.

Action Steps	Responsible Party	Timeline	Metric/ Evidence of Success
1. Review in demand jobs and county and regional data	Gwynn Stewart, OSU Extension Misty Wells, ODJFS	Annually	Info shared via BAC minutes
2. Review of programming/ alignment	BAC members District administration	Annually	Info shared via BAC minutes Action Plan for changes to curriculum prior to 2nd semester

3 Create Subcommittee to discuss implementation of Adult learning opportunities (continued from 2022 plan)

- a. **Description:** Noble Local School District understands that as a partner in workforce development and as a branch campus of Zane State College our capitol is two-fold: the production of a highly skilled workforce, and facilities. We have invested much time and money on creating a physical facility that is second-to-none in our region in terms of technology, space, and resources. To show that we are committed to regional workforce development, we will create a subcommittee of the Business Advisory Council that will explore our role in upskilling our adult population. This group will be tasked with determining opportunities for workshops, advanced coursework, and credentialing of adult students in in-demand career pathways. We will work in conjunction with Ohio Dept. of Job and Family Services, OSU Extension, Zane State College, and county officials to determine needs and programs.
- b. **Goal:** To establish Noble Local Schools as an adult training center relevant to dedicated pathways and regional need.

Action Steps	Responsible Party	Timeline	Metric/ Evidence of Success
Establish a committee via invitation	Noble Local & CEVSD admin, representative from ODJFS, OSU Extension, and Zane State College	By end of Quarter 1	Committee Roster
<i>Additional Action Steps To Be Determined by Committee</i>	TBD	TBD	TBD
Presentation with recommendations to state leaders/ legislators	TBD	June, 2023	TBD

Coordinating career-related experiences in environments allowing students to demonstrate professional and specialized skills...

2022-2023 FOCUS:

Noble Local: Defined Career Pathways w/ focus on relevant coursework/ credentials and real world applications (Continued from 2021-2022 plan)

Caldwell EVSD: Defined Career Pathways w/ focus on relevant coursework/ credentials and real world applications

1. **Revisit Career Pathways to ensure quality programming within each pathway with increased focus on credentials and certificates**
 - A. **Description:** Within each of the identified pathways, provide opportunities for a 12-point credential pathway as well as a pathway to higher education including College Credit Plus.
 - B. **Goal:** By the end of grade 9, all students will have an individual graduation plan in place that outlines coursework, credentials, and relevant work based learning opportunities.

Action Steps	Responsible Party	Timeline	Metric/ Evidence of Success
Establish a subcommittee via invitation for each of the pathways	Beth Warner (Noble Local) Tad Secret (Caldwell)	Quarter 2; Meetings to convene by November 1, 2022	Subcommittee Rosters; Meeting minutes
<i>Additional Action Steps To Be Determined by Subcommittee</i>	TBD	TBD	TBD
Present plans to building principals and add to board agenda	TBD	December, 2022	Board minutes
Scheduling meeting w/ counselors and principals to determine inclusion of credential pathways	Beth Warner (Noble Local) Tad Secret (Caldwell) counselors, principals	February 2023	2023-2024 schedule
Individual Graduation Plan meetings	Counselors, students, parents	By April, 2023	IGP's

3 Work Based Learning Opportunities for students

- a. **Description:** Work Based Learning is sustained interactions with industry or community professionals in real workplace settings, to the extent practicable, or simulated environments at an educational institution that fosters in-depth, firsthand engagement with the tasks required in a given career field, that are aligned to curriculum and instruction. Noble Local Schools believes that the culmination of a public education should be that students leave possessing the knowledge and skills necessary to ensure their future success. WBL is a perfect culmination to an already rigorous and rich workforce development curriculum. Every senior in the class of 2023 will have a modified schedule which allows for WBL opportunities unique to each student/ situation. Opportunities may include pre-apprenticeships, off site placements, simulated work environments, and school-based enterprise.
- b. **Goal:** To establish Noble Local Schools as an adult training center relevant to dedicated pathways and regional need.

Action Steps	Responsible Party	Timeline	Metric/ Evidence of Success
Senior schedules allowing for half day/ every day or every other day times for WBL	School Counselors	By August 1, 2022	Schedules
WBL placements for each student within a pathway	Beth Warner, Career Pathways Coach Business/ Industry Partners	By end of quarter 1	List of cooperating business/ industry partner w/ student schedule
Create WBL agreements	Beth Warner	By end of quarter 1	WBL plans
Meet w/ students in WBL opportunities 1x per quarter to check progress	Beth Warner Students	Quarterly	Student Portfolios
Student Survey to gauge success/ value of experiences	Beth Warner (creation of survey) Student Participants	EOY luncheon/ mtg. Of BAC (TBD)	100% of student participants will complete survey
Complete documentation of WBL in EMIS	Beth Warner	May 15, 2023	Online report

Many thanks to the members of the Noble Local Business Advisory Council whose hard work and dedication to the students of Noble County and to the economic growth of Southeast Ohio has no equal.

Name	Business/ Company	Role
Allen Fraley	Noble County Chamber of Commerce	Business Advisor
Becky Anderson	Ohio Farm Bureau Foundation	Industry Advisor (Agriculture)
Belinda Kenley & Randy Bookman	Energy Optimizer	Industry Advisors (Energy)
Beth Warner	Noble Local Schools	Career Pathways Coach, BAC Lead
Blake Hall	Bi-Con	Industry Advisor (Construction/ Energy)
Bob Beamer	Quanex	Industry Advisor (Manufacturing)
Bradley Peoples	Noble County Commissioner; owner-Wally's Pizza	County Commissioner; Small business advisor
Bryan Chandler	Chandler Funeral Home	Small Business Owner
Brenda Haas	Appalachian Regional Council	Consultant
Bryn Stepp	Lt. Gov. Jon Husted's office.	Governor's Office
Christina Watson	Gulfport Energy	Industry Advisor (Energy)
Christine Gelley	Ohio State University Extension	Higher Ed Advisor; Industry Advisor (agriculture)
Constance Archer	MPLX; Noble Local Brd. of Ed	Board Member/industry Advisor (Energy)
Dalton Summers	OVESC	Regional Networking
Dave Lewis	AMG Vanadium	Industry Advisor (Manufacturing)
David Mattingly	Expressive Graphix	Industry Advisory (business)
Denny Crock	Owner- Caldwell Food Center	Small Business Advisor
Desireauz Smock	COIgate Palmolive	Industry Advisor (Manufacturing)
Don Jones	Ohio House of Representatives	Ohio Representative
Dustin Pyles	Vaza Consulting	Consultant
Greg Gifford	Caldwell EVSD	Superintendent
Guy Carpenter	Team Fishel; Noble Local Brd. of Education	Board Member
Gwynn Stewart	OSU Extension	Regional Development
Heather Shepherd	Zane State College	Higher Ed Advisor
Herman Grey	Noble County Economic Development Council	Business Advisor
Holly Osborn	Detroit Diesel	Industry Advisor (Manufacturing)
Isaac Evans	Plumbers & Pipefitters Local #495	Industry Advisor/ pre-apprenticeships/ trades
James Noyes	Gulfport Energy	Industry Advisor (energy; trades)

Jeff Harrison	Noble Local Schools	Communication Liaison
Jeff Sanford	Ames	Industry Advisor (Manufacturing)
Jordan Spence	Building Bridges to Careers	Regional Network Coordinator
Josh Smith	Peoples Bank Corp.	Industry Advisor (Business/ Finance)
Julie Mettler	Apprentice Ohio	Advisor (Apprenticeships)
Katie Good	Ohio Tech Prep	Consultant
Kelli Wolgamuth	Caldwell EVSD	Curriculum Coordinator
Kevin Stottsberry	OSU Research Farm; Noble Local Brd. of Education	Board Member, Industry Advisor (Agriculture)
Linn Yost	Micro Machine Works, Inc.	Industry Advisor (Manufacturing)
Lisa Button	ODJFS	Community Agency
Matt Unger	Noble Local Schools	High School Principal
Melissa Zoller	Buckeye Hills Regional Council	Consultant
Misty Wells	Ohio Dept. of Job & Family Services	Community Agency Advisor, Local Government
Philip Theobald	Noble Local Schools	Technology Coordinator
Ramsey Tisher	Cerner	Industry Advisor (Technology)
Randy Lowe	AEP	Advisor (STEM)
Ryan Watters	Magnum Magnetics	Industry Advisor (Manufacturing)
Shawn Toy	OOGEEP	Industry Advisor Energy)
Shay Young	Noble Local Schools	Curriculum Coordinator, Special Programs
Stacey Parks	Memorial Health Systems	Industry Advisory (Health)
Tad Secest	Caldwell EVSD	Career Coach
Tiffany Speck	Caldwell EVSD	High School Principal
Tina Rush	Marathon Petroleum	Industry Advisor (Energy)
Todd Herman	Noble Local Schools	Superintendent
Trisha Delaney	Noble Local Schools	Elementary Principal
Wade Bistor	Cambridge Packaging; United Way Young Professionals	Mentorship, Industry Advisor (Manufacturing)

A photograph of a desert landscape with a winding asphalt road. In the foreground, a large, rectangular sign with a double border is mounted on a metal post. The sign is yellow and has the words "Success Ahead" written in a bold, dark blue font. The background shows a vast, sandy desert under a cloudy sky.

**Success
Ahead**

For more information on the **NOBLE COUNTY SCHOOLS
BUSINESS ADVISORY COUNCIL** please contact

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