



2025-2026

BUSINESS ADVISORY COUNCIL

TRI-COUNTY EDUCATIONAL SERVICE CENTER
BUSINESS ADVISORY COUNCIL CONSORTIUM



*Business Advisory Council
Plan Issued by the Tri-
County Educational Service
Center Governing Board and
the Business Advisory
Council representing
Tri-County Educational
Service Center and its
member districts.*

Tri-County Educational Service Center Business Advisory Council Consortium

This consortium was formed in accordance with the provisions of Ohio law (Ohio Revised Code Section 3313.82) requiring every school district and educational service center to have a Business Advisory Council and to meet the requirements of Ohio law (Ohio Revised Code Section 3313.821) which directs the development of standards for the operation of Business Advisory Councils.



2025 Business Advisory Councils





Tri-County Educational Service Center Business Advisory Council Consortium

School District Members

District	District Primary Contact and Role	Primary Contact Email	District Secondary Contact and Role	Secondary Contact Email
Ashland City Schools	Steve Paramore	stparamo@goarrows.org	Ben Spieldenner	bespield@goarrows.org
Chippewa Local Schools	Tim Adams	tim.adams@chippewaschools.com	Angela Deoitte	angela.deoitte@chippewaschools.com
Dalton Local School	Steve Watkins	swatkins@daltonlocal.org	Lisa Zona	lzona@daltonlocal.org
East Holmes Local Schools	Erik H. Beun	erik.beun@eastholmes.org	Micki Krantz	micki.krantz@eastholmes.org
Green Local Schools	Dean Frank	gren_dfrank@tccsa.net	Amanda Framstad	gren_aramstad@tccsa.net
Hillsdale Local Schools	Catherine Trevathan	ctrevathan@hillsdalelocalschools.org	Alyson Baker	hill_abaker@tccsa.net
Loudonville-Perryville EV Schools	Jennifer Allerding	jeallerding@lpschools.net	Matt Henderson	henderson@lpschools.net
Mapleton Local Schools	Scott Smith	ssmith@imountie.org	Skip Fulton	sfulton@imountie.org
Northwestern Local Schools	Julie McCumber	nrws_mccumbe@tccsa.net	Tyler Keener	nrws_tkeener@tccsa.net
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Tri-County Educational Service Center	Jon Ritchie Brett Lanz	tesc_ritchie@tccsa.net tesc_blanz@tccsa.net	Beth Gaubatz	tesc_bgaubatz@tccsa.net
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Wooster City Schools	Gabe Tudor	wstr_gtudor@woostercityschools.org	Brian Madigan	wstr_bmadigan@woostercityschools.org



Tri-County Educational Service Center Business Advisory Council Consortium

Council Members

BAC Member	Business/Agency	Email	Industry
Cammy Thomas	American Augers	cthomas@americanaugers.com	Manufacturing
Amy Daubenspeck	Ashland Area Chamber of Commerce	cvb@ashlandoh.com	Chamber of Commerce
Cameo Carey	Ashland Area Economic Development	cameo@growashland.com	Workforce Development
Joe Reep	Ashland Comfort Control	joe.reep@ashlandcomfort.com	Architecture & Construction
Tammy Hendershot	Artiflex	THendershot@artiflexmfg.com	Manufacturing
Renee Alfred	Aultman Orrville Hospital	Renee.Alfred@aultman.com	Healthcare
Mindy Scurlock	Brethren Care Village	mscurlock@brethrencarevillage.org	Healthcare
Karen Alsop	Centerra Co-Op	kalsop@centerracoop.com	Agriculture, Food & Natural Resources
Jen Smith	Certified Angus Beef	jeichel@certifiedangusbeef.com	Agriculture, Food & Natural Resources
Mayor Matt Miller	City of Ashland	Mayor@ashland-ohio.com	Government & Public Administration
Rod Cheyney	Heartland Technical Education Center	cheyneyr@acwhcc.org	Education & Training
Tiffany Gerber	Holmes County Chamber of Commerce	tiffany@holmescountychamber.com	Chamber of Commerce
Josh Lehman	Junior Achievement	joshua.lehman@ja.org	Community Partner
Erv Howard	North Central Workforce Alliance of Ohio	ehoward@ncwaofohio.org	Workforce Development
Barbie Lange	Next Step, Next Home	RealtorBarbieLange@gmail.com	Human Services
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Laura Neill	Ohio Light Opera	lneill@wooster.edu	Arts, Audio/Video Technology & Communications
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Denise Robinson	Schaeffler	denise.robinson@schaeffler.com	Manufacturing



Dan Moore	Simonson Construction	dmoore@simonsonconstruction.com	Architecture & Construction
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Steph Martinez	Wooster Brush	StephMartinez@woosterbrush.com	Manufacturing
Danielle Bender	Wooster Community Hospital	dbender@wchosp.org	Healthcare
Donald Hall	Wooster Police Department	dhall@woosteroh.com	Law, Public Safety & Security

Schedule of Meetings

North Central Workforce Alliance of Ohio: Executive Board Meetings

September 8, 2025	March 11, 2025 <i>(tentative)</i>
December 3, 2025	June 10, 2026 <i>(tentative)</i>

Tri-County Educational Service Center: Superintendent Meetings

September 19, 2025	October 20, 2025
November 21, 2025	January 23, 2026
February 27, 2026	March 20, 2026
April 17, 2026	June 5, 2026

Tri-County Educational Service Center: Governing Board Meetings

July 14, 2025	August 11, 2025
September 15, 2025	October 13, 2025
November 3, 2025	December 8, 2025
January 12, 2026	February 9, 2026



March 9, 2026	April 13, 2026
May 11, 2026	June 8, 2026

Business Advisory Council Mission and Vision for the 2025-2026 School Year

The Tri-County Educational Service Center (ESC) BAC Consortium is committed to enhancing collaboration between education, business, and the community. Our mission is to guide students towards career readiness by offering insights into the local economy, emerging industries, and essential employability skills. The Tri-County ESC BAC Consortium is dedicated to preparing students for future careers by developing professional skills, building strong partnerships, and coordinating immersive experiences. We will focus on expanding career exploration programs, engaging parents in new workforce opportunities, and fostering relationships between educators and local industries.

DEVELOP PROFESSIONAL SKILLS FOR FUTURE CAREERS

The Tri-County ESC BAC plans to **Develop Professional Skills for Future Careers** for the 2025-2026 school year.

Initiative 1: Expansion of the “Envision Your Future” Program
<i>Describe in detail the plan associated with implementing this quality practice. What collaborative action steps are required to facilitate achieving outcomes?</i>
The <i>Envision Your Future</i> (EYF) program will expand to include 7th, 8th, and 9th graders across Ashland, Holmes, and Wayne Counties. The program is designed to help students become aware of in-demand jobs and career pathways, learn about their interests and aptitudes, gain leadership skills, and prepare for post-high school success. This comprehensive career exploration initiative includes hands-on experiences, soft skills development, and exposure to various professional pathways through interactive sessions.
<i>List all participating school districts. What percentage of students within the BAC will be impacted by this initiative?</i>
The program is open to all BAC member districts in Ashland, Holmes, and Wayne County. Each district will be offered 5 spots for students to participate and then opened up to more as space allows.
<i>List all businesses involved.</i>
Orrville Area Chamber of Commerce, Orrville Area Boys and Girls Club, Wayne County Schools Career Center, Goodwill of Wayne and Holmes Counties, Heartland Education Community, Tri-County Educational Service Center, Schaeffler Spherion Ohio, Apple Creek Banking Company, Moog, and various community leaders
<i>List all related timelines for each phase of plan development and associated deadlines.</i>
<ul style="list-style-type: none"> ● Program Development: July - September 2025 <ul style="list-style-type: none"> ○ Choose Meeting Dates



- o Plan Learning Targets and Presenters/Facilitators
- o Secure sponsorships
- Student Recruitment: September - October 2025
 - o Registration Information and Promotional Flyer distribution
 - o Student Sign Ups - coordinate with school counselors to identify and enroll eligible students
- Sessions Conducted: October 2025 and April 2026
- Program Evaluation: March - May 2026

List the resources needed for implementation (funding, manpower, tools, for example).

Funding/sponsorships for materials, event location, and lunch for students (MOOG Inc and Heartland Education Community, Inc.), virtual reality technology for enhanced learning experiences (grant funded through Tri-County ESC and Wayne County Schools Career Center), learning targets and objectives for student outcomes (developed by Tri-County ESC), management of marketing (Orrville Area Chamber of Commerce), student registration (Tri-County Educational Service Center), volunteer presenters (coordination by Orrville Area Chamber of Commerce and Tri-County Educational Service Center)

Identify any challenges that may impact this plan. How will the business advisory council overcome these challenges?

Scheduling across multiple districts; mitigated by coordinating session dates with district calendars and providing virtual participation options if needed.

Identify existing [data](#) and set measurable outcomes to achieve plan. If data is unavailable, identify steps being taken to acquire this data.

The Envision Your Future Program in 2023-2024 was considered a pilot program. Two school districts participated (Orrville City Schools and Kingsway Christian School). Ten students (all 10th graders) participated. In 2024–2025, *Envision Your Future* welcomed 50 students in grades 8–10 from five school districts: Chippewa, Green, Northwestern, Orrville, and Waynedale. This year, the program will focus on 7th, 8th, and 9th grade students in order to provide earlier exposure to career exploration and planning. We’re also transitioning from four two-hour learning sessions to two full-day experiences, designed to be more interactive, engaging, and impactful. With these updates, we anticipate doubling enrollment to 100 students.

Intended Outcomes for 2025-2026 Envision Your Future Program:

- Double student participants
- Engagement of at least 75% of school districts
- Increase in career awareness and professional skill development for students
 - o As measured by pre and post assessments
- Improved student readiness for high school graduation and career planning
 - o As measured by pre and post assessment

How does this initiative help to develop relevant in-demand skills for students.

The *Envision Your Future* (EYF) program is specifically designed to bridge the gap for students who are uncertain about what they want to do after they graduate and the vast opportunities available to them. Through a series of targeted sessions, the program equips students with the skills and knowledge necessary to be better prepared to make plans for their future careers.

1. **Career Awareness and Exploration:**
Students gain exposure to a variety of career pathways, including the “Three E’s: Employment, Education, Enlistment”. By engaging in hands-on activities and interacting with professionals, students learn about the skills required for future success, such as critical thinking, problem-solving, and digital literacy. They will be exposed to various tools for career exploration and their interests.
2. **Soft Skills Development:**
The program emphasizes essential soft skills, including communication, teamwork, and adaptability. These



skills are cultivated through structured activities such as mock interviews, resume writing examples, and professional networking opportunities, preparing students to excel in both educational and professional settings.

3. **Adaptability and Lifelong Learning:**

By exploring multiple post-secondary options—whether it be employment, education, or enlistment—students learn to evaluate and adapt their career plans based on their interests and the changing job market. This adaptability is crucial in a world where industries and job roles are constantly evolving.

4. **Leadership and Initiative:**

Through participation in this group setting, students develop leadership qualities and a proactive mindset. They are encouraged to take initiative, set personal goals, and work towards achieving them, fostering a strong sense of responsibility and self-efficacy.

How does this initiative impact students with disabilities? Please refer to the [State Systemic Improvement Plan](#).

The *Envision Your Future* program is designed to support each student's unique needs by providing individualized learning experiences. Sessions are tailored to help students explore their interests and career paths at their own pace. For students with learning differences, we ensure accommodations such as modified materials, assistive technology, and additional support are available. This personalized approach helps all students, including those with disabilities, fully participate and benefit from the program's activities.



BUILD PARTNERSHIPS

The Tri-County ESC BAC plans council plans to **Build Partnerships** for the 2025-2026 school year.

Initiative 1: Expand Teacher and Business Bootcamps
<p><i>Describe in detail the plan associated with implementing this quality practice. What collaborative action steps are required to facilitate achieving outcomes?</i></p> <p>Expand the newer teacher and business tour (bootcamp) in Holmes County, modeled after the successful <i>Vital Connections</i> and <i>2 B.E. Connected</i> programs in Wayne and Ashland Counties. The goal is to immerse educators in the local industry to better understand job market demands and career pathways for students. The bootcamp will tentatively be scheduled to take place in June of 2026.</p>
<p><i>List all participating school districts. What percentage of students within the BAC will be impacted by this initiative?</i></p> <p>The program is open to all BAC member districts in Ashland, Holmes, and Wayne County. Business tours will be focused on employers located in Holmes County.</p>
<p><i>List all businesses involved.</i></p> <p>The planning team will be meeting in October 2025 and will continue to meet for the event facilitation throughout the 2025-2026 school year. Businesses that will participate will be identified by the planning team and contacted in January 2026.</p>
<p><i>List all related timelines for each phase of plan development and associated deadlines.</i></p> <ul style="list-style-type: none">● Initial Planning and Collaboration Meeting: October 2025● Business Identification and Recruitment: November 2025 – January 2026● Development of Bootcamp Schedule: January – February 2026● Marketing Materials Creation and Distribution: February – March 2026● Teacher Enrollment: April 2026● Bootcamp Implementation: June 2026● Evaluation: June 2026
<p><i>List the resources needed for implementation (funding, manpower, tools, for example).</i></p> <p>Transportation for the tours, volunteers to attend the tours and coordinate teachers, open session speakers, closing session speakers, lunches provided for participants, organize and facilitate professional development credit for participating educators</p>
<p><i>Identify any challenges that may impact this plan. How will the business advisory council overcome these challenges?</i></p> <p>Recruitment of businesses willing to participate, overcome by working with Holmes County Chamber of Commerce and Holmes County Economic Development Council to identify business that would be a good fit; Transportation for teachers. Overcome by partnering with local school district willing to provide buses</p>



Identify existing [data](#) and set measurable outcomes to achieve plan. If data is unavailable, identify steps being taken to acquire this data.

Past Participation and Impact:

Over the past eight years, all Tri-County ESC districts have actively engaged in our *Vital Connections* and 2 *B.E. Connected* teacher bootcamps, with more than 200 educators participating in these professional development opportunities. These programs have successfully strengthened the relationship between schools and local businesses, enhancing educators' understanding of in-demand skills and career pathways.

Goals for the New Holmes County Program:

1. **Teacher Participation Goal:**
 - Engage at least 25 teachers from local school districts in the bootcamp
2. **District and Business Engagement Goal:**
 - Establish partnerships with at least 8 local businesses to host tours and workshops, with a focus on industries like manufacturing, agriculture, and healthcare that are vital to the county's economy.
 - Develop a collaborative network that includes participation from all Holmes County districts, ensuring that educators are exposed to a diverse range of career pathways and local employment opportunities for their students.

Expected Outcomes:

- Increased teacher understanding of local industry needs, leading to more effective integration of career-related skills in classroom instruction.
- Stronger district-business partnerships that result in ongoing collaboration, including guest speakers, internships, and student projects aligned with local workforce demands.

How does this initiative help to develop relevant in-demand skills for educators.

The expanded Holmes County teacher bootcamp will provide educators with direct exposure to the skills and competencies most valued by local employers. By participating in immersive business tours and hands-on workshops, teachers will gain first-hand insights into the specific technical and soft skills needed in high-demand fields like manufacturing, agriculture, and healthcare.

Through these experiences, educators will:

1. **Understand Workforce Expectations:** Teachers will see how skills such as problem-solving, teamwork, and adaptability are applied in real-world settings. This understanding will help them better align classroom instruction with the expectations of local industries.
2. **Integrate Industry Standards into Curriculum:** Educators will learn how to incorporate industry-relevant skills, such as digital literacy and project management, into their teaching practices, preparing students for the evolving job market.
3. **Bridge Classroom Learning with Career Pathways:** By connecting with business leaders, teachers will be equipped to guide students more effectively in exploring career pathways and making informed decisions about their future.

This practical knowledge will empower teachers to create more relevant, engaging lessons that not only meet academic standards but also prepare students for success in today's workforce.

How does this initiative impact students with disabilities? Please refer to the [State Systemic Improvement Plan](#).

Teacher training will include strategies for integrating students with disabilities into career readiness programs.



Initiative 2: Create and Maintain a Career Readiness Network

Describe in detail the plan associated with implementing this quality practice. What collaborative action steps are required to facilitate achieving outcomes?

There are a growing number of educators who have the role of career coach, transitions coordinator or work-based learning manager, mainly in our middle and high schools, to address the growing demands and opportunities within career connections. The collaborative network will benefit from sharing best practices for implementation of student programs, career activities, graduation/student success plans and similar projects. The on-going goal will be to create and maintain a local implementation toolkit that will help all schools plan appropriate career connection activities in line with the Business Advisory Council and Ohio's Office for Workforce Transformation.

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

Initially, there was interest from Wooster City Schools, Orrville City Schools, Northwestern Local Schools and Wayne County Schools Career Center. We will also connect with the guidance counselor network to bridge the many activities they are doing under career connections/graduation plans; likewise, high school principals will be a key stakeholder as it relates to the college, career, workforce, military readiness component of Ohio's local report card.

List all businesses involved.

This will vary depending on the resources utilized. We will use this network to promote existing resources and potentially create new ones. Our primary partnership is with our local chambers of commerce, economic development councils and career-technical centers.

List all related timelines for each phase of plan development and associated deadlines.

Career readiness network startup: September 2025
Follow-up meeting: November 2025
Creation of toolkit for schools: January 2026
Continued development of toolkit: March 2026
Launch of toolkit: May 2026 (in preparation for 2026-27 school year)

List the resources needed for implementation (funding, manpower, tools, for example).

Our current resources are: *Envision Your Future (middle school/high school), STEAM Robotics Camp (elementary/middle school), OhioMeansJobs Career Expo (seniors), Vital Connections (educator bootcamps), Manufacturing Day (high school), Junior Achievement Inspire (high school), Pre-apprenticeships (high school), TransfrVR Career Exploration (elementary) and Young Authors Conference (elementary/middle school).*

Activities/Resources for needs assessment: *Healthcare Day (high school), CTE options (middle school), Graduation Plans: OhioMeansJobs readiness seal and work-based learning; Pre-apprenticeship expansion; CCWMR component of local report card.*

Learn and Grow (Ohio initiatives): *Career pathways support network; Regional partnership - cradle to career (SB 208); Drive to Succeed*

Identify any challenges that may impact this plan. How will the business advisory council overcome these challenges?

There are a lot of over-lapping changes in Ohio's education and workforce development. To understand and take advantage of opportunities, it takes time and human capital. As a compilation of mostly rural and smaller school districts, we know competing priorities and personnel capacity can be barriers. We hope this network can grow and provide support/resources that benefit everyone.



Identify existing [data](#) and set measurable outcomes to achieve plan. If data is unavailable, identify steps being taken to acquire this data.

The Career Readiness Network will conduct a needs assessment to identify programming and opportunities for all grade levels and stakeholders. Gaps will be analyzed to determine action plans for growth and improvement, with the goal that all grade levels and student subgroups are addressed. This will be a multi-year process.

How does this initiative impact students with disabilities? Please refer to the [State Systemic Improvement Plan](#).

Transitions on Individual Education Plans for students with disabilities, student success plans and graduation plans all provide avenues to address the needs of each student individually. Student programs and career readiness activities will keep access for all as part planning and implementation.

COORDINATE EXPERIENCES

The Tri-County ESC BAC plans to **Coordinate Experiences** for the 2025-2026 school year.

Initiative 1: Elementary Career Exploration with TransfrVR

Describe in detail the plan associated with implementing this quality practice. What collaborative action steps are required to facilitate achieving outcomes?

TransfrVR headsets provide immersive, hands-on virtual reality experiences that allow students to explore various career paths in industries like manufacturing, healthcare, and technology. The *TransfrVR Career Exploration Program* offers interactive modules where students can engage in realistic job simulations, helping them gain a deeper understanding of the skills required and the opportunities available in these fields. This innovative approach makes career exploration accessible and engaging, inspiring students to consider new possibilities for their futures.

The implementation of TransfrVR virtual reality headsets will provide an innovative approach to career exploration for upper elementary students, specifically targeting grades 4-6. This initiative will be conducted in collaboration with the Wayne County Schools Career Center, utilizing their student ambassadors to help facilitate the program. Through interactive VR modules, students will explore various careers in industries such as manufacturing, healthcare, and IT. The goal is to introduce students to diverse career pathways early on, helping them connect classroom learning with real-world applications and inspiring future career interests.

The Wayne County Schools Career Center student ambassadors will play a crucial role in guiding younger students through the VR experiences, offering insights from their own educational and career pathways. This peer-led model not only enhances the learning experience for elementary students but also provides valuable leadership and mentoring opportunities for the student ambassadors.

List all school districts participating. What percentage of students within the BAC will be impacted by this initiative.

This program will be available to Tri-County ESC BAC member districts. There are currently approximately 2,000 upper elementary students in these districts. Since this is the inaugural year of the program, it is challenging to say how many students/elementaries will be involved, however initially the focus will be elementary schools in Wayne County with further outreach following that.



Initiative 1: Elementary Career Exploration with TransfrVR

List all businesses involved.

Tri-County Educational Service Center, Wayne County Schools Career Center, and TransfrVR. Additional follow up activities may be scheduled with local businesses for visits or tours with participating elementary schools as the program evolves.

List all related timelines for each phase of plan development and associated deadlines.

- Educator and Ambassador Training: December 2025
- Program Launch: January 2026
- Program Continues: February 2026 to December 2026
- Evaluation: November – December 2026

List the resources needed for implementation (funding, manpower, tools, for example).

Funding for VR headsets, software, technical support, training materials for educators and student ambassadors, and transportation for ambassadors if needed.

Identify any challenges that may impact this plan. How will the business advisory council overcome these challenges?

Ensuring technical proficiency and comfort with VR technology among educators and student ambassadors; addressed by providing comprehensive training and ongoing support.

Scheduling sessions at local elementary schools due to time constraints; addressed by providing a flexible schedule and attempting to work with several classrooms at each elementary school.

Identify existing data and set measurable outcomes to achieve plan. If data is unavailable, identify steps being taken to acquire this data.

- Increased engagement and career awareness among upper elementary students.
- Enhanced leadership and mentoring skills for Wayne County Schools Career Center student ambassadors.
- Positive feedback from participants, fostering a scalable model for future career exploration initiatives.

How does this initiative help to develop relevant in-demand skills for students and educators.

The TransfrVR headsets provide an engaging and interactive way for elementary students to explore in-demand careers by immersing them in realistic job environments. Through virtual simulations, students can experience roles in fields like healthcare, manufacturing, and technology, allowing them to "try out" different careers in a safe and supportive setting. This hands-on approach helps young learners connect classroom concepts to real-world applications, understand the skills required for various professions, and begin identifying their own interests and strengths. By exposing students to these career pathways early on, the program encourages them to think about their future aspirations and the steps needed to achieve them.

How does this initiative impact students with disabilities? Please refer to the [State Systemic Improvement Plan](#).

VR experiences will include accessibility features such as closed captions, adjustable settings, and sensory-friendly content, ensuring that all students can participate fully.



Additional Information:

To view the Tri-County Educational Service Center Business Advisory Page Visit:

<https://www.youresc.k12.oh.us/business-advisory-council/>

The current business advisory council plan is located here along with all business advisory council joint statements (posted on March 1st annually).