

WAYNE COUNTY SCHOOLS CAREER CENTER

STRATEGIC PLAN

2026–2029

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LEADERSHIP

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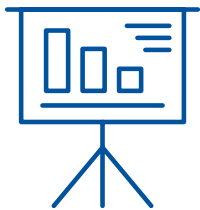
Amy Tietz
Supervisor

Mary Workman
Treasurer

STRATEGIC PLANNING ENGAGEMENT PROCESS

SWOT ANALYSES

2



with Board and
Leadership Team

STRENGTHS
WEAKNESSES
OPPORTUNITIES
THREATS

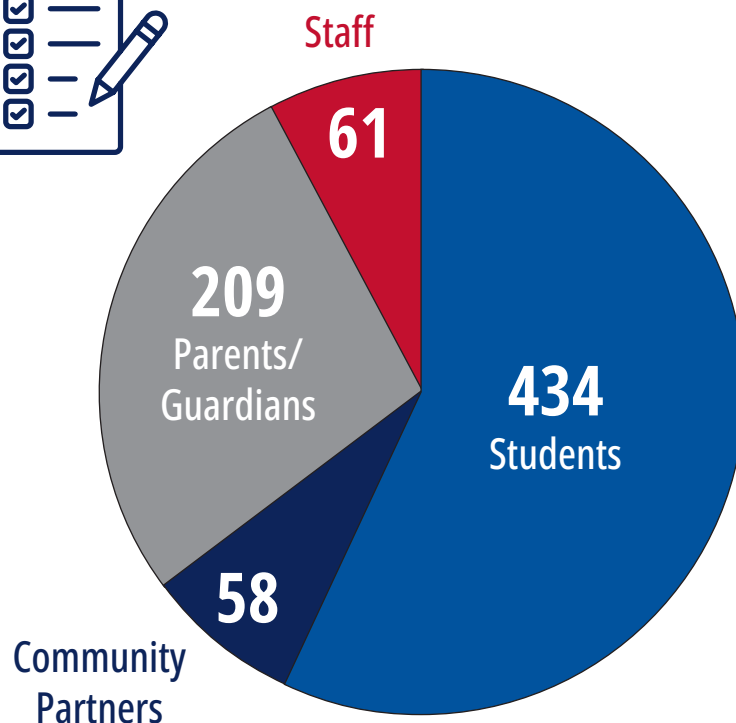
FOCUS GROUPS

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Representing Students,
Adult Learners,
Staff, Partner School
Superintendents,
Principals, and Counselors
and the Business Advisory
Committees

SURVEY RESPONSES



1:1 INTERVIEWS

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with
Community
Leaders



Our Mission

Provide knowledge, skill development and experiences necessary for a lifetime of personal and professional growth.

Our Vision

Using compassion, respect, and teamwork, we make WCSCC a great place to work and learn.

GUIDING PRINCIPLES

Honesty

Integrity, moral character, and truthfulness

Excellence and Enthusiasm

High standards of performance with passion and energy

Accountability

Take responsibility for actions

Respect

Deep admiration and care for others

Teamwork and Trust

Collaboration, safekeeping and well-being of students



A NOTE OF GRATITUDE

The Wayne County Schools Career Center extends its sincere appreciation to all who contributed to this strategic planning process. Through SWOT analyses, focus groups representing key stakeholders, surveys from students, staff, families, and community partners, and interviews with community leaders, we gathered valuable insights to guide our work.

Your input has helped shape a strategic plan grounded in our shared commitment to strengthening the greater Wayne County community by providing meaningful, real-world experiences for students and adult learners.

Thank you for your partnership and dedication to preparing students and adult learners for success in the paths they choose.

With appreciation,
Wayne County Schools Career Center Leadership Team





GOAL 1

Connect Students to Career Pathways and Real-World Opportunities

Ensure all students gain the skills, knowledge, and experiences needed for success in today's and tomorrow's workforce.



GOAL 1

Connect Students to Career Pathways and Real-World Opportunities

Objective 1.1

Regularly review, update, and expand programs to reflect current industry trends, emerging technologies, workforce needs, and evaluate career pathways.

Objective 1.2

Integrate essential workplace skills, such as communication, teamwork, problem-solving, and professionalism, into all programs.

Objective 1.3

Strengthen partnerships with local employers to increase internships, mentorships, and job placement opportunities for students.

Objective 1.4

Provide career exploration opportunities for middle school students and prospective learners.





GOAL 2

Strengthen the Student Experience Through Support and Consistency

Create a safe, inclusive, and consistent environment where all students feel supported, respected, and connected.



GOAL 2

Strengthen the Student Experience Through Support and Consistency

Objective 2.1

Establish and maintain clear, fair, and consistent expectations for student behavior across all programs.

Objective 2.2

Expand access to mental health, wellness, and student support services.

Objective 2.3

Strengthen coordination with partner schools to better support student success, including attendance, behavior, and academic progress.

Objective 2.4

Strengthen supports for students with diverse learning needs, including students with disabilities and 504 plans, to ensure success in career pathways.

Objective 2.5

Recognize and celebrate student growth, achievement, and positive contributions.





GOAL 3

Improve Facilities, Access, and Operations

Strengthen facilities, resources, and systems to support student success and future growth.



GOAL 3

Improve Facilities, Access, and Operations

Objective 3.1

Develop and implement a long-term facility plan that addresses space, program needs, enrollment growth, and the creation of dedicated, high-quality spaces to support the expansion of High School and Adult Education programs and meets the operational needs of the Career Center.

Objective 3.2

Maintain strong financial stewardship while pursuing additional funding sources to support students and programs.

Objective 3.3

Work collaboratively with associate schools to move toward greater calendar alignment where possible to maximize learning, protect instructional time, improve attendance, and reduce scheduling and transportation barriers for students and families.





WAYNE COUNTY SCHOOLS CAREER CENTER



GOAL 4

Equip Staff for Success

Provide staff with the time, tools, and support needed to deliver high-quality instruction and build a strong culture between staff and administration.



GOAL 4

Equip Staff for Success

Objective 4.1

Identify and provide dedicated time for staff to collaborate, plan, and share best practices.

Objective 4.2

Offer ongoing training to support teaching diverse learners and strengthen instructional strategies.

Objective 4.3

Expand opportunities for staff to stay current with industry trends, technology, and workforce expectations.

Objective 4.4

Increase staff wellbeing and reduce burnout by implementing regular wellness supports, open communication opportunities, and positive workplace culture activities.

Objective 4.5

Expand and enhance staff recognition efforts to consistently acknowledge contributions, celebrate successes, and reinforce a culture of appreciation and belonging.





GOAL 5

Strengthen Communication and Partnerships

Build clear, consistent communication and strong partnerships with families, schools, businesses, and the community.

GOAL 5

Strengthen Communication and Partnerships

Objective 5.1

Simplify and streamline two-way communication so families, students, and adult learners can easily access, share, and understand important information.

Objective 5.2

Increase communication with partner schools through district-responsive practices that strengthen partnerships, elevate understanding, and better support student success.

Objective 5.3

Expand partnerships with local businesses, regional industry, and the agricultural community to support program relevance, while enhancing career experiences and workforce connections for students.

Objective 5.4

Promote the value of career and technical education through consistent outreach and community engagement.





GOAL 6

Expand Adult Education and Lifelong Learning Opportunities

Increase access to flexible, high-quality training that supports adult learners and workforce needs.



GOAL 6

Expand Adult Education and Lifelong Learning Opportunities

Objective 6.1

Expand and refine adult education programming aligned with workforce demands and pertinent employment data, supported by academic support services that promote student success.

Objective 6.2

Offer convenient scheduling options, including evening and part-time opportunities, to meet the needs of working adults, informed by enrollment and program needs.

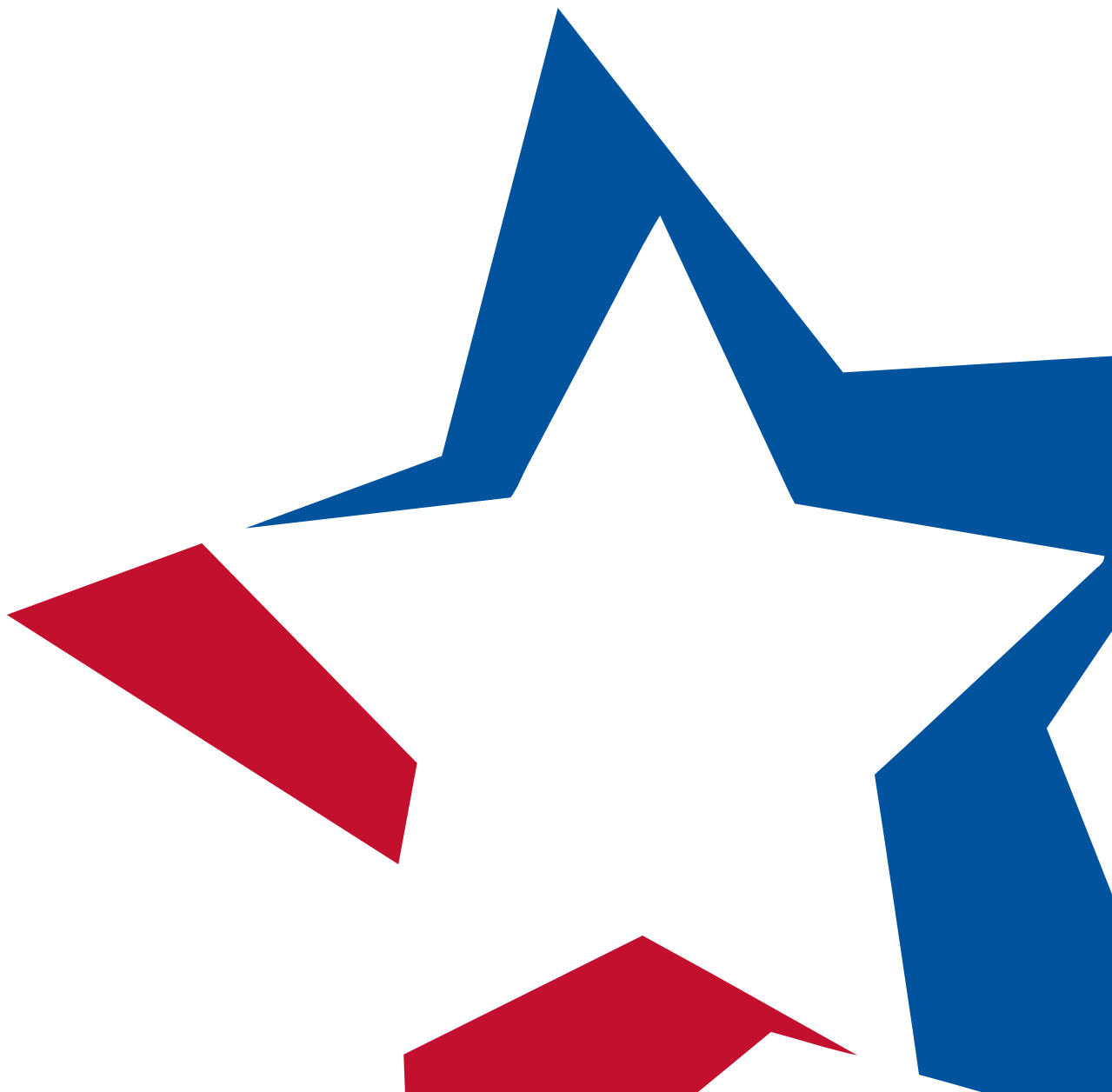
Objective 6.3

Increase access to financial support through community funding opportunities and provide guidance on costs and student support resources, including available funding sources.

Objective 6.4

Operate using effective, efficient, and sustainable processes that improve student and staff experiences while supporting organizational accountability and communication.





STRATEGIC PLAN PREPARED BY:

