

North Cape School District
Education for Employment (E4E) / Academic and Career Plan (ACP)
Approved by the North Cape School Board on 12.16.2024

BACKGROUND

The Wisconsin Department of Public Instruction (<http://dpi.wi.gov/acp>) in the PI-26 legislation requires public school districts to provide academic and career planning services to students in grades 6th - 12th. This Education for Employment / Academic & Career Plan is required to be approved by the school board and published on the school district website annually. Academic and Career Planning (ACP), is a student-driven, adult-supported process in which students create and cultivate their own unique and information-based vision for postsecondary success. Research on the ACP process shows that it increases student motivation, engagement, school connection, and awareness of individual strengths and weaknesses.

MISSION

The E4E / ACP plan supports our overall District Mission by providing opportunities for students to connect learning to their future plans and goals.

District Mission: The North Cape Community strives to be the benchmark of academic excellence through superior teaching of an individualized, rigorous curriculum. We are committed to providing innovative and creative learning experiences in a safe, nurturing environment that will assist our students in achieving their greatest potential for success in the global community.

CAREER READINESS TEAM

The work of creating a strong E4E / ACP plan requires collaboration and hard work from a variety of stakeholders. The current plan was drafted with support and input from the following individuals:

Dr. John Lehnen, Superintendent/Principal
Katie Witzeling, School Counselor
Kim Kaye, Middle School ELA Teacher
Rachelle Senese, Middle School Math Teacher
Stefanie Bernacki, Middle School Science and Social Studies Teacher

STUDENT SUCCESS STORIES

The North Cape School website and Class Dojo highlight student success stories. In addition to the website, for several years, our school has created a new and very important ritual to recognize student success and tell their stories. Every single Friday, our North Cape Staff starts the day in a meeting to celebrate all of the detailed, specific success our students have displayed for the week. We call it “Five Minute Fri-yayyyy”! It is incredibly motivating to our staff to tell the stories of student success. We truly honor all that our students do, how they overcome challenges, persevere and grow personally, socially, emotionally and academically.

DISTRICT CAREER READINESS DATA

- 100% of 4K-5 students participate in weekly social/emotional lessons and guidance activities.
- 100% of 6-8 students participate twice a month in social/emotional/academic guidance lessons and activities.
- 100% of 4K-8 students participate weekly in Art and Music classes. courses during the school day
- 100% of 4K-8 students have weekly computer and technology classes.
- 100% of 6-8 students participate in financial literacy lessons.
- 100% of 8th grade students participate in a career research project and present it to their class.
- 100% of 2nd grade students participate in a career fair and parents and relatives are invited in to speak about their careers.
- The following career-based learning experiences (CBLE) are offered to students in 6th-8th grades:
 - Classroom Speakers (career professionals, guest speakers, parents)
 - Community-related Volunteer / Service Projects
 - Community and career related clubs and activities
- There are a variety of course options available for middle school students. These courses change and adapt to fit student interests and teacher licensure. Current course offerings include:
 - Band
 - Choir
 - Strategy Games
 - Movement and Exercise
 - Drama
 - Art
 - Robotics
 - Cooking

LABOR MARKET INFORMATION

Labor market information (LMI) helps our school district develop career and technical education programs by uncovering the skills students will need in the future. In addition, LMI can help students understand which jobs are most likely to be available and well-compensated. A detailed report of Racine County LMI is linked below.

https://www.jobcenterofwisconsin.com/wisconomy/wits_info/downloads/CP/racine_profile.pdf

Analysis of these profiles reveals the following projected career cluster areas of growth and need in our area:

- Leisure and Hospitality
- Construction
- Professional and Business Services
- Trade, Transportation and Utilities
- Manufacturing

The following jobs are projected to grow faster than average and have the most openings in our area into the future:

- Food preparation and Serving
- Healthcare Support
- Architecture and Engineering
- Transportation and Material moving
- Personal Care and Support

POSTSECONDARY EDUCATION AND WORKFORCE PREPARATION

The ACP program at North Cape School District ensures every student receives exploratory opportunities to begin thinking about preparedness for a variety of career pathways ahead.

This includes:

- Career education and exploration provided for all 6th through 8th grade students using Xello.
- Career Exploration and Skill development through the following clubs and extracurriculars: Chess Club, Forensics, Garden Club, Choir, SLALN Art and Writing, Math Meet, Science Immersion, Leadership conference and Leaders in Action.
- Financial Literacy lessons in grades 6-8 in partnership with Community State Bank.
- Work habits and dispositions are developed throughout a student's 4K-8 experience at North Cape School District.

These skills include but are not limited to collaboration, problem solving, communication, flexible thinking, independent and interdependent work and critical thinking.

- A commitment to Social Emotional Learning for all students to support life skills and the workplace.

PROFESSIONAL DEVELOPMENT FOR STAFF

The North Cape School District is committed to supporting our entire staff to become engaged in the career readiness process. Our District will annually explore professional learning opportunities for staff covering the following topics:

- Benefits of Social Emotional Learning for the success of all
- Book Club for staff on various topics
- Ways to extend and incorporate career, college and self-awareness activities into the classroom across all content areas
- Holding equitable and inclusive career and education conversations with students
- Ongoing coaching and support from the counseling team:
 - Staff meeting embedded professional development
 - Promoting and sharing career pathway opportunities for students
 - Supporting content area educators to recognize and identify curriculum crosswalk between content area and career clusters

FAMILY ENGAGEMENT AND COMMUNITY PARTNERSHIPS

North Cape School District parents, community partners and volunteers play a pivotal role in the Academic and Career Planning (ACP) process. They actively contribute to the development of their children and the betterment of our school sharing their wealth of knowledge, extensive experience, specialized expertise, and unwavering support during various events, community experiences and classroom projects.

Quarterly newsletter is sent to all families in the district. This newsletter is a way to share what we are teaching at school with families.

Furthermore, we actively encourage parents and community members to engage in our educational activities through attendance to family engagement events and volunteering within our school community. Opportunities range from helping coach our teams, presenting in classrooms about their career, participating in Positive Parenting events, PTO and field trips.

ACP CURRICULUM, SUPPORT, AND SERVICES

As a 4K-8 district, North Cape School District is responsible for the Know and Explore Stages of the Academic Career Plan components.

4 Stages to Successful Academic and Career Planning (ACP)



KNOW: Self Awareness and Academic Preparation

- Develop a broad understanding of Academic and Career Planning, including key terms & definitions
- Introduce career exploration tools
- Learn and practice study skills
- Identify post-secondary schools that provide educational pathways for identified careers
- Review opportunities for high school graduation requirements and college credit in high school
- Engage in financial planning experiences that supports post-secondary goals

EXPLORE: Exploration Activities

- Identify a desired career and explore educational pathways, day-in-the-life, salary and job outlook
- Complete an interest inventory, explore related careers & career clusters
- Revisit Interest Inventories and update careers & career clusters of interest
- Explore the educational pathways for identified careers, including high school and postsecondary coursework.

INDIVIDUALIZED ACP SUPPORT

Personalized support is offered to students via ACP (Academic and Career Planning) content area lessons within the classroom, collaborative in-class projects, and immersive learning engagements with our community partners. In January, the 8th grade students and their parents are invited to the Waterford Union High School for an evening presentation to discuss course options and student engagement opportunities for 9th grade. Students and their families use this information to register for courses in February. School Counseling staff work collaboratively, with partner districts and Waterford Union High School to develop a uniform system for communicating and preparing our 8th grade families with their transition to high school.

ACCESS FOR ALL STUDENTS

Our team of case managers collaborates closely with our school counselor to develop customized transition plans for students with IEPs, 504 plans and English Language Learners. These comprehensive plans are designed to establish a robust support framework that empowers all our students to successfully achieve their Academic and Career Planning (ACP) goals.

CURRENT PROGRESS AND FUTURE GOALS FOR IMPLEMENTATION

The foundation for a strong ACP and E4E program at North Cape School District is well established in our learning community. School counseling services have allowed us to focus more intently on articulating our current initiatives while growing opportunities for students and engaging students and caregivers in strong transition and career exploration activities. As we build on these foundations, areas for future growth and study are needed. Specific goals for our team include the following:

- Expansion of staff professional development on curriculum crosswalk
- Student, community, and caregiver input on ACP committee

- Collaboration with 4K-8 partner districts and Waterford Union High School for alignment of Academic and Career Planning vision,goals and needs

MOST RECENT DATE OF BOARD APPROVAL