



## Education for Employment (E4E) / Academic & Career Plan (ACP) 2025 - 2026

### 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 / VISION

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

**District Mission:** Empowering growth, connection, and success for all members of our learning community

**District Vision:** A community that pursues equity, where each person belongs and thrives

**Pillars:**

Whole Child Growth and Success

Empowered Community

Exceptional Staff, Exceptional Leadership

Equitable Stewardship

**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:

Kelli Weiss-Golatke, Director of Student Services

Anna Young, Superintendent

Willie Williams, Principal

Marian Guillen, School Counselor

Carrie Gleba, School Counselor

Steve Tilley, School Counselor

Jessica Herkowski, Social Studies Teacher

Jennifer Clark, STEAM Teacher

Dan Savagian, Tech Ed Teacher

Lalitha Murali, G&T Teacher

## STUDENT SUCCESS STORIES

### [“For One Teacher, PD Leads To Zero-G”](#)

DPI Teaching and Learning Team

Excerpt: *“She started a STEM/NASA club, so more students can have an opportunity to engage with projects that can fuel their excitement and learning. Each opportunity springboards them all into more opportunities. Murali’s club (comprised of 6-8th graders) is working with UW-Milwaukee and NASA on pharmaceutical testing of a new drug. That new drug “...is going to go in the rocket and then after it comes back they are going to test ... to see how the high altitude affected the physical and chemical properties of the drug.”*

### [“Glen Hills celebrate World Water day by learning about conservation”](#)

By: Phillip Bourdreaux / Spectrum News

Excerpt: *“Building young people to become the next water scientists, the stewards, will be the way we transform the future into something that is sustainable, livable, and just a wonderful world,” said Brigid Meyers, Water Challenge Manager at Earth Echo International.*

## DISTRICT CAREER READINESS DATA

### District Career Readiness Data

- 100% of K5-3 students have access to 50-60 minutes of guided play and social-emotional learning daily.
- 100% of 4-8 students participate in visual and/or performing arts during the school day.
- The following career-based learning experiences (CBLE) are offered to students in 4th-8th grades:
  - Classroom Speakers
  - Company Tours
  - Career Awareness Week
  - Career-related Projects
  - Career-related Volunteer / Service Projects
  - Career-related Out of School / Club
  - Informational Interview

Career Mentoring

Supervised Agricultural Experience

- Fourteen out of Fourteen Career Clusters are reviewed across multiple classrooms and content areas as detailed in the grid below:

Career Clusters by Grade		
6th	7th	8th
Agriculture	Agriculture	Agriculture
Construction	Construction	Construction
Advanced Manufacturing	Advanced Manufacturing	Advanced Manufacturing
Energy & Natural Resources	Energy & Natural Resources	Energy & Natural Resources
Arts, Entertainment & Design	Arts, Entertainment & Design	Arts, Entertainment & Design
Public Service & Safety	Marketing & Sales	Public Service & Safety
Digital Technology	Digital Technology	Digital Technology
Hospitality, Events & Tourism	Education	Financial Services
Supply Chain & Transportation	Hospitality, Events & Tourism	Hospitality, Events & Tourism
	Healthcare & Human Services	Healthcare & Human Services
	Supply Chain & Transportation	Management & Entrepreneurship
		Supply Chain & Transportation

## 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 Milwaukee County LMI is linked below.

[Milwaukee County 2023 Workforce Profile](#)  
[Hot Jobs Milwaukee to 2030](#)

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

- Leisure and Hospitality
- Education and Health Services
- Information Technology
- Professional and Business Services
- Trade, Transportation and Utilities

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

- Registered Nurse
- Heavy and Tractor-Trailer Truck Drivers
- Technical Sales Representatives
- General and Operations Managers
- Management Analysts
- Software Developers

## POSTSECONDARY EDUCATION AND WORKFORCE PREPARATION

The ACP program at Glendale River Hills School District ensures every student is prepared for life after school no matter what path they plan to take. This includes:

- Career and technical education is provided in the school district for 4th through 8th grade students. Topics covered include engineering, design, woodworking, machines, marketing, agriculture and design.

- Career Exploration and Skill development through the following clubs and extracurriculars: STEM Club, Green Team, Garden Club, Rainbow Rights, Forensics, Robotics and STEM Club.
- A commitment to Social Emotional Learning for all students to support workplace and life skills.

### PROFESSIONAL DEVELOPMENT FOR STAFF

The Glendale River Hills School District is committed to supporting our entire staff to become engaged in the career readiness process. Our School Counselors will annually provide professional development of staff covering the following topics:

- Benefits of Academic and Career Planning and Social Emotional Learning on student success
- 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
- Coaching and support in utilizing our career and education exploration platform, Xello
- Utilization of the Inspire network to enhance classroom learning and experiences

### FAMILY ENGAGEMENT AND COMMUNITY PARTNERSHIPS

Glen Hills 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 by generously sharing their wealth of knowledge, extensive experience, specialized expertise, and unwavering support during various events, community experiences and classroom projects. Planned activities in 2025-2026 include a College & Career Awareness Week together with our annual STEM fair, College & Company Tours and World Water Day Activities

Community partnerships with colleges and businesses are essential for aligning our ACP initiatives with the demands of a future-ready workforce. Collaborations such as classroom partnerships with the UW-Milwaukee School of Architecture and MSOE Engineering Workshops help foster post-secondary awareness and career exploration.

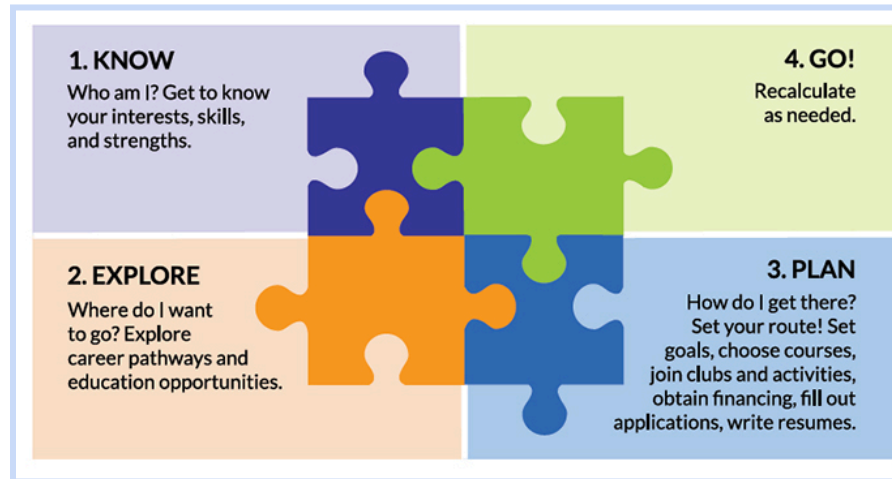
In addition, our annual STEM fair showcases the strength of these connections, featuring over 34 community partners and local businesses. Partners include BMO Harris, Mathnasium, Milwaukee Public Museum, Milwaukee River Keepers, Northwestern Mutual, Plunkett Raysich Architects, Society for Conservation Biology, Stantec Consulting Services, Inc., STEM Forward, UWM School of Freshwater Sciences, WE Energies, and the Wisconsin DNR, among others.

Caregivers are kept informed about ACP initiatives, their goals, and how their children are actively participating. Updates are regularly shared with parents through our Thursday folders. Furthermore, we actively encourage parents and community members to engage in our educational activities.

The Student Services team also promotes awareness of transitions and provides ACP support at family open house events, parent conferences, and via direct email. Additionally, 8th-grade students receive transition information during a dedicated family night and are offered individualized conference opportunities.

#### **ACP CURRICULUM, SUPPORT, AND SERVICES**

The information below provides a visual overview of our current ACP curriculum, process and activities:



KNOW	EXPLORE	PLAN	GO!
<p><b>Glen Hills scholars get to know their interests, skills and strengths by answering the question:</b></p> <p style="text-align: center;"><b>WHO AM I?</b></p> <p>Students know:</p> <ul style="list-style-type: none"> <li>• Their interests</li> <li>• Their skills/abilities</li> <li>• Their strengths</li> <li>• Their learning style</li> <li>• How to identify and write</li> </ul>	<p><b>Glen Hills scholars explore career pathways and education opportunities by answering the question:</b></p> <p style="text-align: center;"><b>WHERE DO I WANT TO GO?</b></p> <p>Students know:</p> <ul style="list-style-type: none"> <li>• Post Secondary Option Awareness</li> <li>• Different career clusters and pathways that match their interests, skills and</li> </ul>	<p><b>Glen Hills scholars set goals, choose courses, join clubs and activities and answer the question:</b></p> <p style="text-align: center;"><b>HOW DO I GET THERE?</b></p> <p>Students have:</p> <ul style="list-style-type: none"> <li>• Set academic, career, and personal/social goals</li> <li>• Opportunities to join clubs and extracurricular activities</li> </ul>	<p><b>Glen Hills scholars put their dreams into action and recalculate those plans as needed.</b></p> <p style="text-align: center;"><b>RECALCULATE AS NEEDED</b></p> <p>Students have:</p> <ul style="list-style-type: none"> <li>• Selected and enrolled in a High School</li> <li>• Enrolled in High School courses that reflect their future goals</li> </ul>

the elements of a SMART goal <ul style="list-style-type: none"> <li>Where to access additional information and resources to help them on their road to self discovery and learning</li> </ul>	strengths <ul style="list-style-type: none"> <li>Requirements and courses of study needed for their future plans</li> <li>Where they can go to receive the education and training they need to pursue their career interest</li> </ul>		<ul style="list-style-type: none"> <li>Engaged in meaningful school or community-based opportunities to grow their skills and interests</li> </ul>
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## CAREER READINESS AND CAREER-BASED LEARNING ACTIVITIES GRADES K - 5th

	<b>KNOW</b> <i>Who Am I?</i>	<b>EXPLORE</b> <i>What do I want to do?</i>	<b>PLAN</b> <i>How do I get there?</i>	<b>GO...</b> <i>Recalculate as needed</i>
<b>GRADE K</b>	<b>Second Step</b> <ul style="list-style-type: none"> <li>How and Why to Pay Attention</li> <li>Exploring and Identifying Emotions</li> <li>Ways To Be Calm</li> </ul>	<b>Second Step</b> <ul style="list-style-type: none"> <li>Ways to Solve Problems</li> </ul>	<b>Second Step</b> <ul style="list-style-type: none"> <li>Mistakes Are Part of Learning</li> <li>Using Kind Words to Encourage Self and Others</li> <li>Showing Empathy and Kindness</li> </ul>	<ul style="list-style-type: none"> <li><i>STEAM Fair</i></li> </ul>
<b>GRADE 1</b>	<b>Second Step</b> <ul style="list-style-type: none"> <li>How I Can Pay Attention</li> <li>Avoiding Distractions</li> <li>Understanding Emotions of Self and Others</li> <li>Ways to Stay Calm</li> </ul>	<b>Second Step</b> <ul style="list-style-type: none"> <li>How to Keep Trying</li> <li>Learning Something New</li> <li>Ways to Be Kind</li> <li>Problem-Solving Skills</li> </ul>	<b>Second Step</b> <ul style="list-style-type: none"> <li>Demonstrating Paying Attention In Spite of Mistakes and Distractions</li> </ul>	<ul style="list-style-type: none"> <li><i>STEAM Fair</i></li> </ul>

<b>GRADE</b> <b>2</b>	<b>Second Step</b> <ul style="list-style-type: none"> <li>- Helpful and Unhelpful Thoughts</li> <li>- Identify Reasons To Feel Proud and Disappointed</li> <li>- The Way To Say A Problem</li> </ul>	<b>Second Step</b> <ul style="list-style-type: none"> <li>- Identify What You Have Done to Get Good at Something</li> <li>- What Mistakes Tell Us</li> <li>- Learn and Get Better</li> <li>- Helping Yourself Feel Better</li> <li>- What Is Empathy</li> <li>- Thinking of Solutions to Problems</li> </ul>	<b>Second Step</b> <ul style="list-style-type: none"> <li>- We Can Change Our Thoughts</li> <li>- Exploring and Understanding Feelings of Self and Others</li> <li>- Identifying Kind Acts You Could Do For Different People</li> <li>- Choosing Solutions to A Problem</li> </ul>	<ul style="list-style-type: none"> <li>• <i>STEAM Fair</i></li> </ul>
<b>GRADE</b> <b>3</b>	<b>Second Step</b> <ul style="list-style-type: none"> <li>- Our Changing Brains</li> <li>- Getting Better With Practice</li> <li>- Exploring Big Emotions and When to Take A Break</li> <li>- My Kind of Kindness</li> <li>- Strength of Feelings</li> </ul>	<b>Second Step</b> <ul style="list-style-type: none"> <li>- More Than Practice</li> <li>- How Happy?-Differentiating Feelings through Context and Behavior Clues</li> <li>- Kindness and Friendship</li> <li>- Building Friendship</li> </ul>	<b>Second Step</b> <ul style="list-style-type: none"> <li>- Making A Plan To Grow Skills</li> <li>- Asking Questions</li> <li>- Do Something Kind</li> <li>- Problem-Solving using the STEP Process</li> </ul>	<ul style="list-style-type: none"> <li>• STEAM Fair</li> <li>• Transition To Middle School</li> <li>• Middle School Orientation / Open House</li> </ul>
<b>GRADE</b> <b>4</b>	<b>Second Step</b> <ul style="list-style-type: none"> <li>- A New Point Of View</li> <li>- Saying It Respectfully</li> </ul>	<b>Second Step</b> <ul style="list-style-type: none"> <li>- What Is Rethinking?</li> <li>- How to Rethink</li> <li>- Take Another Look</li> <li>- The Same But Different</li> <li>- Ask, Listen, Learn</li> <li>- Seeing It Differently</li> <li>- Exploring Outcomes</li> <li>- A Good Solution</li> </ul>	<b>Second Step</b> <ul style="list-style-type: none"> <li>- Setting A Good Goal</li> <li>- Making A Plan</li> <li>- Checking Our Progress</li> <li>- Reflecting On Our Journey</li> <li>- Changing Your Mind</li> <li>- A Good Problem-Solver</li> <li>- STEP into Problem Solving</li> </ul>	<ul style="list-style-type: none"> <li>• World Water Day</li> </ul>

<b>GRADE</b>  <b>5</b>	<b>Second Step</b> <ul style="list-style-type: none"> <li>- The Right Goal For Me</li> <li>- Strong Emotions</li> <li>- Beginning To Step</li> <li>- Let's Reflect</li> </ul>	<b>Second Step</b> <ul style="list-style-type: none"> <li>- What Is Stress</li> <li>- What Can I Change</li> <li>- What's the Problem</li> <li>- A Different Point of View</li> </ul>	<b>Second Step</b> <ul style="list-style-type: none"> <li>- My Plan</li> <li>- Changing My Plan</li> <li>- My 10 Minute Goal</li> <li>- Planning for Change</li> <li>- Making a Change</li> <li>- Empathy In Community</li> <li>- Community Solutions</li> <li>- Your Solution</li> <li>- Where? When? Who?</li> <li>- Solution Web</li> </ul>	<ul style="list-style-type: none"> <li>• World Water Day</li> </ul>
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## CAREER READINESS AND CAREER-BASED LEARNING ACTIVITIES

### GRADES 6th - 8th

	<b>KNOW</b> <i>Who Am I?</i>	<b>EXPLORE</b> <i>What do I want to do?</i>	<b>PLAN</b> <i>How do I get there?</i>	<b>GO...</b> <i>Recalculate as needed</i>
<b>GRADE</b>  <b>6</b>	<b>Individual Exploration Activities:</b>  <b>Xello</b> <ul style="list-style-type: none"> <li>- Introduction to Xello</li> <li>- Exploring My Interests</li> <li>- Interests</li> </ul> <b>Second Step</b> <ul style="list-style-type: none"> <li>- How to Grow Your Brain</li> <li>- Trying New Strategies</li> <li>- Making Goals Specific</li> <li>- Respectful Communication</li> <li>- Resolving Challenging Conflicts</li> <li>- Managing Emotions &amp; Decisions</li> <li>- Making Amends</li> </ul>	<b>Career Exploration Activities:</b>  <b>Xello</b> <ul style="list-style-type: none"> <li>- Career Exploration</li> <li>- Interests &amp; Careers</li> <li>- Reflecting on Career Lessons</li> <li>- Tech Ed Course</li> </ul> <b>Second Step</b> <ul style="list-style-type: none"> <li>- Considering Multiple Perspectives</li> <li>- Decision Making</li> </ul>	<b>Planning Activities:</b> <ul style="list-style-type: none"> <li>- Elective Course Selection</li> </ul> <b>Second Step</b> <ul style="list-style-type: none"> <li>- Starting Middle School</li> <li>- Trying New Strategies</li> <li>- Making Goals Specific</li> <li>- Breaking Down Your Goals</li> <li>- Monitoring Your Progress</li> <li>- Long and Short Term Thinking</li> <li>-</li> </ul>	<ul style="list-style-type: none"> <li>• Xello Information shared with Caregivers</li> <li>• Future City</li> <li>• STEAM Fair</li> <li>• MATC Mobile Lab</li> <li>• Student Services Newsletter Updates</li> </ul>

	<ul style="list-style-type: none"> <li>- Conflict Solvers</li> <li>- Positive Sense of Self</li> <li>- Guiding Principles</li> <li>- Multiple Perspectives</li> </ul>	<b>Career-Based Learning Activities</b> <ul style="list-style-type: none"> <li>- Tech Ed Course               <ul style="list-style-type: none"> <li>- Suspensions Bridge Project Management Unit</li> <li>- Wood Name Plate Unit</li> <li>- Sketchup Home Design</li> </ul> </li> <li>- STEAM Course               <ul style="list-style-type: none"> <li>- Green Infrastructure and Design</li> <li>- Coding / Robotics</li> </ul> </li> </ul>		
<b>GRADE</b>  <b>7</b>	<b>Individual Exploration Activities:</b>  <b>Xello</b> <ul style="list-style-type: none"> <li>- Learning Styles</li> <li>- Interests</li> </ul> <b>Second Step</b> <ul style="list-style-type: none"> <li>- Learning from Mistakes and Failures</li> <li>- What Makes Conflict Escalate</li> <li>- Keeping Your Cool in a Conflict</li> <li>- Conflicts and Perspectives</li> <li>- Resolving Conflict Part 1</li> <li>- Resolving Conflict Part 2</li> <li>- Taking Responsibility for Your Actions</li> <li>- Tips for Resolving Conflicts</li> <li>- Self-Concept</li> </ul>	<b>Career Exploration Activities:</b>  <b>Xello</b> <ul style="list-style-type: none"> <li>- Discover Learning Pathways</li> <li>- Matchmaker</li> <li>- Nontraditional Career Matches</li> <li>- Biases and Career Choices</li> </ul> <b>Second Step</b> <ul style="list-style-type: none"> <li>- Creating New Pathways in Your Brain</li> <li>- Influences on Self-Concept</li> </ul> <b>Career-Based Learning Activities</b> <ul style="list-style-type: none"> <li>- Tech Ed Course               <ul style="list-style-type: none"> <li>- Popsicle Bridge Unit</li> <li>-Toothpick Suspension Bridge Unit</li> <li>-Lab Safety/Woodworking Project Unit</li> <li>- Sketchup Neighborhood</li> </ul> </li> </ul>	<b>Planning Activities:</b> <ul style="list-style-type: none"> <li>- Elective Course Selection</li> </ul> <b>Academic Planning Activities:</b> <ul style="list-style-type: none"> <li>- Setting academic goals</li> </ul> <b>Second Step</b> <ul style="list-style-type: none"> <li>- Identifying Roadblocks</li> <li>- Overcoming Roadblocks 1</li> <li>- Overcoming Roadblocks 2</li> <li>- Future Self-Concept</li> </ul>	<ul style="list-style-type: none"> <li>• <i>ACP Information shared with Parents</i></li> <li>• <i>Future City</i></li> <li>• <i>STEAM Fair</i></li> <li>• <i>MSOE Visit</i></li> <li>• <i>Student Services Newsletter</i></li> </ul>

		<div>Design Unit</div> <div>-Board Game Design Unit</div> <div>- STEAM Course</div> <div>- Green Infrastructure and Design</div> <div>- Coding / Robotics</div>		
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<b>GRADE</b>  <b>8</b>	<b>Individual Exploration Activities:</b>  <b>Xello</b> <ul style="list-style-type: none"> <li>- Career Skills</li> </ul> <b>Second Step</b> <ul style="list-style-type: none"> <li>- Who Am I? My Identity</li> <li>- My Interests and Strengths</li> <li>- Be Inclusive and Ask for a Change</li> <li>- Stand Up for Change!</li> <li>- Understanding Stress and Anxiety</li> <li>- Where Does Stress Come From</li> <li>- Can Stress Help You Grow</li> <li>- Strategies for Managing Stress</li> <li>- Changing Strategies and Getting Help</li> <li>- My Stress Management Plan</li> <li>- My Values</li> <li>- Values and Relationships</li> <li>- Recognizing Others' Perspectives</li> <li>- Finding the Best Solution</li> <li>- Making Things Right</li> <li>- Agency</li> </ul>	<b>Career Exploration Activities:</b>  <b>Xello</b> <ul style="list-style-type: none"> <li>- Explore Career Matches</li> <li>- Discover Learning Pathways</li> <li>- Tech Ed Course</li> </ul> <b>Second Step</b> <ul style="list-style-type: none"> <li>- Harnessing My Strengths</li> <li>- Pursuing My Interests</li> <li>- My Future Self</li> <li>- My Path Forward Speak Up and Start a Movement</li> <li>- Sources of Confidence</li> </ul> <b>Career-Based Learning Activities</b> <ul style="list-style-type: none"> <li>- Tech Ed Course</li> <li>- Ping Pong Ball Drop Unit</li> <li>- Picnic Design Unit</li> <li>- Lab Safety/ Pinewood Derby Car Unit</li> <li>- Cardboard Engineering Research Project Unit</li> <li>- STEAM Course               <ul style="list-style-type: none"> <li>- Green Infrastructure and Design</li> <li>- Coding / Robotics</li> </ul> </li> </ul>	<b>Planning Activities:</b> <ul style="list-style-type: none"> <li>- Counselor / Caregiver Conference (Fall)</li> <li>- Counselors Course Planning Meeting: Students investigate high school options: extra-curricular activities, courses, volunteering, etc.</li> <li>- Future Knights Field Trip (course planning, elective fair, activity fair, tours)</li> <li>- Xello - Transition to High School</li> </ul> <b>Second Step</b> <ul style="list-style-type: none"> <li>- High School Challenges</li> <li>- Building Confidence and Agency</li> </ul> <b>Academic Planning Activities:</b> <ul style="list-style-type: none"> <li>- Setting academic goals</li> <li>- Students register for freshman classes</li> </ul>	<ul style="list-style-type: none"> <li>• <i>ACP Conferencing with Counselor</i></li> <li>• <i>Future City</i></li> <li>• <i>STEAM FAIR</i></li> <li>• <i>ACP Information shared with Parents</i></li> <li>• <i>Canoe Mobile</i></li> <li>• <i>Transition Newsletter Updates</i></li> <li>• <i>Drone Academy</i></li> </ul>
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### **INDIVIDUALIZED ACP SUPPORT**

Personalized support is offered to students via ACP (Academic and Career Planning) lessons within the classroom, collaborative in-class projects, and immersive learning engagements with our community partners. In conjunction with these initiatives, we harness the power of Xello, our career information software. Additionally, our commitment extends to one-on-one meetings with 8th-grade students as they prepare for 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.

### **ACP SOFTWARE TOOL / CAREER READINESS TECHNOLOGY**

The District has selected Xello, a web-based tool that helps students to achieve their potential in school, career and life. Xello's interactive and engaging platform allows for both teacher-led and student-guided career and academic planning and exploration. The platform follows students from year to year, allowing them to explore careers of interest and communicate their interests and future plans to caregivers, educators and peers.

### **CURRENT PROGRESS AND FUTURE GOALS FOR IMPLEMENTATION**

The foundation for a strong ACP and E4E program at Glendale River Hills School District is well established in our learning extension program and career and technical education classroom. The addition of expanded school counseling and student support services staff in 2022 has 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 ACP initiatives K-5
- Student, community, and caregiver input on ACP committee
- Expansion of staff professional development
- Identification of career pathway gaps

<b>MOST RECENT DATE OF BOARD APPROVAL</b>
<i>May 23, 2025</i>