Shawano School District
Academic Career Plan

Introduction

School Board Approved 03/10/2025

Academic and Career Planning, or ACP, is a student-driven, adult-supported process in which students create and cultivate their own unique and information-based visions for post secondary success, obtained through self-exploration, career exploration, and the development of career management and planning skills.

The Wisconsin Department of Public Instruction (http://dpi.wi.gov/acp) in the PI26 legislation, requires public school districts to provide academic and career planning services to students in Grades 6 through 12. These academic and career planning requirements connect school districts' education for employment plans and programs to the new academic and career planning requirements.

ACP is intended to equip students and their families with the tools necessary to make more informed choices about postsecondary education, training, and careers for life after high school. It is part of the state's overall vision for every student to graduate high school academically, socially, emotionally, and life ready.

Career Readiness Vision

CAREER READINESS MISSION/VISION
Shawano School District is fully committed to its Career Readiness mission statement: Developing the knowledge, skills and dispositions of a Shawano High School Graduate to help them focus on a purpose and plan for their future. **Shawano School District is fully committed to their Career Readiness vision of:** Inspiring and preparing students to support and enrich their current and future community. **Shawano High School Portrait of a Graduate embodies the following qualities:** Accountable, Adaptable, Critical Thinker, Motivated, Respectful, Self-aware

CAREER READINESS TEAM
Elisha Wagenson - SSD Director of Instruction and Personalized Learning Matthew Raduechel - Principal SCHS Stacey Warnke - Career Readiness Coordinator - SCHS Counselor Greg Brown - Technology Education Teacher Melissa Goers - Agriculture Education Teacher Jeremy Hodkiewicz - Technology Education Teacher Jill Hansen - Art Teacher Stacey Homan - Technology Education Teacher Brian Bloesl - SCHS Counselor *Special Thanks to the following individuals for their contributions to the development of this Career Readiness Plan:* Matt Brunette - Science Teacher Jason Kuehl - SSD Data and Assessment Coordinator Brittany Pensis - SCMS Counselor Will Traber - SCMS Principal Michelle Eron - Shawano Chamber Lindsay Johnson - Shawano Downtown Daniel Zygarlicke - Performance Food Group Stephanie Smith - Performance Food Group

Career Readiness Data

DISTRICT CAREER READINESS DATA
Our 2022-2023 data is the most recent Career Ready Data and is reflected below: ● *Career and Technical Education Participants: 586* ● *Career and Technical Education Concentrators: 268* ● *Students Participating in Work-based Learning: 33 YA, 44 Simulated Worksite, 1 Co-op* ● *Students Participating in Dual Enrollment: 282* ● *Students Participating in AP coursework: 49* ● *Students Participating in Career and Technical Student Organizations: SKILLS (25), FBLA (21), FFA (57)* ● *Students Completing Industry-recognized credentials:54* ● *Local and regional career pathways offered (See Pathway Section for this info)*

CURRENT PROGRESS AND FUTURE GOALS FOR IMPLEMENTATION
Our goal during the 2023-2024 academic year is to carry out our ACP plan, continue to convene our Career Readiness Team on a quarterly basis and assess needed changes. During the 2024-25 academic year, we will focus on the development of an Academic Career Planning Capstone Project (portfolio).

Career Readiness Success Stories

STUDENT SUCCESS STORIES
Shawano School District partners with a social media/marketing company to showcase student success.

Career Readiness in the School District of Shawano

ACP CURRICULUM, SUPPORT, AND SERVICES
Grade Level Appropriate ACP Activities ● **K-5: E4E Activities** In elementary school children will prepare for career readiness by recognizing their individual likes and dislikes as well as their personal strengths and skills. They will understand that all work is important, identifying roles and jobs available both inside and outside of school, establishing work habits, and goal setting (long term and short term). Life Skills classes are offered to elementary students monthly and include topics such as: Bucket-Filling/Listening Skills; Yellow Ribbon/Feelings & Trusted Adults; Culture & Diversity; Friendship & Conflict-Resolution; Goal Setting & Growth Mindset; Academic Skills & Responsibility; Protective Behaviors; Career Readiness; Transition. These themes were established by the Shawano District School Board. In addition, students visit the Fire Department, Charlie's County Market, the Shawano Police Department, Twig's Museum and Shawano County Highway Department. Our Second Graders participate in Careers on Wheels in our Hillcrest parking lot where approximately 12 career-related vehicles come and the volunteers teach the students how their vehicles are used for their career. In 3rd grade, students enjoy a City Tour of Shawano where they visit more than 10 community partners to learn about our community and jobs. Junior Achievement volunteers also visit our classrooms and our Social Studies curriculum incorporates Career Exploration. ● **6-12: E4E and ACP Activities** ○ *Shawano Scope and Sequence* ACP/School Counseling Services ● Counselors and teachers are involved in implementation of SEL and ACP lessons using some guided curriculum. These lessons happen on a weekly or monthly basis through the K-12 setting. ● All students are included in the ACP planning conferences. If a student with disabilities is unable to schedule an ACP meeting with their counselor, the counselor is able to join the annual IEP meeting to go over transition materials during the student's junior year. Whole School Support ● Middle School(grades 6-8) ACP and SEL activities are completed weekly during homeroom. The homeroom advisors change each year for middle school. ● High School (grades 9-12) ACP and SEL activities are completed weekly during homeroom. The homeroom advisors remain with the homeroom group for four years for high school.

PREPARING FOR THE FUTURE

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

- Career and technical education provided in the school district. Please see: link to High School Course Description Booklet.
- Courses that provide advanced placement and/or advanced standing at NWTC and FVTC technical college's associate degree program upon graduation from high school. link to High School Course Description Booklet.
- Early College Credit Program and Start College Now link to High School Course Description Booklet.
- Postsecondary education preparation: UWGB Rising Phoenix, Upward Bound, Career Coach with NWTC, Instructor visits/tours from post secondary partners, Title 6 events related to College and Career Readiness, College/Military Recruiter visits.
- Youth Apprenticeship or other job training and work experience. Students participating in Tech Ed experience work side by side with contractors on construction related projects, complete Automotive technician work for staff, graphics students complete digital projects both in house and in the community, agriculture students are active in the community with plant sales and community beautification projects. Job shadows are offered to Juniors and Seniors.
- Instruction in skills related to employment are offered through industry recognized credentials, Social Emotional Learning and dual credit coursework has embedded employability skills.

CAREER PATHWAYS

Through work with the Regional Career Pathway Coordinator, research on labor market needs, insights from Institutions of Higher Education (IHE), local business/industry alliances and other partnerships, the Shawano School District has analyzed local, regional and state labor market needs to inform and develop relevant curriculum and course offerings to students. These efforts have resulted in the delivery of high-quality career pathways provided to students that meet the Perkins Reserve Grant requirements and some also meet the Regional Career Pathways effort with supportive pathway maps endorsed by a collective advisory of employers, educators and economic and workforce development.

Below are the local and regional career pathways that are offered at Shawano School District:

- Agriculture, Food and Natural Resources - Plant Systems (local until NEW NORTH approves)
- Agriculture, Food and Natural Resources - Animal Pathway (local until NEW NORTH approves)
- Agriculture, Food and Natural Resources - Natural Resources (local until NEW NORTH approves)
- Architecture & Construction - General Construction
- Architecture & Construction - Pre-Design
- Art, Audio/Video, Tech and Communications (local)
- Business Admin -Management
- Business Admin - Finance
- Business Admin - Marketing
- Patient Care
- Manufacturing
- Education and Training

LABOR MARKET INFORMATION
As we consider labor market information (LMI), it is important to understand the geographic layout of our district. The Shawano School District is located within the boundaries of Shawano County, serving more than 2,100 students throughout 189 square miles in the city of Shawano, Towns of Belle Plaine, Herman, Navarino, Pella, Red Springs, Richmond, Seneca, Washington, Waukechon, and Wescott. LMI helps our school district develop cutting-edge 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. To access Labor Market Information for Shawano School District, please consult these resources: Shawano County Workforce Profile DPI Regional Career Pathways Labor market information shows the dominant occupation growth in Shawano county is driven by needs in the areas of manufacturing, agriculture and healthcare.

Career Readiness is for ALL of our Students

INDIVIDUALIZED ACP SUPPORT
Individualized support, appropriate to the pupil's needs, is provided by school district staff as they assist with completing and annually updating an academic career plan for each student. Student Services meets annually with grades 9-12 students and parents to review high school progress and ACP plans.

ACCESS FOR ALL STUDENTS
All students are included in the ACP planning conferences. If a student with disabilities is unable to schedule an ACP meeting with their counselor, the counselor is able to join the annual Individualized Education Plan (IEP) meeting to go over transition materials during the student's junior year. School counselors, parents, and special education teachers work together to integrate ACP into IEP and Postsecondary Transition Planning Process for special education students. As a part of the Perkins Comprehensive Local Needs Assessment process, our district reviews and analyzes data to creates strategies to address barriers for students from special populations participating in ACP activities (especially optional ones), and/or utilizes assets and provides additional support for students from special populations.

FORMAL ACP PROCESS

Shawano School District provides equitable access to a formal process in connecting students with teachers and other school staff for assistance with the development and implementation of each student's academic and career plan. The following activities support and outline this formal process:

- Students in grades 6-8 will meet with homeroom advisor throughout Middle school years
- Students grades 9-12 will stay with the same homeroom advisor throughout High School career

- Utilization of Career Readiness Technology (Xello) to track students' ACP as it develops
  - Maintain usage of XELLO
- ACP Conferences
  - End of 8th and each year of high school

We will be working to add an ACP Portfolio Activity for Seniors to create a showcase of their career journey and exploration.

CAREER READINESS TECHNOLOGY

Shawano School district provides access to an academic and career planning software tool that allows pupils to engage in career exploration and career planning and preparation. The current tool used is Xello. Xello links and other technology used are listed below:

- Xello in Wisconsin website
- Bringing Xello to Life

Xello data will be used to collect student data to make enhancements to ACP Plan and adjust activities. Other surveys and tools are also used to collect data and assess students' interests.

Get Involved

FAMILY ENGAGEMENT

Communications for students and families to learn about ACP, Career and Technical Education courses, career pathways, career- and work-based learning, and dual enrollment opportunities in our district. This information could be included in:

Student Announcements (emailed to parents daily)

- Fall Open House at the High School
- Parent/Teacher Conferences
- Newsletters
- Social media posts
- Webpages
- Production Lab at Middle School
- Workshops or presentations
- ACP outreach that takes place in the community (essential for many special populations)
- Skylert messages to schedule ACP conferencing
- District email communications to parents from staff
- Google classroom

COMMUNITY PARTNERSHIPS

The Shawano School District is proud to collaborate with many business and community partners. Some examples of ways that we have reached out to our business and community partners include:

- Local Chamber of Commerce
- Economic Development Authority
- Shawano Area Youth Professionals
- NWTC, FVTC, UWGB, UWO, Lakeland, and College of Menominee Nation
- Auto Advisory Group
- Construction Advisory Group
- Wolf River Builders Association
- Wolf River Youth Apprenticeship
- FFA Alumni & Supporters
- City of Shawano
- Shawano Downtown - Business Improvement District
- Manufacturing Advisory Group
- Northeast WI Manufacturing Alliance
- ThedaCare - Sources of Strength
- Other Business partners to support CTSO events and activities
- And other relevant business/industry partnerships

PROFESSIONAL DEVELOPMENT FOR STAFF

The Shawano School District is committed to supporting our entire staff to become engaged in the career readiness process. We provide the following professional development to staff:

- CESA 8 Center for Education for Economic Development ACP Professional Development and Updates
- CESA 8 ACP Newsletter shared with all staff
- Career Readiness Team - regular meetings and continued improvement efforts to roll out to the entire Shawano staff/faculty teams.
- DPI Career Readiness Community of Practice and Career Readiness webinars
- CESA Counselor Network participation
- CESA DAC Network participation
- CESA 6 Learning and Assessment Consortium
- Wisconsin Association of Agricultural Educators
- Wisconsin Technical Education Association
- Wisconsin School Counselor Association
- Wisconsin Art Education Association

MOST RECENT DATE OF BOARD APPROVAL
Set for: TBD