



Academic and Career Planning, or ACP, is a student-driven, adult-supported process. Students create their own unique vision for post-secondary success. This is achieved through self-exploration, career exploration, and the development of career planning skills.

Classroom to Career is a strategy to strengthen opportunities for students to connect with local businesses to raise student awareness and prepare them for their future employment.

Traditionally, determining college and career readiness has focused on coursework grades and test results. As a school district, we have worked to identify additional indicators of a student's readiness for post-high school coursework and the world of work.

It is our intention to develop opportunities for our students to get direct involvement with our businesses and community, both in and out of the classroom.

Classroom to Career equips EACH student with skills, tools, and qualities needed to develop a rewarding career plan that fits their talents and interests.

CAREER READINESS MISSION/VISION

All students in the AASD will experience a dynamic Academic Career Plan. This plan evolves from PK-12 learning experiences, both in and out of school, that support employability skills, career awareness, exploration, planning, and training.

All AASD graduates will:

Lead - Our students will set an example for others to follow by thinking critically, solving problems, and communicating effectively.

Care - Our students will show care for themselves, others, and their community by displaying empathy, compassion, and respect.

Contribute Our students will contribute to their classrooms, schools, communities, and the world by being self-directed, productive, and accountable

CAREER READINESS TEAM

Kristin Comerford - Coordinator Career-Based Learning & CTE
 Seth Hahnke - West ACP Coordinator
 Karen Koss - East ACP Coordinator
 Shayla Kimball - North ACP Coordinator
 Mark Cain -West Launch Coordinator
 Karen Coonen - East Launch Coordinator
 Christi Lemery - North Launch Coordinator

Supporting Members:
 K-12 Business & Community Advisory
 High School Business Advisory
 School Counselors

DISTRICT CAREER READINESS DATA

Postsecondary Preparation Data

Year	Advanced Courses	Dual Enrollment	Industry-Recognized Credentials	Work-Based Learning
2023-24	19.4% (861)	33.8% (1500)	2.5% (113)	4.6% (206)
2022-23	20.5% (917)	36.1% (1611)	2.4% (109)	3.9% (174)
2021-22	15.9% (712)	31.9% (1,428)	1.3% (59)	2.9% (131)
2020-21	20.5% (903)	31.7% (1,397)	1.0% (46)	2.0% (89)
2019-20	20.2% (963)	32.3% (1,543)	0.8% (37)	0.6% (30)

Year	Graduate Continuance into Postsecondary
2024-25	51.3% (after 6 months additional 2.4%)
2023-24	55.2% (after 6 months additional 2.4%)
2022-23	51.8% (after 6 months additional .3%)
2021-22	51.4% (after 6-12 months, an additional 7.1% enrolled)
2020-21	50.1% (after 6-12 months, an additional 10.7% enrolled)

Career-Based Learning Experiences:

- 8,922 Participants
 - Speakers - Classroom and Launch Studios
 - Company tours and experiences
 - Career Fairs
 - Mock Interview and Resume Review

CURRENT PROGRESS AND FUTURE GOALS FOR IMPLEMENTATION

We have aligned our District Coherence Governance Policies [R.3](#), District Scorecard, and ensured we have alignment in reaching our Career Readiness Outcome and future goals. We continue to reflect and set goals using feedback from our student surveys and business partners of increasing connections between students and opportunities within our community, being responsive to their interests/needs, and adapting to the workforce needs.

ACP CURRICULUM, SUPPORT, AND SERVICES

[Grade Level Appropriate ACP Activities](#)

- K-5: ACP Activities
 - Field Trips/Classroom presentations/Classroom jobs

- School Counselor Lessons & Second Step
- Curricular connections
- 4th Grade JA BizTown
- 6-8: ACP Activities
 - 6th & 7th Grade Business/Marketing & ACP
 - 8th Grade- Career Exploration via Fox Cities Chamber Career Expo
 - 8th Grade Elective Choice
 - [Middle School Course Guidebook](#)
- 9-12: ACP Activities
 - CareerLaunch Events:
 - Career Presentations, Career Conversations, Field Trip, Simulations
 - School Events/Announcements
 - Homeroom/Advisory Lessons and Presentations
 - Content Integration
 - Work-Based Learning Growth
 - [High School Courses](#)

ACP/School Counseling Services

AASD School Counselors support ACP in many different ways and work to be responsive to students' needs. Students are supported through individual meetings, homeroom presentations, the course selection process, post-secondary events, parent engagement, and connections to Launch events. The School Counselors utilize the ASCA model to support the implementation of a comprehensive school counseling program.

Whole School Support

Currently, ACP lessons at the High School are primarily delivered through Homeroom/Advisory. Career readiness is growing in its content integration through field trips, guest speakers, simulations, and partnerships with our local business community.

All Content areas are reviewing the [Wisconsin Career Readiness Standards \(WCRS\)](#) for content integration. We are seeking board adoption of these standards for the 2026-27 school year. This will support through Teacher Clarity -module 6, asynchronous professional development opportunities - Xello Academy and WCRS Standards, and ACP resources within all 6-12 courses through Canvas.

PREPARING FOR THE FUTURE

The ACP program within the AASD School District ensures every student is prepared for their post-secondary life after high school. This includes:

- [High School Course & Career Planning Guide](#)
 - Career and technical education is provided in the school district in grades 6-12.
 - Courses that provide advanced placement and/or advanced standing.
 - Early College Credit Program and Start College Now
 - Postsecondary education preparation
 - Work-Based Learning -Youth apprenticeship, CTE Internship and Project Search
 - Simulated Work Experiences - PAES Lab, School Stores, House Construction
- Industry Recognized Credentials offered - Microsoft MOS, Adobe, Photoshop, Illustrator, Employability Skills, Leadership Skills, and OSHA Certifications
- Career and Technical Education Student Organizations: DECA, HOSA, Educators Rising, and SkillsUSA

STAFF PROFESSIONAL DEVELOPMENT

Academic and Career planning professional development is embedded in our site's continuous school improvement plans and district offerings.

Staff have had the opportunity to learn through local industry tours, use of Xello training, and partnership with Fox Valley Technical College.

CAREER PATHWAYS

We have 10 certified career pathways in the AASD Career & Technical Education program (Marketing, Manufacturing, IT, Hospitality, Health, Education, Business, Arts AV, Transportation, and Construction) that meet three of the five requirements. (Size, Scope & Quality, Dual Enrollment, Work-Based Learning, Industry Recognized Credential, and CTE Student Organization). With the recent referendum passing, we added the STEM Pathway for the 2024-25 School year.

Here is a link to our [Course Correlation Guide](#) to help students see that we have courses that support all 16 Career Pathways within AASD.

LABOR MARKET INFORMATION

Labor market information (LMI) helps our school districts 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.

We utilize Workforce Development for our Labor Market information. Here is a link to the [Fox Valley Information](#). In addition to this site, we also use our partnerships with local industry to gather qualitative data specific to skills and current workforce needs.

INDIVIDUALIZED ACP SUPPORT

AASD believes in the statement “student-driven, adult supported” and is creating a system to ensure equitable access for students with a continuum of support, as we know students' needs are different. This happens through relationships with our students and families. We utilize our Learning Benchmarks and Outcomes to support students in Academic and Career Planning. They can be referenced on our Classroom to Career website.

ACCESS FOR ALL STUDENTS

ACP is for [all](#) of our students, and all means every. This includes students with disabilities who have Individualized Education Programs/Post-secondary Transition Plans, as well as students with Section 504 Accommodation Plans, English Learners, students who are Gifted and/or Talented, students who are homeless, and students considered neglected and delinquent.

We are working to help all of our **students earn a diploma by design, not by default**. This is possible through equipping students with meaningful and supportive adult relationships, the ability to adapt to

opportunities and challenges, and helping them begin their personalized journeys to successful lives.

CAREER READINESS TECHNOLOGY

In AASD, students in grades 6-12 utilize the XELLO platform to support their ACP plan. We have also recently updated our [website](#), Business Engagement Guide, and created a JOBS Board to support students seeking employment.

FAMILY ENGAGEMENT

The School District of Appleton engages families and caregivers in academic and career planning by:

- Informing parents in each school year about what academic and career planning services their child receives via the AASD website.
- Provide parents with multiple opportunities during each school year to participate in their child's academic and career planning. Describe how this happens.
 - School Events/Announcements
 - Explore Night
 - FAFSA Nights
 - College planning nights
 - Progress reports
 - Request for meetings with School Counselors
 - Community Helpers in classrooms
 - Charter School Fair
- Update parents throughout the school year on the progress of their child's academic and career planning. Describe how this happens.
 - Conferences
 - Progress Reports
 - Course scheduling
 - Individual meetings

COMMUNITY PARTNERSHIPS

The Appleton Area School District is proud to collaborate with our local community. AASD values our business and community partners and continues to work on growing our partnerships to ensure we are providing different opportunities for our students. We utilize our local partners to ensure we are preparing students for their future and highlighting the community we live in. We have a K-12 Business and Community Advisory that helps us in this work. We have used our District Scorecard to keep focused on growing our partnerships. This year, our goal is to increase by 10% in each category. We have created an engagement model to continue to redefine our goals by measuring the quality of partnerships we are building.