School District of Onalaska
Education for Employment/Academic and Career Planning (E4E/ACP)
Long-Range Plan
Updated August 2026

[Board Presentation - August 2023]
[Board Presentation - August 2024]
[Board Presentation - August 2025]
[Board Presentation - August 2026]

July 1, 2023 - June 30, 2028

School District of Onalaska Strategic Plan



Career Readiness Vision

ACADEMIC AND CAREER PLANNING MISSION/VISION
Mission: Empower ALL students to travel the road to adulthood through education and training to careers. Vision: Reimagining K-12 education to equip students with meaningful and supportive adult relationships and the ability to adapt to opportunities and challenges on their personalized journeys to successful lives.

E4E DEVELOPMENT TEAM
Shelby Buchanan, OHS Transition Coordinator Chrissy DeLong, OHS School Counselor Laurie Enos, Director of Student Services Lish Olson, Director of Instruction Nicole Garbers, IP School Counselor John Horman, OHS School Counselor Denise Meyer, NH School Counselor Talya Niehausen, EB School Counselor Rachel Pollock, OMS School Counselor Lorrie Roeck-Wiese, OMS School Counselor Jared Schaffner, OHS Principal Garrett Silker, OHS School Counselor Chris Sullivan, OHS Business and Marketing Teacher

Career Readiness Success Stories

STUDENT SUCCESS STORIES
● Career Academies ○ 8 students earned 6 dual credits at Western and completed mentorships at Onalaska schools through the Onalaska Teacher Education Academy ○ 0 students participated in the Western Fire Academy due to it's one year relocation to Tomah, moved back to Onalaska for 26-27 school year ○ 3 students participated in the La Crosse Health Science Academy ○ 5 students participated in the West Salem Automotive Academy ● Career Awareness Experiences in 2025-2026 ○ Coulee Region Healthcare Festival - 52 students participated ○ La Crosse Area Builders Association Build My Future Field Trip - 50 OHS students participated ○ WARM (Wisconsin Academy of Rural Medicine) Mini-Medical School Day - 3 OHS students participated ○ Inland Packaging and Kwik Trip Distribution Center Tours - 34 OHS students participated ● Youth Apprenticeships ○ 11 OHS students participated in Youth Apprenticeships in careers including Automotive, Carpentry, Childcare, Electrical, Food Service, Manufacturing, Nursing Assistant, and Plumbing ● Industry Recognized Credentials (IRC) ○ 72 seniors are on track to receive an IRC ○ 86 students in grades 9-12 earned an IRC during the 2025-26 school year ● Mentorships ○ 10 OHS students completed mentorships in Aviation, Communications, Education, Marketing, Medical Research, and Veterinary Science

- Transition Programs
    - College Kickstart at Western Technical College
    - OnAbility PAES Lab

Career Readiness in the School District of Onalaska

ACP CURRICULUM, SUPPORT, AND SERVICES

Grade Level Appropriate ACP Activities
ACP Essential Learning Outcomes and Learning Targets

- K-5: Career Awareness
    - Kindergarten-3rd Grade: Intro to Careers, Career Matching, Work Habits
    - Why people work
    - The kinds of conditions under which people work
    - The levels of training and education needed for work
    - Common expectations for employees in the workplace
    - How expectations at school at related to expectations in the world of work
    - 4th & 5th Grades: Xello Career Exploration, Interest Inventory
- 6-8: Career Exploration
    - Developing an understanding of the continuum of careers across work environments, duties, and responsibilities
    - How a student's personal interests and skills related to those careers
    - Potential work-based learning experiences
    - Career research identifying personal preferences in relation to occupations and careers students may pursue
    - Technology Education
    - Xello Career Exploration and Lessons
    - 8th Grade: Exploring Career Math
- 9-12: Career Planning and Preparation
    - ACP embedded in core and elective curriculum
    - Career and Technical Education Courses, 13 transcripted credit courses
    - Course registration information and individual meeting
    - Conducting career research to identify personal preferences in relation to specific occupations
    - School supervised work-based learning experiences
    - Instruction in career decision making
    - Instruction that provides for the practical application of academic skills, applied technologies, economics, including entrepreneurship education and personal financial literacy
    - Student access to career and technical educational programs
    - Student access to accurate national, regional, and state labor market information, including labor market supply and demand
    - Instruction and experience in developing and refining the skills and behaviors needed by students to obtain and retain employment
    - Job Shadows, Job Fair
    - Transition (IEP team driven)
    - 9th Grade: High School Success and 4 Year Plan
    - 10th Grade: Xello Career Interest Lesson
    - 11th Grade: 4 Step Career Decision Making Process Lesson, Junior Campus Tours
    - 12th Grade: Post-Secondary Options and Labor Market Information Lesson

PREPARING FOR THE FUTURE

The ACP program at the School District of Onalaska 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
    - Business Education and Marketing

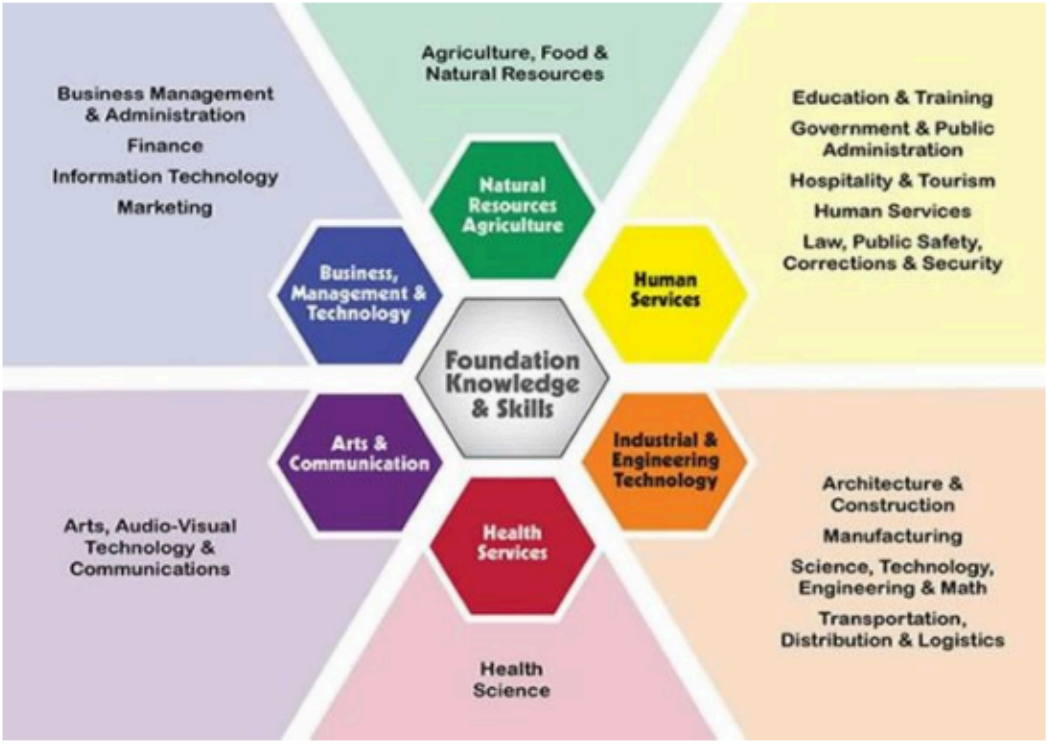
    - Family and Consumer Education
    - Onalaska Teacher Education Academy
    - Technology & Engineering Education
- Courses that provide advanced placement and/or advanced standing at Western technical college's associate degree program upon graduation from high school.
    - 15 OHS Transcripted credit courses in 2025-26
        - Accounting 1 (Business)
        - Accounting 3 (H) (Business)
        - Career Readiness (Business)
        - Child Development (H) (Family & Consumer Education)
        - Computer Applications (Business)
        - Digital Photography (Art)
        - Foods (Family & Consumer Education)
        - Infant & Toddler Development (Family & Consumer Education)
        - Introduction to Business (Business)
        - Introduction to Education (General Studies)
        - Personal Finance (Business)
        - Photoshop (Tech Ed)
        - Practicum (General Studies)
        - Principles of Marketing (Business)
        - Welding Technology (Technology & Engineering)
- Early College Credit Program and Start College Now
    - ECCP/SCN Board Report 25-26 1st Semester
    - ECCP/SCN Board Report 25-26 2nd Semester
- Postsecondary education preparation
    - Course Sequencing
        - Pathways, Career Academies, Course Description Book listing by career cluster
    - Career-based Learning
        - Guest Speakers, Field Trips, Mentorships, Youth Apprenticeships, School-to-work, OnAbility, PAES Lab, Project Search, Program Shadows, Junior Achievement, College Kickstart
    - Industry Recognized Credentials
        - Adobe Certified Professional, Assistant Childcare Teacher, Autodesk Inventor, Automotive Service Excellence, Certified Nursing Assistant, Emergency Medical Technician, Java, Python, Measurement, Materials & Safety, Microsoft Office Specialist
    - Dual Enrollment
        - Transcripted credit, Early College Credit, Start College Now, UW-Green Bay French, UW-La Crosse Statistics, and UW-La Crosse Art Appreciation
    - Career & Technical Organizations
        - FBLA
    - Other
        - Campus Visits, College Applications, FAFSA, Global Scholar, Practice ACT, Project Lead the Way, Spirit Chains, OnaJava
- Youth apprenticeship or other job training and work experience
    - 11 OHS students participated in Youth Apprenticeships in careers including Automotive, Carpentry, Childcare, Electrical, Food Service, Manufacturing, Nursing Assistant, and Plumbing
- Instruction in skills related to employment *Share how your district helps students develop employability skills, including and Industry-recognized Credentials you offer.*
    - Courses
        - Career Readiness, Career Preparation, Principles of Leadership
    - IRC: Adobe Certified Professional (OHS Photoshop)
    - IRC: Assistant Childcare Teacher (OHS Child Development)
    - IRC: Autodesk Inventor (OHS Intro to Engineering)
    - IRC: Automotive Service Excellence (OHS Transportation and West Salem Auto Academy)
    - IRC: Emergency Medical Technician (Western)
    - IRC: Java (OHS AP Computer Science)
    - IRC: Measurement, Materials, & Safety (OHS Exploring Technology & Engineering)

- IRC: Microsoft Office Specialist (OHS Computer Applications)
- IRC: Nursing Assistant (Western)
- IRC: Python (OHS AP Computer Science)

CAREER PATHWAYS

All Career Clusters and Pathways can be found in our Onalaska High School Course Description Book. They include:

- Agriculture, Food & Natural Resources
- Architecture & Construction
- Arts, A/V Technology & Communications
- Business, Management, & Administration
- Education & Training
- Finance
- Government & Public Administration
- Health Science
- Hospitality & Tourism
- Human Services
- Information Technology
- Law, Public Safety, Corrections, & Security
- Manufacturing
- Marketing, Sales, & Service
- Science, Technology, Engineering & Mathematics
- Transportation, Distribution & Logistics



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.

To access Labor Market Information for La Crosse County Click Here

Labor Market Information: High Demand Jobs	
● Architecture and Construction ○ Carpentry, Construction Laborers, Electricians, Plumbers, Civil Engineers ● Business, Management, and Administration ○ Managers, Analysts, HR Specialists ● Education and Training ○ K-12 Teachers ● Finance ○ Accountants, Auditors, Insurance Sales, Financial Advisors ● Health Science ○ Registered Nurses, Dental Assistants ● Information Technology ○ Software Developers, Computer Systems Analysts, Computer Use Support Specialists	● Law, Public Safety, Corrections, and Security ○ Paralegals and Legal Assistants ● Manufacturing ○ Supervisors, Welders, Machinists ● Marketing, Sales, and Service ○ Sales Representatives (Wholesale and Manufacturing), Market Research Analysts and Specialists ● Science, Technology, Engineering, and Math ○ Mechanical Engineers, Industrial Engineers ● Transportation, Distribution, and Logistics ○ Heavy and Tractor-Trailer Truck Drivers

Career Readiness is for ALL of our Students

INDIVIDUALIZED ACP SUPPORT
Each student shall receive individualized support, appropriate to the pupil's needs, from school district staff to assist with completing and annually updating an academic career plan ● Elementary - Every 4th and 5th grade elementary student completes assessments focusing on individual personality, interests, skills, work habits and learning styles. All students use the results of these assessments to guide more extensive career exploration activities ● Middle - ACP-specific lessons occur in grades 6, 7, and 8. Lessons include Xello along with teacher-guided activities. All students are assigned a homeroom Topper Time where the teacher facilitates curriculum, tracks and assists students with completion of their ACP. Eighth grade transition activities include students using their ACP for preparation for the 8th grade STAR Conference and Electives Day at the high school ● High - OHS counselors meet with groups of 9-12 grade students to discuss course registration and the annual update of their ACP. Additionally, counselors are available for individual meetings with students. STAR Conferences are held in the 8th and 11th grades for individualized planning with students and parents. Counselors present career lessons to all 9-12 grade students each year

ACCESS FOR ALL STUDENTS
If a pupil is a child with a disability, the pupil's academic and career plan shall be made available to the pupil's individual education program team. The pupil's individualized education program team may, if appropriate, take the pupil's academic and career plan into account when developing the pupil's transition services. Cost or access barriers will be identified and addressed for any student through Acts of Kindness funds or other community donations and programs.

CAREER READINESS TECHNOLOGY

SDO uses Xello for ACP Lessons, the Course Planner, and the Family Portal. We also use Inspire 7 Rivers as a link between education and industry.

Get Involved

FAMILY ENGAGEMENT

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

- Inform parents in each school year about what academic and career planning services their child receives through building level newsletter, school district website
- Provide parents with multiple opportunities during each school year to participate in their child's academic and career planning including 8th and 11th grade STAR Conferences, Xello access in grades 6-12 for parents, Campus Tour Opportunities, Job Shadow partners, Careers on Wheels presenters, OMS Career Day presenters
- Update parents throughout the school year on the progress of their child's academic and career planning through building level newsletters, school district website, and email communication sent home

COMMUNITY PARTNERSHIPS

The School District of Onalaska is proud to collaborate with over 100 business and community partners including:

- Cooperative Education Service Agency (CESA4) - Professional Development, YA
- Department of Vocational Rehabilitation - Transition
- Department of Workforce Development - Job Fair support
- Goodwill Industries - Job Skills Training
- Gundersen Health System - CNA training programs, staff professional development
- High School Healthcare Consortium - creating healthcare pathways for students
- Inspire 7 Rivers - online career platform
- Job Fair (40 local employers)
- La Crosse Area Builders Association - Build My Future field trip (80+ employers)
- La Crosse County - Job Skills Olympics
- La Crosse Area YMCA - OnAbility program use
- Onalaska Fire Department - Western Fire Academy
- Scenic Rivers Area Health Center - Career exploration, Hands on health days
- School District of La Crosse - Health Science Academy
- Upper Mississippi Manufacturing Alliance - partnership council
- University of Minnesota - Twin Cities - campus tour
- University of Wisconsin Eau Claire - campus tour
- University of Wisconsin Green Bay - dual credit French 202 course
- University of Wisconsin La Crosse - dual credit courses, campus tours, career events
- University of Wisconsin Madison - campus tour
- Viterbo University - dual credit courses, campus tours
- Western Technical College - transcripted credit courses, campus tours, class presentations, monthly career coach advising, hands on field trips, K-12 Partnership Council
- Youth Apprenticeship Employers
    - Bernie Buchner, Chee's Automotive, Childrens Palace, Childrens Treehouse, Eide Electric, Four Sisters, McDonalds, Midwest Garment, OnaCare Center, Performance Construction, and Red Balloon

PROFESSIONAL DEVELOPMENT FOR STAFF

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

- Research Pilot District/Best Practices

- Attend CESA workshops and conferences
- OHS staff field trip to Western Technical College, Apprenticeship Center, Fort McCoy Medical Training, and local employers
- OMS grade level coordinators for ACP curriculum
- SDO staff participation as Inspire Coaches for Xello platform

MOST RECENT DATE OF BOARD APPROVAL: AUGUST 2025