



# School District of Crandon

## Introduction

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

ACP intends to equip students and their families with the tools 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

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### CAREER READINESS MISSION/VISION

*Our mission is to empower every student with the skills, knowledge, and experiences necessary to excel in their chosen careers.*

### CAREER READINESS TEAM

Hollie Ackley - Family and Consumer Science Teacher  
Tony Baker - MS Technology Education Teacher  
Ron Heilman-Alternative Education Teacher  
Kelly Huseby - Curriculum Directors  
Josh Jaeger - MS/HS Principal  
Jessica Keao - High School Counselor  
Willy Krause - Technology Education Teacher  
Jeff Mayer - Business Education Teacher  
Rana Queen-Special Education Paraprofessional  
Brett Schallhorn - Math Teacher  
Tina Taylor - Middle School Counselor

## Career Readiness Data

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### DISTRICT CAREER READINESS DATA

*Include both aggregate and disaggregate data that relates to your ACP Portrait of a Graduate. The [Redefining Ready](#) framework may also be helpful for this section.*

Our 2023-2024 data is the most recent Career Ready Data. It is reflected below:

- Career and Technical Education Participants: 112
- Career and Technical Education Concentrators: 87
- Students Participating in Work-based Learning: 27
- Students Participating in Dual Enrollment: 42
- Students Participating in Career and Technical Student Organizations: 3
- Students Completing Industry-recognized credentials: 3
- Number of Employer Partners: 24
- Number of Career-based Learning Experiences offered: 9
- Local and regional career pathways offered (See Pathway Section for this info): 3 Regional Career Pathways, 1 Local Career Pathway

### CURRENT PROGRESS AND FUTURE GOALS FOR IMPLEMENTATION

A goal for the 2024-2025 school year is to invite community stakeholders to come to our ACP Team meetings twice a year.

A goal for the 2025-2026 school year is to have a College/Career Readiness activity for the seniors while the 9th-11th grade take the practice ACT.

## Career Readiness Success Stories

### STUDENT SUCCESS STORIES

[Youth Apprenticeship Success Story ~ Mason Mullins in Transportation, Distribution, & Logistics](#)

[Youth Apprenticeship Success Story ~ Ryan Schunk in Manufacturing](#)

[Youth Apprenticeship Success Story ~ Ella Williams in Agriculture & Natural Resources](#)

[Youth Apprenticeship Success Story ~ Wyatt Wilson in Architecture & Construction](#)

## Career Readiness in the School District of Crandon

### ACP CURRICULUM, SUPPORT, AND SERVICES

#### Grade Level Appropriate ACP Activities

ACP is embedded into the E4E statute, which spans elementary, middle, and high school grade levels. In elementary school, students prepare for future employment through the ACP plan. This preparation is through subject exploration in each career cluster and pathway.

In Elementary School, children will explore careers through numerous methods, including speakers, field trips, and classroom lessons.

- At the School District of Crandon, students have 1:1 technology starting in kindergarten. Students use technology daily within the school and work on advancing their technological literacy.
- Elementary students have various speakers from many career paths who speak to them about potential careers. These experiences help to promote cooperation among businesses, industries, labor, postsecondary schools, and public schools.
- Elementary students in grades 3rd-5th grade take part in Xello Lessons focused on real world readiness.

#### 6-12: E4E and ACP Activities

- Digital Citizenship is promoted daily at the School District of Crandon in numerous ways. Each middle school student learns about their virtual footprint each year. Their virtual footprint includes not sharing passwords, not connecting online with strangers, etc. They also have a four-week course that focuses on digital citizenship. Win at social is a digital citizenship curriculum that focuses on several social standards:

- Play to your core
- Protect your privacy
- Strike a balance
- Cyberback
- Find your influencers
- Use your mic for good
- Handle the pressure
- Various technical courses can be taken in high school that can lead to an industry-recognized credential.
- Student Council, National Honor Society, and Global Scholars promote citizenship through community service and required volunteer hours.

#### ACP/School Counseling Services

- The school counselors collaborate with teaching staff, students, and families to ensure the success of all students throughout their education. We have a shared goal for each student to have a pathway when they reach graduation. The district's role is to guide the students in their desired pathway. We have ACP meetings with students, parents, and counselors during 8th and 10th grade.
- SEL lessons are incorporated weekly or biweekly throughout K-8th grades.
- Tiered interventions and supports are available for students as needed.

#### Whole School Support

- Students work with the Crandon staff (counselor) to complete ACP lessons and to help develop their life goals. Students can also meet with their counselor as questions arise.
- Students in 6th-12th grade attend the annual Crandon Career Fair
- Before the Career Fair, 10th-12th Grade students take part in two different career presentations of their choosing.
- 10th grade students take part in Job Shadow Day
- Individual yearly scheduling meetings are required at the end of the year to discuss future goals and select classes to help them meet them.
- Resources:  
Xello Lessons  
Win at Social

### **PREPARING FOR THE FUTURE**

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

Career and technical education provided in the school district

- Business courses & Tech Ed Courses:  
<https://docs.google.com/document/d/1ys-dYdZUjct4dxYNj3-UAhSoDutV5A5fhIQMir0Setl/edit>
- Courses that provide advanced placement and/or advanced standing at Nicolet Technical College and UW's upon graduation from high school
- Nicolet Technical College Start College Now and Distance Learning Programs
- UW- Early College Credit Program
- Advanced Placement Courses

Early College Credit Program and Start College Now: [Wisconsin Dual Enrollment Website](#)

Postsecondary education preparation

- Throughout the year, college counselors and representatives come in to talk to students individually and as a group.
- College campus tours are available to students in grades 11-12
- Military recruiters from each branch are available to meet with students and come into all grade levels to promote their programs.
- ASVAB testing is offered in grades 11-12. The ASVAB can aid in military and college placement and provide students with information about careers best suited to them.

Youth Apprenticeship or other job training and work experience [WI Youth Apprenticeship Program](#) and [CESA 9 Youth Apprenticeship Consortium](#)

Instruction in skills related to employment

- ACP lessons 6th-12th grade allow students to explore careers that interest them.
- Beginning with the Class of 2028, students will be required to take Personal Finance.

## 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 School District of Crandon has analyzed local, regional, and state labor market needs to inform and develop relevant curricula and course offerings for students. These efforts have delivered high-quality career pathways to students who meet the Perkins Reserve Grant requirements. 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 the School District of Crandon:

[Architecture and Construction](#) - Regional Career Pathway

Business Finance - Regional Career Pathway

Health Services-Regional Career Pathway

[Manufacturing](#) - Regional Career Pathway

## LABOR MARKET INFORMATION

As we consider the labor market information (LMI), it is essential to understand the geographic layout of our district. The School District of Crandon is located in Forest County. It comprises the town of Crandon and the towns of Alvin, Argonne, Hiles and Mole Lake along with two tribal nations, Forest County Potawatomi and Sokoagon Chippewa. The school district enrollment is derived primarily from rural farm and recreational areas. 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 the School District of Crandon, please consult these resources:

[Forest County Workforce Profile](#)

[DWD WIsConomy Site](#)

[DPI Regional Career Pathways](#)

[Wisconsin Labor Market Information](#)

Labor market information shows the dominant occupation growth in Forest County is driven by needs in the areas of Government & Public Administration, Education & Training and Transportation, Distribution & Logistics.

## PROFESSIONAL DEVELOPMENT FOR STAFF

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

- Provide staff with information about career readiness programs and resources available in the district and that the school counselors can assist students with intensive career advising.
- Career readiness professional learning is provided to all educators regularly on how to conduct equitable and inclusive career conversations with students.
- Career readiness professional learning is provided regularly on how teachers in all subject areas can

help students understand how the content they are learning connects with various careers.

- Onboarding for new leadership/staff during in-service
- CESA 8 ACP Newsletter shared with all staff
- CESA Counselor Network participation
- School to Career Network with Nicolet Area Technical College
- Review of Xello for 6-12th grade staff.
- Professional learning for the 3-5 school counselor on Xello's Real World Readiness Skills

## Career Readiness is for ALL of our Students

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### INDIVIDUALIZED ACP SUPPORT

- The school counselor meets with 8th and 10th-grade students and families individually to plan courses and prepare for post-secondary goals. Annual meetings with counselors are available as needed.
- Students utilize Xello and monthly ACP lessons to determine individual academic and career interests.

### 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.

Students who are working in an Alternative Education setting off campus, are required to complete Employability Skills for their program. They are also invited to attend the Career Readiness activities, such as the Career Fair, career presentations, and field trips.

### CAREER READINESS TECHNOLOGY

The School District of Crandon 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, which is linked below:

- [Xello in Wisconsin website](#)
- [Bringing Xello to Life](#)

## Get Involved

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### FAMILY ENGAGEMENT

The School District of Crandon engages families and guardians in academic and career planning in various ways, including the following:

- Inform families, each school year about what academic and career planning services their child receives. This information is provided through face-to-face meetings, and letters sent home with report cards.
- Provide families with multiple opportunities during each school year to participate in their child's academic and career planning and update families throughout the school year on their child's academic and career planning progress. These opportunities occur through family conferences, 8th & 10th grade conferencing, phone calls home, etc.
- Other ways in which our district engages families in the ACP process:
  - Facebook posts celebrating ACP success
  - Website updates highlighting the ACP process and activities

<b>COMMUNITY PARTNERSHIPS</b>
<p>The School District of Crandon is proud to collaborate with many business and community partners. Some examples of ways we have reached out to our business and community partners include:</p> <ul style="list-style-type: none"><li>• Youth Apprenticeship partnerships, job shadowing, mock interviewing, career fair, career presentations, ACP process involvement, and Nicolet College Advisories. The career and technical education (CTE) teachers will work to consider the development of their advisory committee.</li></ul>



<b>MOST RECENT DATE OF BOARD APPROVAL</b>
<i>Tentative Date - November 11, 2024</i>