



2023-24 Education for Employment Plan & Program


Chapter PI-26

[Chapter PI-26](#) is the legislation in the State of Wisconsin that requires every school district to provide academic and career planning services to pupils enrolled in grades 6 to 12 in the school district beginning in the 2017–18 school year. This chapter establishes the requirements for education for employment programs. The purpose of education for employment programs is to do all of the following:

- (a) Prepare elementary and secondary pupils for future employment
- (b) Ensure technological and financial literacy; to promote lifelong learning
- (c) Promote good citizenship
- (d) Promote cooperation among business, industry, labor, postsecondary schools, and public schools
- (e) Establish a role for public schools in the economic development of Wisconsin

Vision, Mission, & Core Values

Chapter PI-26 aligns nicely with the North Lake School District's mission, vision, and core values. (See graphic below)



NORTH LAKE SCHOOL

OUR VISION:

North Lake School will continually adapt to provide our school community with the skills and strategies needed to grow and succeed in all aspects of life as confident, motivated, life-long learners.

OUR MISSION:

It is the mission of North Lake School to help our students and school community to reach their potential and become their best. We are committed to develop and grow their passion for a life full of learning, sharing, and exploration. Through strong relationships, rigorous academic and behavior standards, relevant and application-based coursework, and high expectations for all stakeholders, we will work together to achieve excellence.

OUR CORE VALUES:

Every day at North Lake School, we TEACH, MODEL and EXPECT the 7 C's:

CHARACTER:
We model our character through integrity, mutual respect, good conduct, positive attitudes, caring and kindness.

CRITICAL THINKING:
We continually develop and challenge our capacity to think, reason, solve problems, and adapt to an ever-changing world.

COMMUNICATION:
We consistently and effectively communicate with students, with parents, and with our staff.

COLLABORATION:
We understand education is a partnership between educators, parents, students, and the community, and will share the responsibility to ensure growth and success.

CREATIVITY:
We connect students to their course content, and provide opportunities to express ourselves through our work and activities.

CONFIDENCE:
We are not afraid of failure because we learn from it. We will accomplish our goals because of our ability to persevere.

CHANGE:
We are able to adapt to the constant change in both education and life in general, because we expect it, and will work in partnership to overcome any and all obstacles.

Academic and Career Plans

Academic and Career Plans (ACPs) are plans that students will develop for success in high school and postsecondary academic and career development. With support from teachers, counselors and parents, the ACP process at the middle school level helps students begin to formally explore their interests, skills, values, and careers of interest as a base for their further planning in high school. Throughout the process, students complete self-assessments, set goals and participate in career exploration activities to become more aware of individual strengths and weaknesses, and gain a better understanding of college and career options. The result is that students are better able to connect their goals to educational coursework in high school and determine a pathway best suited to their career goals. Engagement in long-term planning for life after high school graduation is at the basis of the ACP plan. Individualized support will be available as needed. If a pupil is a child with a disability, the pupil's ACP shall be made available to the pupil's IEP team. In summary, the Department of Public Instruction defines ACP: *“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.”*

Labor Market Data

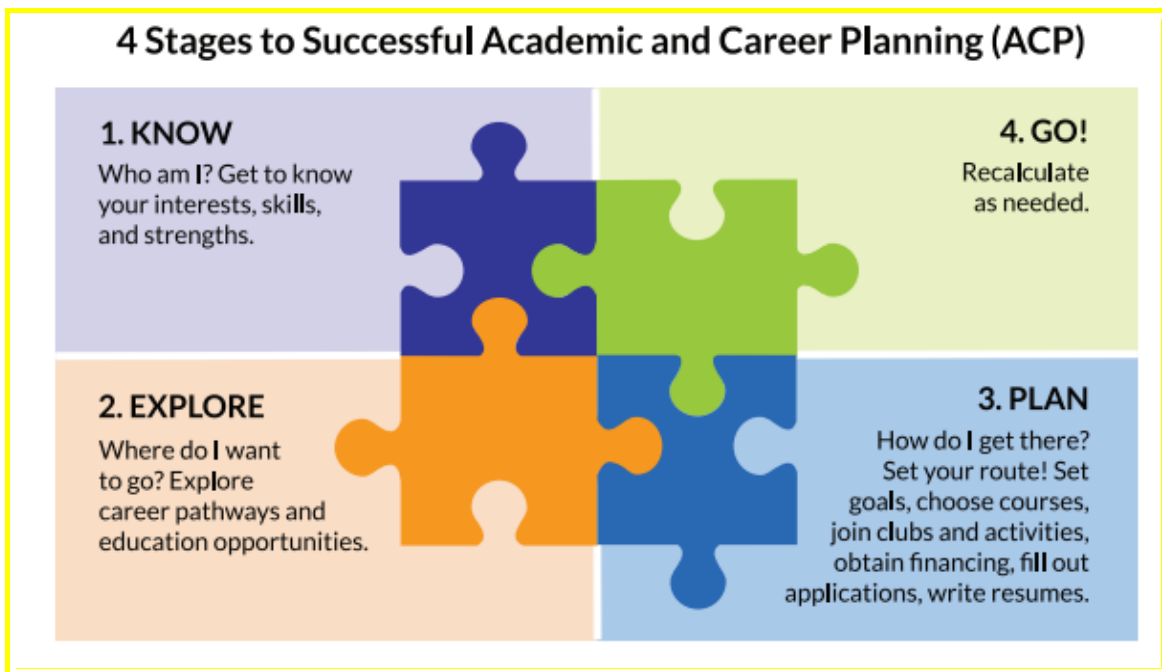
In analysis of local, regional, and state market needs, it is clear that there is a need for continued growth. According to a Hart Research Associates survey, the majority of hiring managers place most value on soft skills including communication, teamwork, decision making, critical thinking, knowledge application, and problem solving. This research demonstrates that less than 38% of employers say college grads are prepared in these skill areas. It is clear that continued education in the employability and soft skill areas is important. It is also clear that attention to tech ed exposure is needed as early as middle school. North Lake School has a tech ed course titled “Lakers Manufacturing.”

Parent Engagement

As in all aspects of the educational process, parents are partners in this process. North Lake School District will inform parents of students in grades 6-8 each year as to the progress of their child's ACP. This will be done through a collaborative parent/child homework assignment. Parents will also have access to their child's plan and actively participate in this important process. Career awareness and financial literacy at the elementary levels are taught through the School Counseling department's curriculum and instruction, Junior Achievement programming and a partnership with the Waukesha County Business Alliance.

Know, Explore, Plan, Go

The Department of Public Instruction has defined the four stages of Academic and Career Planning. North Lake is ensuring that all students have the opportunity to explore each of the stages as it relates to their individual journeys.



Community Involvement

Community partnerships are critical in the success of ACP. North Lake School is very proud of the strong community and business support as demonstrated by numerous grant awards, gifts, and sponsorships. North Lake School actively searches for local sponsorships to help enrich educational opportunities for its students. Businesses or individual sponsors are encouraged to provide presentations and in-kind donations to our school and student body. North Lake's collaboration with Junior Achievement, the Oasis Project, Waukesha County Technical College and membership in the Waukesha Business Alliance are also strong community ties.

Assessment & Accountability

The North Lake School staff will annually review and update the ACP plan and Education for Employment Program. A report will be prepared for the North Lake School Board describing plan and program progress as well as identifying future goals aimed at improving pupil outcomes. The stages of ACP and its activities will also be assessed annually and modified to best meet the needs of our learners.

ACP Activities

This is an evolving document that will continue to grow as we connect activities to our ACP plan. The capstone programs include Junior Achievement and Project Lead the Way. Xello (formerly Career Cruising) is the state-sponsored software tool that North Lake School utilizes for ACP plan development along with student exploration and planning in careers. Financial literacy is taught K-8 in collaboration with Junior Achievement and the Waukesha County Business Alliance.

Grade	Activities	Component (Know, Explore, Plan, Go)	Family Engagement
K	JA Ourselves Guidance: Career Exploration PLTW Launch	Know, Explore	Parent/Teacher conferences Special Events
1	JA Our Families Guidance: Career Exploration PLTW Launch	Know, Explore	Parent/Teacher conferences Special Events
2	JA Our Community Guidance: Career Exploration (connection to school skills) PLTW Launch	Know, Explore	Parent/Teacher conferences Special Events
3	JA Our City Guidance: Career Exploration (connection to education) Engineering is Elementary PLTW LAUNCH (Coding)	Know, Explore	Parent/Teacher conferences Special Events

4	JA Our Region Guidance: Career Exploration (connection to school skills) Engineering is Elementary PLTW Launch (Coding)	Know, Explore	Parent/Teacher conferences Special Events
5	JA Our Nation JA Biztown Guidance: Career Exploration (connection to interests), Goal Setting PLTW Launch Foundations Elective (Middle School Transition Course) LME 5	Know, Explore, Plan	Parent/Teacher conferences Special Events
6	JA Global Marketplace Guidance: Xello PLTW Gateway LME 6	Know, Explore, Plan	Parent/Teacher conferences Special Events Xello parent assignment
7	JA It's My Business Guidance: Xello PLTW Gateway-Design & Modeling	Know, Explore, Plan	Parent/Teacher conferences Special Events Xello parent assignment
8	JA Economics for Success JA Finance Park Guidance: Xello - Transitions class (12 lessons) High School transition activities PLTW Gateway-Robotics Waukesha County Technical College visit	Know, Explore, Plan, Go	Parent/Teacher conferences Xello parent assignment Special Events

JA = Junior Achievement (Volunteer taught financial literacy curriculum)

PLTW=Project Lead the Way (National non-profit STEM curriculum)

LME=Lakers Manufacturing Experience