



North Lake School District

2026-27

Introduction

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 success. This is accomplished through self-exploration, career exploration, and the development of career management and planning skills.

Career Readiness Vision

CAREER READINESS MISSION/VISION

MISSION: Empowering ALL students to travel the road to adulthood through education and training to careers.

VISION: Re-imagining K-8 education to equip students:

- With meaningful and supportive adult relationships
- With the ability to adapt to opportunities and challenges on their personalized journeys to successful lives

The term ACP refers to both a process that helps students engage in academic and career development activities as well as a product that is created and maintained for students' academic, career, and personal advancement. ACP is a student-driven, ongoing process that actively engages students enabling them to:

- Understand their own interests, strengths, values, learning styles
- Gather information about a wide range of career opportunities
- Create a vision of their future
- Develop individual goals
- Prepare a personal plan for achieving their vision and goals

CAREER READINESS TEAM

Jill Lesch, School Counselor
Dr. Liesl Ackley: Superintendent/Principal
Julie Westcott: Director of Special Education
Donna Andorfer: Regular Education Teacher

Career Readiness Data

DISTRICT CAREER READINESS DATA

- Career-based Learning Experiences offered
 - Career driven field trips
 - XELLO
 - Technical College/ College Visits
 - Junior Achievement
 - BizTown
 - Finance Park
 - Classroom lessons
 - Career classroom speakers
- XELLO access data
 - Total logins: 918
 - Unique student logins: 136
 - Average logins/student: 6.75

CURRENT PROGRESS AND FUTURE GOALS FOR IMPLEMENTATION

Progress:

Student and parent engagement with XELLO

Long Range goals for the district in Education for Employment include:

1. Preparing ALL students for success in school and eventually the world of work.
2. Model, promote and celebrate lifelong learning.

Short Term goals:

1. Exploration: Provide access to a large variety and quantity of career options
2. Build self knowledge: Examine individual interests, skill and values and how these relate to career choice
3. Connection: Connect school skills and workplace skills to build school engagement and relevance
4. Increased alignment with AHS and feeder schools to enhance student experiences
5. Increased partnership with Waukesha Business Alliance to introduce and support career awareness

Career Readiness Success Stories

STUDENT SUCCESS STORIES

[Waukesha Freeman article:](#) highlights participation in career Health Care Expo

Feedback about 5th grade JA Biztown experience:

"I think Biz Town was fun because we got to become an adult for a day who works at our own business. We got to spend our money on what we want but also be on a budget."

"BizTown helped me know what I will do in the future when I have a job."

8th Grade feedback about ACP activities and events at North Lake School:

"I think that career planning at North Lake has taught me more about the different career options that are available to people."

"I used XELLO to explore careers, colleges, and find out my learning style. It was useful because it introduced me to new things that I did not know about."

"I kind of got more information from the field trips about what I would or would not like to do. I do think that they were useful and they were also fun."

Career Readiness in the North Lake School District

ACP CURRICULUM, SUPPORT, AND SERVICES

Grade Level Appropriate Career Readiness Activities and Career-based Learning Experiences

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
All			Parent newsletter articles
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

ACP/School Counseling Services

The North Lake School Counselor has regular conversations with students about character development, career exploration and goal setting which are all tied to career readiness. In 8th grade during their high school transition planning each student meets with the School Counselor to discuss future plans as they are tied to course selection.

Whole School Support

- Teachers in all subject areas help students in their classes understand how the content they are learning connects with various careers and career readiness skills.
- Teachers solicit career speakers for their classrooms
- Teachers facilitate Junior Achievement activities for their students

PREPARING FOR THE FUTURE

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

Please see Arrowhead High School's or your child's future high school's website for more information. The Arrowhead High School [Career Guide](#) is a valuable resource for starting this conversation with your child.

Some of our North Lake opportunities include::

- Career and technical education provided in the school district
 - Lakers Manufacturing
 - Mini Makers
 - Financial Literacy
 - Robotics
 - Design and Modeling
- Instruction in skills related to employment and employability skills - [Xello World](#) and classroom lessons

CAREER PATHWAYS

See this link to [Arrowhead Career Pathways](#) that all middle school students will utilize as they enter their high school journey.

See this link to the [Career Planning Guide](#) that all middle school students will utilize as they enter high school.

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.

Below are some resources that support ACP programs and Ed for Employment planning.

- US Bureau of Labor and Statistics : <https://www.bls.gov/careeroutlook/2015/article/career-clusters.htm>
- Wisconsin Labor Market Needs: Wisconsin Department of Workforce Development “Hot Jobs: <https://jobcenterofwisconsin.com/wisconomy/pub/hotjobs>
- Wisconsin LMI Information Guide: https://dpi.wi.gov/sites/default/files/imce/cte/pdf/2021_04_29_LMI_guide_2021_v4.pdf
- Waukesha County Labor and Workforce Profile (2025): https://jobcenterofwisconsin.com/wisconomy/wits_info/downloads/CP/waukesha_profile.pdf
- [Additional labor market information](#)

PROFESSIONAL DEVELOPMENT FOR STAFF

The North Lake 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:

- Partnership with Waukesha County Business Alliance
- Partnership with CESA 1 ARC Network
- Provide staff with information about career readiness programs and resources available in the district and who students can go to for more intensive career advising is provided to all educators each year.
- Educator access to XELLO plans and resources,
- [Xello Academies](#): Teacher tutorials
- Onboarding for new leadership/staff

Career Readiness is for ALL of our Students

INDIVIDUALIZED ACP SUPPORT

- Career readiness activities are done within the classroom utilizing the supports indicated in a student's IEP or 504 plan.
- The North Lake School Counselor communicates with all families about career readiness activities. For students with IEPs, the additional layer is the Special Education teacher surveying students about future plans and communicating that with parents during the IEP process.
- The North Lake School Counselor. Teachers and EMLSS team work with academically at risk students and their parents in a team effort to establish skills that will lead to academic and career success.
- North Lake teams with Oasis tutors, JA volunteers, and WCTC personnel to diversify the career awareness education that students receive.

ACCESS FOR ALL STUDENTS

If a pupil is a child with a disability, the pupil's academic and career plan is 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 are invited to attend transition IEPs with the high school. This is an opportunity for students to be involved in future planning and goal setting.

CAREER READINESS TECHNOLOGY

Main learning platform for career exploration: . [XELLO](#)

Additional resources:

[Vaview.net](#)

[US Bureau of Labor and Statistics](#)

[O*Net](#)

[CareerOneStop](#)

Get Involved

FAMILY ENGAGEMENT

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

- Regularly informing families and caregivers about career readiness activities.
 - WAVE newsletter articles and resource sharing
 - E4E Plan shared on district website
- Providing multiple ways for families and caregivers to participate in career readiness activities.
 - Homework activities for family engagement and discussion
 - Junior Achievement volunteer opportunities

COMMUNITY PARTNERSHIPS

North Lake School District is proud to collaborate with business and community partners:

- Waukesha County Business Alliance
- Local Business Area Connections
- Junior Achievement
- WCTC Partnerships
- Arrowhead School Partnership

MOST RECENT DATE OF BOARD APPROVAL

August 26, 2026