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*Approved by the School District of Gilmanton Board of Education February 18, 2025*

## **General Overview: Academic and Career Planning**

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.

ACP is a state mandate under [Chapter PI-26](#) which states that all school boards "shall provide access to an education for employment program approved by the state superintendent. Under s. 115.28 (59), Stats., the state superintendent shall ensure that every school board is providing academic and career planning services to pupils enrolled in grades 6 to 12 in the school district beginning in the 2017-18 school year."

### **Why it matters**

The Gilmanton School District's Academic and Career Plan ensures that every student has a formal future career plan, unique to them, that's kept on file to help them transition successfully into the next phase of life after high school graduation.

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## Connection to Our Mission and Vision

### **MISSION**

The mission of the Gilmanton School District is to provide an educational program that will enable students to succeed, regardless of their race, gender, religious beliefs, economic status, talents, and abilities.

- Academic and Career Connection to our Mission: The Plan promotes inclusive, individualized guidance that helps each student chart their unique path to educational and professional achievement.

### **VISION**

Fostering unique potentials, small in size, mighty in personalized education.

- Academic and Career Connection to our Vision: The Plan has an emphasis on tailored guidance that recognizes and develops each student's individual strengths and aspirations.

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## The Academic and Career Advising Team

**Kory Rud**

Superintendent, Technology Teacher,  
 Youth Apprenticeship and  
 Work-Based Learning Coordinator

**Jill Alexander**

District Principal and  
 Director of Curriculum and Instruction

**Alan McCutcheon**

School Psychologist and  
 Director of Pupil Services

**Julie Kacures**

Business Teacher and FBLA Advisor

**Amy Endle**

School Counselor

**Courtney Shirer**

Math Teacher and NHS Advisor

**Dawn Gehrke**

Resource Teacher

**Jennifer Paulson**

English Teacher and Interventionist

## Becoming Ready

Three areas of focus will become relevant to students as their planning work begins.

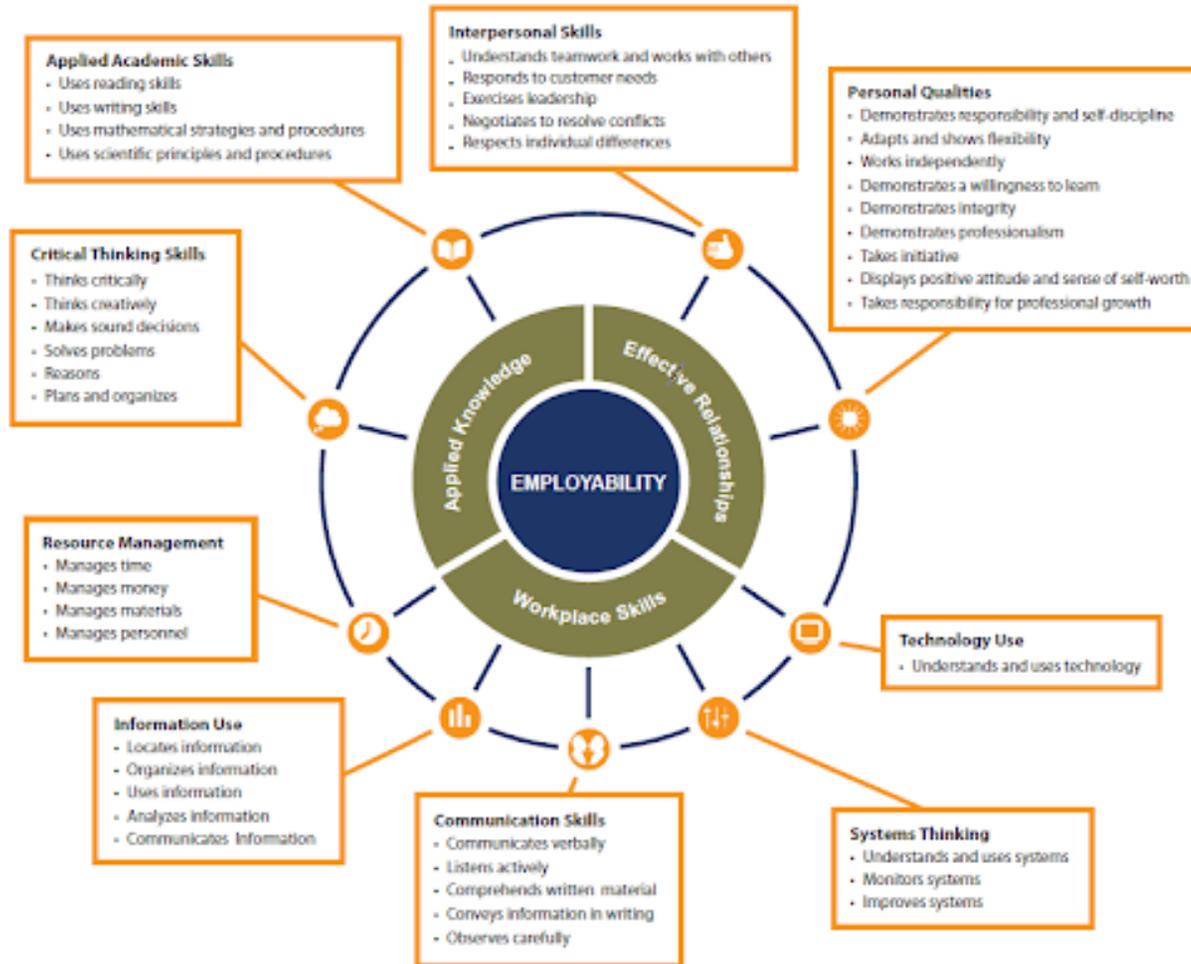
<b>Academic Readiness</b>	<b>Career Readiness</b>	<b>Social and Emotional Readiness</b>
<ul style="list-style-type: none"> <li>● Digital Literacy</li> <li>● Global Citizenship</li> <li>● Financial Literacy</li> <li>● Coursework related to student's Career Pathway</li> <li>● College Credit</li> <li>● Dual Credits</li> </ul>	<ul style="list-style-type: none"> <li>● Student career-related organizations (FBLA, Student Council, NHS)</li> <li>● Career-based learning               <ul style="list-style-type: none"> <li>○ Job shadowing</li> <li>○ Mock interviews</li> <li>○ Career fairs</li> <li>○ College tours</li> </ul> </li> <li>● Industry-recognized career-related</li> </ul>	<ul style="list-style-type: none"> <li>● Practice in real-world settings</li> <li>● <a href="#">Employability skills self-assessments</a></li> <li>● Leadership Skills</li> <li>● Volunteer Service</li> </ul>

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	certifications (CNA, EMT, MS Office)	
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Source: [Perkins Collaborative Resource Network](#)

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## The Academic and Career Planning (ACP) Model: Know | Plan | Explore | Go

<b>KNOW:</b> What are my strengths, and where should I improve?	<ul style="list-style-type: none"> <li>• Self-awareness activities</li> <li>• Individual reflection and initial goal setting</li> </ul>
<b>EXPLORE:</b> What are my interests and what do I want to do?	<ul style="list-style-type: none"> <li>• Career awareness assessment</li> <li>• Career research</li> </ul>
<b>PLAN:</b> How do I set goals to get into my career?	<ul style="list-style-type: none"> <li>• Course work supporting future career interests and goals</li> <li>• Work-based learning opportunities</li> <li>• Extra-curricular and community-based learning experiences</li> <li>• Postsecondary training options</li> <li>• Financial plan to cover costs of postsecondary training</li> </ul>
<b>GO:</b> How do I put the goals into action with a career plan?	<ul style="list-style-type: none"> <li>• Review and update the plan</li> <li>• Adapt and modify personal and postsecondary goals when needed</li> <li>• Family support and resources for supporting their child</li> </ul>

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## Why it matters

ACP is a part of Wisconsin's Education for Employment (E4E) program outlined in [s. 121.02\(1\)\(m\) Wis. Stats.](#), and is referred to as State Mandate [PI-26](#). It spans elementary, middle, and high school grade levels and includes requirements for districts to prepare students for future employment, including:

- Preparing elementary and secondary students for future employment
  - Critical Thinking and Problem-Solving
  - Communication and Collaboration
  - Self-Directed Learners and Resiliency
  - Time Management and Adaptability
  - Innovative Mindset
  - Emotional Intelligence
- Ensuring technological literacy to promote lifelong learning
- Promoting good citizenship
- Promoting cooperation among business, industry, labor, postsecondary schools, and public schools
- Establishing a role for the Gilmanton School District in the economic development of Wisconsin

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## **Section 121.02(1)(m) Assurances**

- Applied curricula
- Guidance and counseling services
- Technical preparation under section 118.34 of the statutes
- College preparation
- Youth Apprenticeship opportunities and other job training and work experience programs
- Instruction in skills relating to employment, including soft skills

## **Annual Requirements of PI-26**

- Annually notify families about the Gilmanton School District's education for employment programming
- Annually review our Education for Employment program outlined in this plan, including student postsecondary outcomes
- Create an annual program report after the annual review has been completed
- Publish the long-range plan and the annual program report on the district website

***These requirements will be performed by the Academic and Career Advising Team.***

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## **Professional Development**

In order to assist staff in providing Academic and Career Planning services, the Gilmanton School District will employ the following practices:

- CVTC Dual Credit instructors receive ongoing professional development through the college.
- Secondary staff receive professional development pertaining to Academic and Career Planning as needed throughout the school year.
- Reflections and check-points are built into the ACP process to allow for implementation with fidelity.
- ACP Team consults regularly with staff regarding updating and modifying ACP classroom activities.
- School Counselor and District Principal attend Cluster A and CESA PLC meetings and participate in regular email communications with surrounding schools.

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## **Local Labor Market Analysis**

### **Buffalo County Labor Market Overview**

- The economy of Buffalo County employs 6.84k people. The largest industries include Manufacturing, Health Care & Social Assistance, and Retail Trade. The highest paying industries are Utilities, Transportation & Warehousing.
- From 2020 to 2021, employment in the county increased by 82 jobs (2.2%) across all industries. The growth raised total employment to 3,800, just below the pre-pandemic level in 2019 (3,845), a change of -1.2%. In comparison, Wisconsin's total employment grew by 2.4% over the year. However, the state's total employment was still 3.1% below the pre-pandemic level in 2019:

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Graphic 5: Employment Change by Industry

	2021 Average Monthly Employment	1-year Numeric Change	1-year Percent Change	2-year Numeric Change	2-year Percent Change	Percent of Total Employment
Construction	171	2	1.2%	12	7.5%	4.5%
Education & Health Services	661	-2	-0.3%	-52	-7.3%	17.4%
Financial Activities	152	6	4.1%	5	3.4%	4.0%
Information	22	-2	-8.3%	-3	-12.0%	0.6%
Leisure & Hospitality	395	79	25.0%	7	1.8%	10.4%
Manufacturing	291	36	14.1%	37	14.6%	7.7%
Natural Resources & Mining	306	16	5.5%	30	10.9%	8.1%
Other Services	48	3	6.7%	2	4.3%	1.3%
Professional & Business Services	323	9	2.9%	3	0.9%	8.5%
Public Administration	229	-6	-2.6%	-11	-4.6%	6.0%
Trade, Transportation, Utilities	1,202	-60	-4.8%	-75	-5.9%	31.6%
<b>All Industries</b>	<b>3,800</b>	<b>82</b>	<b>2.2%</b>	<b>-45</b>	<b>-1.2%</b>	<b>100.0%</b>

Source: WI DWD, Labor Market Information, QCEW 2021

- Seven of 11 industries registered growth from 2020 to 2021, and employment in these seven industries all surpassed the 2019 level.
  - The three largest industries in terms of employment share are trade, transportation, utilities; education and health services; and leisure and hospitality. Together, they account for 59% of total employment in the county.
  - Leisure and hospitality grew from 2020 to 2021, while the other two saw slight declines. For comparison, these three industries comprised about 62% of the county's total employment in 2019. In Buffalo County, the leisure and hospitality industry suffered both the greatest numerical and proportional loss in 2020 because of the pandemic. However, like in many rural counties, the industry experienced a strong recovery over the

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course of 2021. Employment in the industry grew by 25%, adding 79 jobs during the year, exceeding the 2019 level by 1.8%. The strong growth was encouraging, and the industry has potential to continue its expansion as more leisure activities shifted from urban areas to rural areas since the pandemic.

- The manufacturing industry saw a 14.1% growth during the year 2021, the second highest in the county. In contrast, the manufacturing industry in the state grew roughly 1.6% during the same time frame.
- Barriers for workforce entry in Buffalo County include high housing costs; shortage of available housing; shortage of childcare resources; lack of public transportation to get to work; and shortage of broadband access.

SOURCES: [Buffalo County Workforce Connections](#) and [Buffalo County Workforce Profile](#)

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## **Student Engagement, Accountability and Advising**

All students will be advised by the school counselor during their middle and high school career regarding their career planning and creating their plan. Working closely with the ACP Team and GSD staff, this program will allow students to have frequent conversations and adult interactions regarding planning their career paths, and will also help increase family engagement in their child's career planning path

### **Student Advisory Time - Portrait of a Graduate**

The school counselor meets individually or in small groups with students during their Panther Time academic support period. With a rotating schedule for meeting with students, students are guaranteed opportunities to meet with the school counselor as often as needed. The school counselor will also lead social and emotional learning activities at targeted grade levels at least once a month, with a high focus on elementary and middle school.

### **Advising Goals**

- Build trusting relationships between school staff, students and families
- Increase communication between students, the school counselor and other staff members, and families
- Encourage students to meet rigorous and relevant academic standards
- Monitor grades and assist students in connecting with teachers as needed
- Provide reminders once a month to families to check their student's current grades
- Encourage student academic growth and life readiness through lessons designed by the school counselor
- Monitor student progress on grade level assessments and lessons on Xello and/or Khan Careers and/or Khan Careers and/or Khan career explorations

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- Coordinate real-world experiences, including job shadows, apprenticeships, and work-based learning

## Career Pathways

The Wisconsin Department of Workforce Development recognizes [11 Career Pathways](#). These Pathways provide guidance for students as they select their career of interest.

## Career Exploration

The Gilmanton School District offers a variety of resources to support students' academic and career exploration, including Xello and/or Khan Careers and/or Khan Careers career exploration software, college tours, and hands-on learning experiences. These tools help students discover their interests, explore potential career paths, and gain practical insights into different professions. To further enhance career exploration, we also provide guest speakers from colleges and the military. Job shadowing programs and work experiences further support students as they learn and grow.

## Academic and Career Planning Scope and Sequence

<b>Grade</b>	<b>Course</b>	<b>Activity</b>	<b>Resource</b>	<b>ACP Step (Know, Plan, Explore, Go)</b>
4K - 2	Employability Skills	Social and Emotional Behavioral Lessons and Ongoing Learning	Weekly school counselor lessons and positive reinforcement behavioral system taught by all elementary classroom teachers	Know

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<b>Grade</b>	<b>Course</b>	<b>Activity</b>	<b>Resource</b>	<b>ACP Step (Know, Plan, Explore, Go)</b>
			A Careers Unit will also be taught by the school counselor	
	Robotics	GES Enrichment Course	Robotics systems and kits	Explore
	Math	Local Assessments (3x/year)	Fastbridge	Know
	Reading	Local Assessments (3x/year)	aimsweb+	Know
	SAEBRS	Social and Emotional Behavior Screener (3x/year each) <ul style="list-style-type: none"> <li>• teacher observation assessment</li> <li>• student self assessment</li> </ul>	Fastbridge	Know
3	Employability Skills	Social and Emotional Behavioral Lessons and Ongoing Learning	Weekly school counselor lessons and positive reinforcement behavioral system taught by all elementary classroom teachers	Know
	Math	Local Assessments (3x/year)	Fastbridge	Know
	Reading	Local Assessments (3x/year)	aimsweb+	Know
	SAEBRS	Social and Emotional Behavior Screener (3x/year each) <ul style="list-style-type: none"> <li>• teacher observation assessment</li> </ul>	Fastbridge	Know

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<b>Grade</b>	<b>Course</b>	<b>Activity</b>	<b>Resource</b>	<b>ACP Step (Know, Plan, Explore, Go)</b>
		<ul style="list-style-type: none"> <li>student self assessment</li> </ul>		
	Computer Skills	GES Keyboarding Enrichment Course	Chromebooks and various online platforms	Know, Explore
	Robotics	GES Enrichment Course	Robotics systems and kits	Explore
4	Employability Skills	Social and Emotional Behavioral Lessons and Ongoing Learning	Weekly school counselor lessons and positive reinforcement behavioral system taught by all elementary classroom teachers	Know
	Math	Local Assessments (3x/year)	Fastbridge	Know
	Reading	Local Assessments (3x/year)	Fastbridge	Know
	SAEBRS	Social and Emotional Behavior Screener (3x/year each) <ul style="list-style-type: none"> <li>teacher observation assessment</li> <li>student self assessment</li> </ul>	Fastbridge	Know
	Computer Skills	GES Keyboarding Enrichment Course	Chromebooks and various online platforms	Know, Explore
	Robotics	GES Enrichment Course	Robotics systems and kits	Explore
5	Math	Local Assessments (3x/year)	Fastbridge	Know, Plan
	Reading	Local Assessments (3x/year)	Fastbridge	Know, Plan

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<b>Grade</b>	<b>Course</b>	<b>Activity</b>	<b>Resource</b>	<b>ACP Step (Know, Plan, Explore, Go)</b>
	SAEBRS	Social and Emotional Behavior Screener (3x/year each) <ul style="list-style-type: none"> <li>• teacher observation assessment</li> <li>• student self assessment</li> </ul>	Fastbridge	Know
	Employability Skills	Social and Emotional Behavioral Lessons and Ongoing Learning	Regularly scheduled school counselor lessons and positive reinforcement behavioral system taught by all classroom teachers	Know
	Computer Skills 5		GMS	Explore
	Manufacturing Day		Ashley Furniture	Explore
	Robotics	GMS Enrichment Course	Robotics systems and kits	Explore
6	Math	Local Assessments (3x/year)	Fastbridge	Know, Plan
	Reading	Local Assessments (3x/year)	Fastbridge	Know, Plan
	SAEBRS	Social and Emotional Behavior Screener (3x/year each) <ul style="list-style-type: none"> <li>• teacher observation assessment</li> <li>• student self assessment</li> </ul>	Fastbridge	Know

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<b>Grade</b>	<b>Course</b>	<b>Activity</b>	<b>Resource</b>	<b>ACP Step (Know, Plan, Explore, Go)</b>
	Computer Skills 6	Exploratory course	GMS	Explore
	Spanish 6	Exploratory language course	Comligo	Explore
	Manufacturing Day	Field trip to learn about robotics and manufacturing on the job	Ashley Furniture	Explore
	Employability Skills	Social and Emotional Behavioral Lessons and Ongoing Learning	Regularly scheduled school counselor lessons and positive reinforcement behavioral system taught by all classroom teachers	Know
	Robotics	Enrichment Course	Robotics systems and kits	Explore
7	Math	Local Assessments (3x/year)	Fastbridge	Know, Plan
	Reading	Local Assessments (3x/year)	Fastbridge	Know, Plan
	SAEBRS	Social and Emotional Behavior Screener (3x/year each) <ul style="list-style-type: none"> <li>• teacher observation assessment</li> <li>• student self assessment</li> </ul>		Know
	Computer Skills 7	Exploratory course	GMS	Explore
	Spanish 7	Exploratory Course	Comligo	Explore

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<b>Grade</b>	<b>Course</b>	<b>Activity</b>	<b>Resource</b>	<b>ACP Step (Know, Plan, Explore, Go)</b>
	Technology Education	Exploratory course	GMS	Explore
	Robotics 7	Robotics enrichment course	Robotics systems and kits	Explore
	Employability Skills	Social and Emotional Behavioral Lessons and Ongoing Learning	Regularly scheduled school counselor lessons and positive reinforcement behavioral system taught by all classroom teachers	Know
	Career-Related Field Trips	Career exploration and other hands-on learning opportunities; tours of departments and work sites to explore career options and trainings	CVTC	Plan, Explore
8	Math	Local Assessments (3x/year)	Fastbridge	Know, Plan
	Reading	Local Assessments (3x/year)	Fastbridge	Know, Plan
	SAEBRS	Social and Emotional Behavior Screener (3x/year each) <ul style="list-style-type: none"> <li>• teacher observation assessment</li> <li>• student self assessment</li> </ul>	Fastbridge	Know
	Computer Skills 8	Exploratory Course	GMS	Explore

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<b>Grade</b>	<b>Course</b>	<b>Activity</b>	<b>Resource</b>	<b>ACP Step (Know, Plan, Explore, Go)</b>
	Robotics 8	Robotics enrichment course	Robotics systems and kits	Explore
	Spanish 8	Exploratory Course	Comligo	Explore
	Careers 8	Exploratory Course taught by business teacher with support from the school counselor	Xello and/or Khan Careers and/or Khan Careers	Plan, Explore
	Employability Skills	Social and Emotional Behavioral Lessons and Ongoing Learning	Regularly scheduled school counselor lessons and positive reinforcement behavioral system taught by all classroom teachers	Know
	Career-Related Field Trips	Career exploration and other hands-on learning opportunities; tours of departments and work sites to explore career options and trainings	CVTC	Plan, Explore
9	SAEBRS	Social and Emotional Behavior Screener (3x/year each) <ul style="list-style-type: none"> <li>• teacher observation assessment</li> <li>• student self assessment</li> </ul>	Fastbridge	Know
	Math	Local Assessments (3x/year)	Fastbridge	Know, Plan
	Reading	Local Assessments (3x/year)	Fastbridge	Know, Plan

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<b>Grade</b>	<b>Course</b>	<b>Activity</b>	<b>Resource</b>	<b>ACP Step (Know, Plan, Explore, Go)</b>
	Pre-ACT	Assessment	ACT	Know
	MS Office	GHS Course	GHS and CVTC	Explore, Go
	Retail Merchandising	GHS Course and School Store Operations	GHS	Explore, Go
	Spanish	Distance learning course	MHS	Explore
	Cluster A Leadership Conference	High school students meet with other students from the Cluster A Consortium to participate in workshops and complete skill-building activities collaboratively	Cluster A	Explore
	Career-Related Field Trips	High School Career Group Tours and other hands-on learning opportunities; tours of departments and work sites to explore career options and trainings	CVTC	Plan, Explore
10	SAEBRS	Social and Emotional Behavior Screener (3x/year each) <ul style="list-style-type: none"> <li>• teacher observation assessment</li> <li>• student self assessment</li> </ul>		Know

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<b>Grade</b>	<b>Course</b>	<b>Activity</b>	<b>Resource</b>	<b>ACP Step (Know, Plan, Explore, Go)</b>
	Math	Local Assessments (3x/year)	Fastbridge	Know, Plan
	Reading	Local Assessments (3x/year)	Fastbridge	Know, Plan
	CAD	GHS Course	GHS	Explore
	MS Office	Dual credit course	GHS and CVTC	Explore, Go
	Animal Science	GHS Course	GHS	Explore
	Retail Merchandising	GHS Course and School Store Operations	GHS	Explore, Go
	Spanish	Distance Learning Course	MHS	Explore
	Cluster A Leadership Conference	High school students meet with other students from the Cluster A Consortium to participate in workshops and complete skill-building activities collaboratively	Cluster A	Explore
	Career-Related Field Trips	High School Career Group Tours and other hands-on learning opportunities; tours of departments and work sites to explore career options and trainings	CVTC	Plan, Explore

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<b>Grade</b>	<b>Course</b>	<b>Activity</b>	<b>Resource</b>	<b>ACP Step (Know, Plan, Explore, Go)</b>
11	SAEBRS	Social and Emotional Behavior Screener (3x/year each) <ul style="list-style-type: none"> <li>• teacher observation assessment</li> <li>• student self assessment</li> </ul>	Fastbridge	Know
	Math	Local Assessments (3x/year)	Fastbridge	Know, Plan
	Reading	Local Assessments (3x/year)	Fastbridge	Know, Plan
	ACT	Assessment	ACT	Know
	Anatomy and Physiology	GHS Course	GHS	Explore
	Business Law	GHS Course	GHS	Explore
	CAD	GHS Course	GHS	Explore
	Chemistry	GHS Course	GHS	Explore
	Intro to Accounting	Dual credit course	GHS and CVTC	Explore, Go
	Math for Technical Trades	Dual credit course	GHS and CVTC	Explore, Go

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<b>Grade</b>	<b>Course</b>	<b>Activity</b>	<b>Resource</b>	<b>ACP Step (Know, Plan, Explore, Go)</b>
	MS Office	Dual credit course	GHS and CVTC	Explore, Go
	Personal Finance	GHS Course Requirement for Graduation	GHS	Explore
	Personal Finance	Job Shadowing	CESA	Explore
	English 11	Resume and Cover Letter Writing	CESA	Know, Plan
	English 11	Mock Interviews	CESA	Know, Plan, Explore
	Retail Merchandising	GHS Course and School Store Operations	GHS	Explore, Go
	Sociology	Dual credit course	GHS and CVTC	Explore, Go
	Spanish	Distance Learning Course	MHS	Explore
	Cluster A Leadership Conference	High school students meet with other students from the Cluster A Consortium to participate in workshops and complete skill-building activities collaboratively	Cluster A	Explore
	Career-Related Field Trips	High School Career Group Tours and other hands-on learning opportunities; tours of departments and work sites to	CVTC	Plan, Explore

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<b>Grade</b>	<b>Course</b>	<b>Activity</b>	<b>Resource</b>	<b>ACP Step (Know, Plan, Explore, Go)</b>
		explore career options and trainings		
12	SAEBRS	Social and Emotional Behavior Screener (3x/year each) <ul style="list-style-type: none"> <li>• teacher observation assessment</li> <li>• student self assessment</li> </ul>	GHS	Know
	Math	Local Assessments (3x/year)	Fastbridge	Know, Plan
	Reading	Local Assessments (3x/year)	Fastbridge	Know, Plan
	Anatomy and Physiology	GHS Elective Course	GHS	Explore
	Business Law	GHS Elective Course	GHS	Explore
	CAD	GHS Elective Course	GHS	Explore
	English 11	Resume and Cover Letter Writing	CESA	Know, Plan
	English 12	Mock Interviews	CESA	Know, Plan
	English 101	Course for College Credit	UWSP, NTC, Other	Explore, Go
	English 102	Course for College Credit	UWSP, NTC, Other	Explore, Go

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<b>Grade</b>	<b>Course</b>	<b>Activity</b>	<b>Resource</b>	<b>ACP Step (Know, Plan, Explore, Go)</b>
	Spanish	Distance Learning Course	MHS	Explore
	Retail Merchandising	GHS Course and School Store Operations	GHS	Explore, Go
	Intro to Accounting	Dual credit course	GHS and CVTC	Explore, Go
	Math for Technical Trades	Dual credit course	GHS and CVTC	Explore, Go
	Occupational Relations	Dual credit course	GHS and CVTC	Explore, Go
	Pre-Calculus	GHS Elective Course	GHS	Explore
	Sociology	Dual credit course	GHS and CVTC	Explore, Go
	Cluster A Leadership Conference	High school students meet with other students from the Cluster A Consortium to participate in workshops and complete skill-building activities collaboratively	Cluster A	Explore
	Career-Related	High School Career Group Tours and	CVTC	Plan, Explore

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<b>Grade</b>	<b>Course</b>	<b>Activity</b>	<b>Resource</b>	<b>ACP Step</b> (Know, Plan, Explore, Go)
	Field Trips	other hands-on learning opportunities; tours of departments and work sites to explore career options and trainings		

## Creating the Student Academic and Career Plan

Beginning with the 2025–2026 school year, students in grades 6–12 will develop an Academic and Career Planning Portfolio as one tool to show evidence of their readiness for post secondary education and/or employment. This portfolio will follow the student through graduation. The Academic and Career Planning Portfolio will benefit students by helping them make connections between educational experiences and career goals. Students will complete multiple assignments, participate in a variety of activities and experiences, and conference with multiple advisors along the way to add real life meaning and value to this process.

## Meeting the Needs of ALL Students

Students with IEPs will have their Special Education teacher assigned as their academic and career advisor to insure ACP goals match IEP transition and post-secondary goals. The Special Education (Resource) teacher is part of the ACP team.

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## **Family Partnerships**

The Gilmanton School District understands that no one cares as much about a child's success as their own family. Given this, involving families in the ACP process is an essential component. Families will be invited to attend several events over the course of their child's educational career.

- Conferences
- Family Check Up (motivational interviewing)
- Advisory email updates
- Xello and/or Khan Careers Parent/Guardian and/or other other online career exploration platform
- Financial aid resources and assistance

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## **Business Partnerships**

The Gilmanton School District understands business involvement plays a key role in creating a successful Academic and Career Plan. While students learn many things within the school walls, one thing we can't give them is a true on-the-job experience. Because of this, we partner with businesses of all types within our local and regional community to provide our students with as many possibilities for real-world interactions as possible. These real-world experiences include but are not limited to:

- Job shadowing
- Work-based learning
- Internships
- Apprenticeships
- Mentoring
- Mock Interviews
- Career Fairs
- Paid employment

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## **Postsecondary and Military Involvement**

The following postsecondary and military resources are made available to Gilmanton High School students as they explore their academic and career options

- University and technical college visits by college representatives
- Military recruiter school visits
- ASVAB
- ACT
- College campus tours
- College courses
- CVTC High School Academies
- Transcribed classes

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## Work-Based Learning

### Job Shadowing

During a job shadow, a student goes to the place of employment for a half or full day experience to observe a day in the life of this particular occupation. This experience is largely focused during the students' junior year of high school.

### Career Internship or Employment

Open to juniors and seniors, the student reports to school for morning classes and then to their job for afternoon work release. A career internship is a non-paid, on-site experience, while employment offers the same or similar type of experience, except that the student receives financial compensation from the employer.

### Youth Apprenticeship

Youth Apprenticeship (YA) is a Wisconsin Department of Workforce Development (DWD) program designed to give hands-on learning experiences along with classroom instruction. Juniors and seniors can participate in a one or two year program, and there are currently [16 Career Pathway program areas](#) identified by the DWD:

- [Agriculture, Food, and Natural Resources \(AFNR\)](#)
- [Architecture and Construction](#)
- [Arts, Audio Visual Technology, and Communications](#)
- [Business Administration](#)
- [Education](#)
- [Finance](#)
- [Government and Public Administration](#)
- [Health Science](#)
- [Hospitality and Tourism](#)
- [Human Services](#)
- [Information Technology](#)
- [Law, Public Safety, Corrections, and Security](#)
- [Manufacturing](#)
- [Marketing](#)
- [Science, Technology, Engineering, and Math \(STEM\)](#)

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- [Transportation, Distribution, and Logistics](#)

## Appendix A - College and Career Ready Indicators

### College Ready Indicators

Students are **College Ready** if they meet either the academic indicators **OR** standardized testing benchmarks listed below.

#### Academic Indicators

GPA 2.8 out of 4.0 and **one or more** of the following academic indicators:

- Advanced Placement Exam (3+)
- Advanced Placement Course (A, B or C)
- Dual Credit College English and/or Math (A, B or C)
- College Developmental/Remedial English and/or Math (A, B or C)
- Algebra II (A, B or C)
- International Baccalaureate Exam (4+)

### Career Ready Indicators

Students are **Career Ready** if they have identified a career interest and meet two of the behavioral and experiential benchmarks listed below. In addition, students entering the military upon graduation must meet the passing scores on the Armed Services Vocational Aptitude Battery (ASVAB) for each branch of the military.

Career Cluster Identified and **two or more** of the following benchmarks:

- 90% Attendance
- 25 hours of Community Service
- Workplace Learning Experience
- Industry Credential
- Dual Credit Career Pathway Course
- Two or more organized Co-Curricular Activities

Source: Wisconsin Department of Public Instruction

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## Appendix B - Resources

CESA 10: [PI-26 Resources](#)

Chippewa Valley Technical College: [2023-2024 High School Annual Report](#)

National College and Career Readiness: [Redefining Ready Toolkit](#)

Wisconsin Department of Public Instruction: [College and Career Readiness for Students and Families](#)

Wisconsin Department of Public Instruction: [Life After High School Videos for Students](#)

Wisconsin Department of Workforce Development: [2023 Buffalo County Workforce Profile](#)

Wisconsin Youth Apprenticeship: [Career Pathways](#)

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## Appendix C - Gilmanton School District Middle and High School Educational Team

### Our Career and Technical Educators

Ashley Henthorn

Art

Julie Kacures

Business

Karli Keys

Science

Chloe Sawall

Music

Kory Rud

Superintendent/Technology

Todd Lasher

Science and English

### Our Supporting Educators

Jay Hebert

Social Studies

Courtney Shirer

Math

Todd Pozarski

Physical Education

Jennifer Paulson

English

Dawn Gehrke

Resource

Josh Close

Social Studies and Math

Jill Alexander

Principal

Amy Endle

School Counselor

Diane Weber

Learning Support

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