



# New Holstein School District

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. The Wisconsin Department of Public Instruction requires public school districts to provide academic and career planning services to students in grades 6 through 12.

## School District Demographics

The School District of New Holstein is located in New Holstein, Wisconsin and serves a student population of 994 students from Calumet, Fond du Lac and Sheboygan Counties. The elementary school serves 439 students in grades EC-5. The middle school serves 240 students in grades 6-8. The high school serves 315 students in grades 9-12. Each building serves approximately 13% minority students and approximately 30% economically disadvantaged students.

## SCHOOL DISTRICT MISSION/VISION

### Vision Statement:

The educational vision of the School District of New Holstein is for all students to learn and develop the knowledge and skills necessary to become contributing global citizens in an ever-changing world through:

- Academically challenging curriculum
- Research based and data driven instructional practices
- Student input and ownership
- Real world applications
- Reflection and evaluation for continuous improvement
- Continuous, responsible use of all resources and evolving technology
- Community involvement
- Expectation of appropriate behaviors that lead to successful, productive citizens

### Mission Statement:

Student learning is our first priority. We provide strong leadership, innovative curriculum, and integrated technology in a climate of mutual respect. In partnership with the community, we prepare our students for the future.

## LABOR MARKET INFORMATION

Analysis of local, regional, and state labor market needs and the educational and training requirements for occupations that will fill those needs.

Labor market information (LMI) can help 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. The outlook for the state's economy is positive, although the ramifications of new viral strains are yet to be determined. Wisconsin's GDP is on the verge of overtaking pre-COVID levels and state job numbers have returned to 96% of pre-pandemic levels. A few industries' employment, such as manufacturing, construction and professional business services, are back near or over pre-pandemic levels.

To access Labor Market Information for Calumet, Fond du Lac and Sheboygan Counties, Click [Here](#) or click on the appropriate county name [Calumet](#), [Fond du Lac](#), or [Sheboygan](#).

## INDUSTRY EMPLOYMENT PROJECTIONS

Graphic 15: Industry Employment Projections

Industry	2020 Employment	Projected 2030 Employment	Employment Change	Percent Change (2020-2030)
Total All Industries	203,474	214,775	11,301	5.6%
Natural Resources and Mining	6,443	5,957	-486	-7.5%
Construction	10,104	11,234	1,130	11.2%
Manufacturing	43,829	45,759	1,930	4.4%
Trade, Transportation, and Utilities	32,032	33,969	1,937	6.0%
Information	3,036	2,865	-171	-5.6%
Financial Activities	7,830	7,894	64	0.8%
Professional and Business Services	15,633	16,716	1,083	6.9%
Education and Health Services	37,901	41,191	3,290	8.7%
Leisure and Hospitality	13,902	16,185	2,283	16.4%
Other Services (except Government)	10,323	11,238	915	8.9%
Public Administration	10,621	11,028	407	3.8%
Self Employed and Unpaid Family Workers	11,820	10,739	-1,081	-9.1%

The Calumet County Business and Education Partnership comprising county schools New Holstein, Chilton, Hilbert, and Stockbridge are currently focusing on the following employment areas: Agriculture, Health Care, Human Services, IT/Business/Finance, and Manufacturing sectors.

## FAMILY ENGAGEMENT

The School District of New Holstein engages parents in academic and career planning by:

- Inform parents in each school year about what academic and career planning services their child receives.
- Provide parents with multiple opportunities during each school year to participate in their child's academic and career planning. Specific meetings occur prior to 9th grade, at the end of 10th grade, and again at the start of 12th grade.
- Update parents throughout the school year on the progress of their child's academic and career planning.
- Publishing via social media and district messaging the career exploration opportunities that students take part in.

## ACP CURRICULUM, SUPPORT, AND SERVICES

The School District of New Holstein supports students in academic and career planning, through:

- Student participation in programming in Xello and on: [NHSD Academic & Career Planning Guide](#)
- ACP/school counseling services
- Access to a formal process for connecting pupils to teachers and other school staff for assistance with the development and implementation of each pupil's academic and career plan.

## POSTSECONDARY EDUCATION AND WORKFORCE PREPARATION

New Holstein High School offers a wide range of career related courses and has numerous dual credit offerings through various higher education institutions. A full list of offerings can be found in our [Course Description Booklet](#).

The ACP program at New Holstein School District incorporates:

- Career and technical education provided in the school district (exploratory courses in grades 6-8 and traditional courses in grades 9-12) in Agriculture, Family Consumer Sciences, and Technical Education.
- Courses that provide advanced standing in the technical college upon graduation from high school via Start College Now (MPTC, LTC, FVTC).
- Tech school visits in both 10th and 11th grades and college visits in both 9th and 11th grade.
- College preparation via PreACT for sophomores, ZAPS training and the Early College Credit Program.
- Youth Apprenticeship or other job training and work experience
- Career Connect Event for all 11th graders and Job Site Events in 10th grade.

## PROFESSIONAL DEVELOPMENT FOR STAFF

The following professional development is provided to staff to assist staff with delivering academic and career planning services to pupils in grades 6 to 12: Guidance Staff presentations in class, Xello and Inspire training for all staff, guest speakers from local businesses and organizations.

## COMMUNITY PARTNERSHIPS

The School District of New Holstein collaborates with over 100 businesses. These relationships have been developed in part through strong partnerships with some of our leading community organizations, such as: Teaming for a Brighter Tomorrow, Metko Incorporated, Windwalker Label, Amerequip, Sargento, and the New Holstein Chamber of Commerce, Calumet County Business and Education Partnership (School Districts of Chilton, Hilbert, and Stockbridge, School to Work and Youth Apprenticeship employers, and local service organizations. Additionally, we are part of the following networks: [The New North](#) and [Inspire WI](#). Anyone interested in partnering with the District, can contact Cynthia Pavelski - [cpavelski@cesa6.org](mailto:cpavelski@cesa6.org).

## INDIVIDUALIZED ACP SUPPORT

Early intervention is key for students across the board, especially when it comes to career awareness. At the elementary level we pose the question "What do you want to be when you grow up?" At each grade level K-5 developmentally appropriate lessons are delivered to enhance students' awareness of a variety of careers and what their interests are and how their interests can relate to a possible career.

All career related documents are saved for the students' 5th grade Student and Parent Education Conference (SPEC) which is described below. Here is a list of specifically what is covered at each grade level during Guidance classes:

Kindergarten: Students learn about many different careers by watching the video "Richard Scarry's Best Busy People Ever". Then students draw and color a picture of what they want to be when they grow up. This document is saved for their 5<sup>th</sup> grade SPEC Conference.

First Grade: Students learn about many different careers by reading "Career Day" by Anne Rockwell. Then students fill out a worksheet about what they want to be when they grow up, what they like about the chosen job, and why they would be good at that job. On the back they draw and color a picture of what they want to be when they grow up. This document is saved for their 5<sup>th</sup> grade SPEC Conference.

Second Grade: Students learn about many different careers by playing career bingo. Then students fill out a worksheet pinpointing jobs they may or may not be interested in, then they write what they want to be when they grow up. This document is saved for their 5<sup>th</sup> grade SPEC Conference.

Third Grade: Students take a Picture Based Career Interest Inventory and as a class we discuss their results. Then as we go through the Career Inventory Results worksheet they underline any career in which they are interested. Students also complete a *Mirror, Mirror on the Wall* worksheet answering what they want to be when they grow up, why, and they answer other questions about education and skills needed for the chosen career followed by drawing a picture. Both documents are saved for their 5<sup>th</sup> grade SPEC Conference.

Fourth Grade: Using a Career Ladder Board and Career Ladder Question Cards students learn about different jobs and the education/training required for each job. Students then fill out a worksheet entitled Interests and Skills and Education, Training and Work.

Students learn that in order for a dream to become a reality, students must have specific plans. They fill out a "Give Your Dreams Wings" worksheet and answer four questions. They then write an article as if it were 30 years from now and someone interviewed them and wrote a newspaper article about all of the amazing things they are doing in life. Both documents are saved for their 5<sup>th</sup> grade SPEC Conference.

Fifth Grade: Students learn how to set achievable goals and they set three goals for 5th grade. Students also learn the three different learning styles and take an inventory to see which learning style best fits them. Students then complete a Choose Your Superhero Worksheet where they choose two superpowers and see how that choice relates to their career interest.

Students learn about the eight different multiple intelligences and take the *Multiple Intelligences Survey and Guide* to see which of multiple intelligences best fits them. Students then fill out a paragraph answering questions about their future hopes and dreams and their career interests. They also complete an *Identifying My Strengths and Challenges* worksheet and an Interest Profile to see which careers match their interests. Students have an opportunity to research different careers that match their interest based on the results of their interest profile. We spend a whole class period going through different unfamiliar careers to enhance their understanding of the many careers that exist in the world.

Next, we discuss what an employee is and what makes someone a good worker. Students use the materials they completed in 5<sup>th</sup> grade to create a Learner Resume which summarizes the information. All documents are saved for their 5<sup>th</sup> grade SPEC Conference.

Fifth grade Student and Parent Education Conference (SPEC): Another piece that is particularly important for career awareness and development for both students and families is the 5th grade Student and Parent Education Conference (SPEC). This conference takes place in March and is held with the students and their parent or parents. Each conference is individually tailored to that student and it is a chance to highlight positive attributes in which the student possesses.

The conference focuses on the child's personal/social growth, his or her educational development, and looking ahead to the future as your child transitions to middle school. The conference includes a review of the students academic strengths, talents, abilities, learning styles, multiple intelligence assessments, interests, future plans, and the transition to middle school.

Parents are a key member of the conference team. The SPEC Conferences are specifically designed for parents to gain insight into their child's development, and for students to gain insight into the direction they are headed in the future. Conferences provide parents the opportunity to discuss their child's talents, abilities, and interests in a positive atmosphere as well as support their child's future academic and career goals. Parental involvement in this conference is very important for the successful completion of your child's 5<sup>th</sup> grade educational plans.

#### 6th-12th grade

8th graders spend one quarter in Guidance focusing on career exploration using Xello. The counselor then meets with incoming 9th graders and parents as well as 10th grade student and parent conferences and then a student conference in 12th grade. These checkpoints build on the classroom work from each grade level using Xello as well as other resources.

### **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. Additionally, the High School is supported one day per week with a Transition Coordinator from CESA 7 as well as a DVR representative one time per month.

### **CURRENT PROGRESS AND FUTURE GOALS FOR IMPLEMENTATION**

The district's future goals include: revising the HS Course Handbook with pathway alignment, additional dual credit opportunities, enhanced Xello opportunities in MS and HS classrooms, updated website links for the ACP portion of the portal.

### **ACCESS TO ACP SOFTWARE TOOL**

[Wisconsin State Statute 115.28\(59\)](#) requires that school districts be provided computer software to be used statewide to provide academic and career planning (ACP) services to pupils in grades 6 to 12.

Since August 2019, Xello allows students to access a personal account provided by the school. Students can use this software to take career-related assessments, explore online career and college profiles, and get information about financial aid and employment.

[Link to Wisconsin XELLO Information Page](#)

**MOST RECENT DATE OF BOARD APPROVAL - 1/27/2025**

**LINK TO PLAN ON DISTRICT WEBSITE - 1/28/2025**