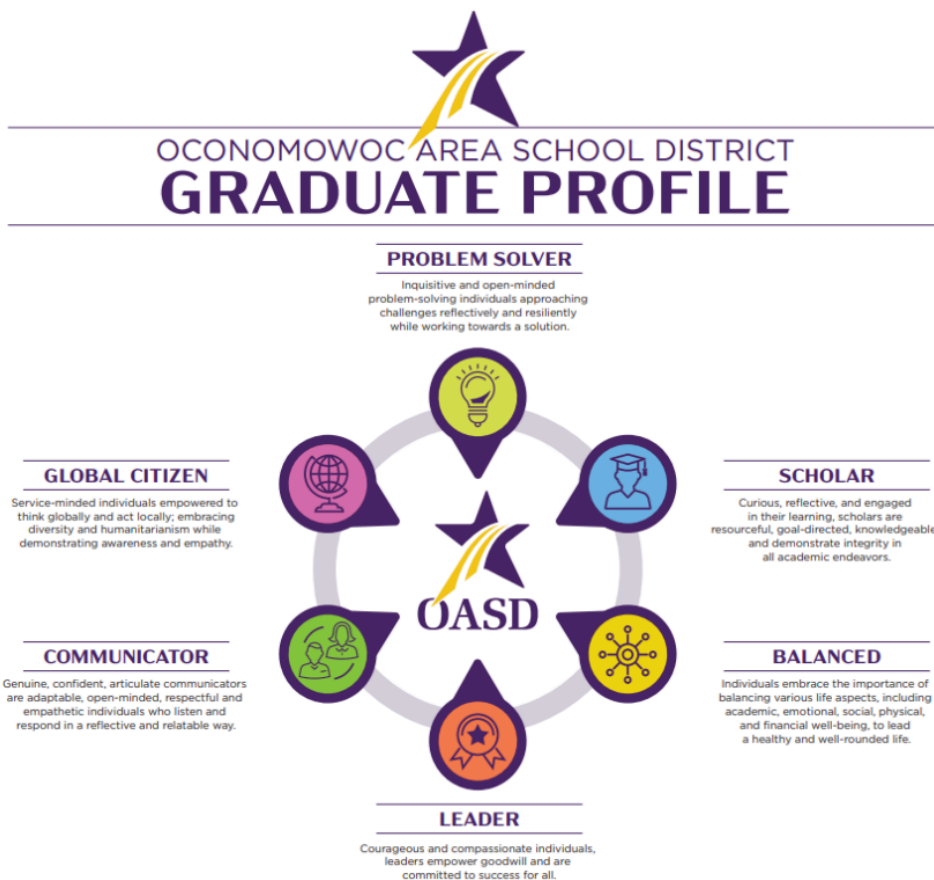


## Oconomowoc Area School District E4E Plan

### CAREER READINESS MISSION/VISION

*At Oconomowoc Area School District, we partner with students and families to ensure our graduates are ready for their post-high school path, whether that's into Military service, an apprenticeship program, a 2-year associate's degree, a 4-year bachelor's degree, or into the workforce. Our career pathways provide a guide for students to explore and develop their post-high school goals, with the flexibility to evaluate and adjust those goals along the way.*



The mission of Oconomowoc High School Student Service Department is to provide a comprehensive program that empowers all students to achieve their academic and career planning (ACP) goals. In partnership with other educators, families and the community, the student services team provides support for students to become college, career, and life ready. This plan can be viewed in full [here](#).



## LABOR MARKET DATA/CTE OFFERINGS

Oconomowoc offers a variety of Career & Technical Education (CTE) programs. Specific courses can be found [here](#) but also fall under the following programs:

- AgriScience
- Automotive
- Business & Marketing
- Computer Science
- Construction/Building Trades
- Digital Communications
- Manufacturing
- Technology & Engineering

Regional Career Pathways offered at Oconomowoc High School:

- [Advanced Manufacturing](#)
- [Construction](#)
- [Digital Technology](#)
- [Finance](#)
- [Patient Care](#)

Labor market information (LMI) helps our school district 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 and conduct labor market research, students can visit any of the following resources:

- Personalized Xello Account
- [Wisconsin Labor Market Information Guide](#)
- [Bureau of Labor Statistics](#)
- [Occupational Outlook Handbook](#)



## POSTSECONDARY EDUCATION AND WORKFORCE PREPARATION

Oconomowoc High School has partnered with the University of Wisconsin-Green Bay and the University of Wisconsin-Whitewater to provide opportunities to earn college credit by taking classes at OHS. These classes are taught by high school teachers, but follow the same syllabus as those at the university. The Advanced Credit option allows students to earn college credit within their daily high school schedule. Click [here](#) and on the tabs below for more information on each class that OHS offers for college credit.

Oconomowoc High School offers a variety of Programs of Study outlined [here](#). These pathways allow students to explore, discover and earn a competitive advantage in these industries. We continue to engage our business partners in meaningful ways and provide capstone experiences that allow students to access authentic learning opportunities.

## DUAL ENROLLMENT OPPORTUNITIES

- **Start College Now (SCN)**
  - Start College Now is a statewide program that allows juniors and seniors to earn college credits at a Wisconsin technical college. These credits can be applied towards a degree program at a Wisconsin technical college. Students take these classes at the technical college that they choose. Students will also earn high school credits for these courses. Please note that if a similar course is offered at OHS, the request will not be approved. Students can earn a maximum of 18 credits through this program.
- **Dual Enrollment Academy**
  - WCTC's Dual Enrollment Academy is designed to provide high school seniors with a head start in jobs in high-demand fields while providing them an opportunity to earn college credits prior to high school graduation. The initiative awards participants with a WCTC certificate (upon successful completion) along with high school credits. Students will spend the majority of their school day, both fall and spring semesters of their senior year, at WCTC participating in the Dual Enrollment Academy.
- **Early College Credit Program (ECCP)**
  - Early College Credit Program (ECCP) is a statewide program that allows any student in grades 9-12 to earn college credits at a University of Wisconsin system school, private college or university, or Tribal colleges. ECCP does not include Wisconsin technical colleges. Students may apply to take classes during the fall, spring, and/or summer terms, however, there are strict deadlines for application for each term. Please note that if a similar course is offered at OHS, the request will not be approved.



## PROFESSIONAL DEVELOPMENT FOR STAFF

Staff are provided a variety of professional development opportunities.

- **ARC Network**
  - Facilitate best-practice sharing across regional districts in the areas of ACP, RCP, and CTE
  - Provide technical assistance in the creation, implementation, and review of the Education for Employment (E4E) Plan and the Career Readiness Asset Map (NEW in 2023-2024)
  - Explore strategies for improving student equity and access to pathway programs through the lens of Non-Traditional Occupations
  - Support the development and implementation of Regional Career Pathway Maps
- **New Teacher Day at WCTC**
  - Workforce Trends
  - Wisconsin Technical College System
  - Early College Opportunities
  - Campus Tour of WCTC
- **Raccoon Support Network - Professional Development for new teachers in the following areas:**
  - College Readiness Engagement Strategies
  - 7 Habits of Highly Effective Teens
  - Career Ready & CTE Capstones
- **Local & National Conferences**
  - Association of Career & Tech Ed (ACTE)
    - Career Vision
    - Work-based Learning Conference
  - Wisconsin Tech Ed Association (WTEA)

## FAMILY ENGAGEMENT

Families are encouraged to engage in the ACP process in a variety of ways. At the high school level some of those opportunities are outlined below.

- **Freshmen Family Dinners**
  - An opportunity in August to help the entire family transition to high school life and expectations as well as opportunities.
- **Sophomore Family Conferences**
  - Each sophomore is invited to attend a family conference with their counselor to discuss their progress thus far and how their interests tie into future career opportunities
- **Junior Workshops**
  - An opportunity in August to kick off the 2nd half of high school and learn about various ACT prep options, work-based learning and dual credit opportunities, and courses that support specific career interests.



- **Senior Family Night**
  - An event that focuses on next steps for high school seniors and their families
- **Celebrate Your Future Week**
  - Senior families are invited to events to help celebrate all pathways after high school.
- **Program Information Night**
  - An evening in January focused around specific programs offered at Oconomowoc High School that relate to various academic or career interests such as the IB Diploma Program, IB Career Programme, Work-based Learning, Dual Credit, and Global Scholars.

Information on these programs and events is shared via the OHS Blog and can be accessed [here](#).

## COMMUNITY PARTNERSHIPS & WORK-BASED LEARNING

Oconomowoc High School offers opportunities for students to gain credit through work-based learning opportunities. We connect with local businesses through a variety of means that include but are not limited to:

- Career, College & Life Readiness (CCLR) Days
- Job Expo in Collaboration with the Oconomowoc Chamber of Commerce
- Community Networking Event organized in collaboration with the Waukesha County Business Alliance
- Business Over Breakfast chamber event in the spring that highlights ways to connect with high school programming
- Business integrated events such as mock interviews, career speakers, site visits, and authentic projects.
- Several of our classes have embedded business partnerships such as our Building Trades 3 course which partners with Tim O'Brien Homes and their subcontractors to build a house in the local community.
- Reality Check - financial simulation with community partners for OHS seniors

More information on career internships and youth apprenticeships can be found by visiting the ACPG on our website.

### Career Internship Enrollment Patterns

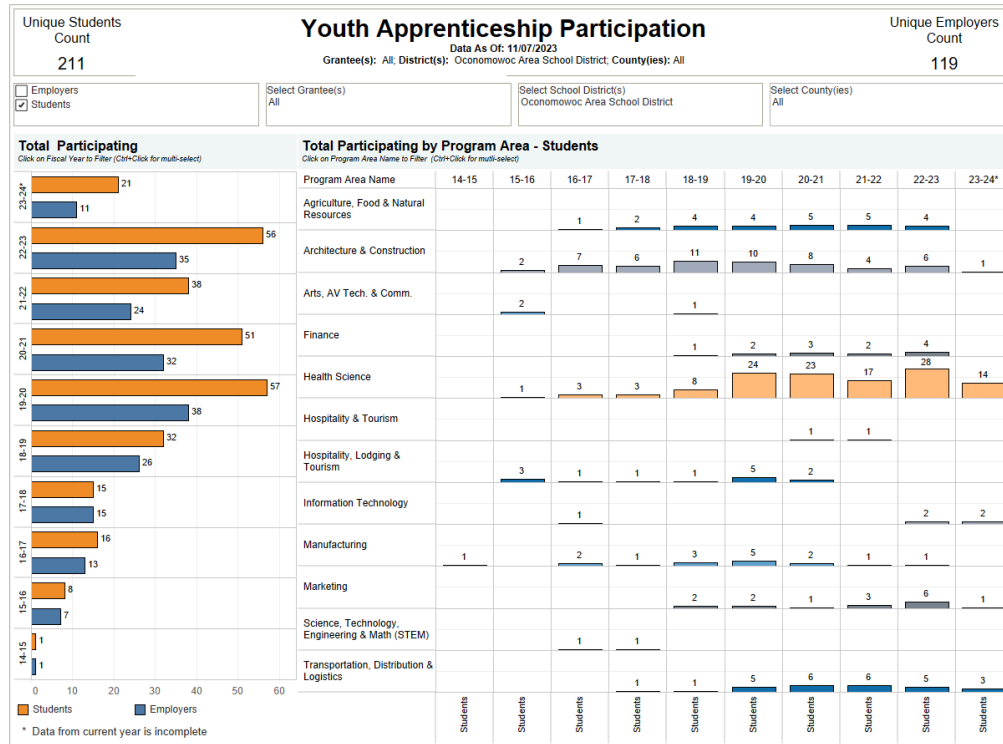
*Work-based learning in connection with DPI State Employability Skills Certification.*

19-20	20-21	21-22	22-23	23-24	24-25
47	41	54	85	212	237



## Youth Apprenticeship (YA)

Work-based learning in connection with DWD Youth Apprenticeship Certification.



## STUDENT SUCCESS STORIES & COMMUNITY PARTNERSHIPS

### OHS Career, College and Life Readiness Day!

WOW! Our Raccoons were busy for their Career, College and Life Readiness Day! The purpose of this day is to give each grade level specific learning experiences rooted in our school values of being grounded in our values and purpose, committed to our goals, and accountable to ourselves and each other.

We had:

- 200 students take the ACT
- 50 students participated in onsite college admissions between 17 different colleges and 95% were accepted into a college on the day of the event
- 21 different routes for sophomores to see businesses and/or educational institutions (university, tech college, training facility, etc.) that supported a specific career cluster of interest
- 11 skills sessions for freshman to learn from community members on how passions can turn into careers







- 17 different service projects that freshman chose based on their areas of interest and potential career pathways

We have to give a HUGE shout out to our OHS Staff who spent countless hours putting this invaluable experience together!! Also thank you to all of the businesses, educational institutions and community partners for hosting our Raccoons!

## OHS 4th Grade Field Day!



The OHS FFA celebrated #TeachAg Day in the best way possible...by hosting their annual Field Day for all OASD 4th-grade classes today at the Oconomowoc School Farm.

Students and some community partners brought their animals, farm equipment and technology to teach the students about different farming techniques, crops, how to care for animals and more. The kids were so excited by all that they saw, asked great questions and even planted their own succulents!

Thank you so much to the OASD staff members who stopped by to lend their support for our agriculture program. Thank you also to the FFA students and OHS Ag teacher, Marge Waite, for creating this amazing opportunity for hands-on learning!

## Meadow View 5K Visits Ashippun Fire Department

Our 5K friends at Meadow View visited the Ashippun Fire Department to check out the station and learn important fire safety tips.





## ACP & INDIVIDUALIZED SUPPORT

As Raccoons, we are working hard every day to be READY for life after high school. We support each individual student's preparation to be career-ready and empower them to pursue postsecondary training through military service, the workforce, an apprenticeship, or through a 2 or 4-year college. In order to do this, we strive to ensure we are working hard to create a culture that promotes our core values of being...

- Grounded in our values and purpose
- Committed to our goals
- Accountable to ourselves and each other

While we believe in living these values every day, we have designed four specific days where we take time out of our traditional school day to provide a readiness experience that promotes our school's mission and values while helping each Raccoon develop a sense of identity and purpose. Keep reading for details about each day and the expectations associated with each grade level.

### **Thursday, September 5: Freshmen First Day of School**

Along with our more than 200 upperclassmen volunteers, this day is designed to help transition our freshmen to the Oconomowoc High School community. Students will work in small groups, known as Raccoon Prep teams, that will lay the foundation for a successful and purposeful 4-year journey.

### **Tuesday, October 17: Career and College Exploration Day**

This day is designed to help students at each grade level explore career and college opportunities.

#### **Freshmen**

Freshmen will participate in our annual day of service throughout the Oconomowoc area in partnership with the Oconomowoc Chamber of Commerce. By engaging in a service project, students can learn a lot about their strengths and potential careers that may interest them. Our teachers will host 20 different service-learning opportunities tied to our career clusters, so that our Raccoons can become a little more grounded in their purpose!

#### **Sophomores**

Sophomores will leave campus in small groups and participate in at least one job shadow experience and one college visit related to a career cluster of their interest. This day is designed to give students a hands-on learning experience to help them further define and commit to their career and college readiness goals.

#### **Juniors & Seniors**

Juniors and Seniors can use this day to take the ACT exam at OHS. This test is not mandatory. Please contact Melissa Anders for details on registration. Please note that, unlike the March exam, this exam is not free. For those who do not want to take the exam, you should use today to visit colleges, work on applications, or complete a job shadow.





### **Seniors**

Seniors should watch for information about our on-site admissions fair. The fair is an opportunity to interview directly with admission officers from participating colleges and universities. If the interview goes well, you may be admitted on the spot!

### **Tuesday, March 12, 2024: College Readiness**

#### **Juniors**

Juniors...this is your big day! Today you will join juniors across the state to take the ACT exam.

#### **Freshmen, Sophomores & Seniors**

Since our team will be supporting the ACT test, there is no school for freshmen, sophomores, and seniors.

### **Tuesday, April 16, 2024: Academic & Life Readiness**

#### **Freshmen & Sophomores**

Freshmen and Sophomores will report to school at 7:20 a.m. to take the ACT Secure. This state accountability measure will allow students to see if they are on pace to be college ready upon graduation. Students will break down their scores in May and be set up with a free ACT prep plan that is aligned to their individual ACT goals.

Sophomores will also take the state Social Studies Forward Exam on this day.

#### **Juniors**

Juniors, this is your chance to schedule a tour at a local 2- or 4-year school. You do not have classes or activities planned on this day, so you can easily set up a visit to WCTC, UW-Madison, Marquette, UW-Milwaukee, Carroll, or wherever! Your Academic and Career Planning Coaches will provide you with a list and help you set up a tour!

#### **Seniors**

With the support of local businesses and community partners, seniors will participate in our annual Reality Check. Reality Check is a life readiness simulation that allows students to experience financial planning and other life events in a simulated hands-on experience.

## **ACP CURRICULUM, SUPPORT, and SERVICES**

### **5-8 Intermediate School ACP Opportunities**

#### **[Intermediate Course Offerings](#)**

Our Intermediate Schools offer career and technical educational courses that integrate projects and activities that are aligned to career pathways. Examples of courses include:

- Automation and Robotics
- Career Connections
- Computer Science
- Entrepreneurship
- Digital Design



## 9-12 High School ACP Opportunities

<a href="#">ACP Student Experiences</a> <a href="#">ACP Family Supports</a>		
<u>Date</u>	<u>Anchor Activity</u>	<u>Enhancer</u>
September 2024	Freshmen CCLR Selection Sophomore CCLR Selection	
Tuesday, October 15, 2024	CCLR Day	
Monday, November 4, 2024	Spark Event: Program of Study Action: Update Career Cluster in Xello	Program of Study Course Exploration Pride  Guest Speaker Series
October-January	Sophomore Meetings	Program Information Night College Admissions Panel ACP Enhancers for Families
Monday, December 2, 2024	Course Selection Kickoff	Program of Study Course Explorations  Program Information Night  College Admissions Panel
Monday, January 27, 2025	Course Selection	ACT Prep
February-March	Senior Seminars Junior Workshops	Senior Exit Survey
Tuesday, March 11, 2025	CCLR Day	WEF Visit Trades Union Halls
Monday, March 31	Spark Event: Program of Study Exploration Action: Plan in Xello/Resume	Job Expo
April 2025	Senior Reality Check Prep	
Tuesday, April 15, 2025	CCLR Day Pre-ACT Reality Check	



## INDIVIDUALIZED ACP SUPPORT

### **Raccoon Prep (grade 9)**

Click [here](#) for the schedule, lessons and activities.

### **Sophomore Family meetings**

Sophomores and their families meet individually with their counselor to review the student's academic and career plans (ACP). The meeting is designed to review the student's academic progress as well as college and career planning opportunities available at Oconomowoc High School.

### **Junior Family Workshop**

These meetings will provide an invaluable opportunity for students to identify and discuss steps to prepare for their senior year and beyond. We explore resources and opportunities to ensure they are well-equipped for their senior year by covering topics such as:

- **Academic Progress Review:** In these meetings, each student's individual graduation requirements and transcript will be thoroughly reviewed, emphasizing their unique academic journey.
- **Senior Year Preparation:** We will discuss course selections, extracurricular activities, and other requirements for a successful senior year.
- **Post-Secondary Planning:** Whether you plan to attend college, pursue vocational training, enter the workforce directly, or enlist in the military, we will discuss the necessary steps and the resources available to support your journey.

## ACCESS FOR ALL STUDENTS

### **18 & Beyond**

A program that provides purpose and values for adults with disabilities within the community. Click [here](#) for the flier that outlines the program opportunities.

### **Ocon Option 2**

Ocon Option 2 is an alternative graduation program that allows students the opportunity to graduate on time while earning their traditional high school diploma. This is a high school completion program that utilizes the GED tests as one component to show competency in the core subject areas, however this is not a GED program. In order to qualify for this program, students must be 17 years or older, have a documented 9th grade or higher reading level, maintain employment, and be one or more years behind their 9th grade peers in credits obtained towards graduation. While enrolled in the Ocon Option 2 program, you will still have access to the same opportunities as all other students. We encourage you to attend the special events that make senior year memorable, such as your OHS Commencement Ceremony! Students who successfully complete the Option 2 program can and do go on to post-secondary education.



### **DBT Training/Groups**

Dialectical Behavioral Therapy Group also known as DBT group is a resource available to students that focus on learning skills for managing emotions, distress tolerance, and improving interpersonal relationships.

Goals of the group include:

1. To develop skills in managing difficult emotions, and increase self awareness
2. To establish positive coping skills and improve interpersonal relationships
3. To use problem-solving and decision-making skills to assess progress toward
  - a. educational goals
4. To gain insights from other students

### **Committed Raccoon Groups**

Committed Raccoon groups provide a setting for students to learn and practice skills needed for academic success. The group curriculum encompasses the 7 Habits of Highly Effective teens, including on how to be proactive, prioritize school work, and be organized.

### **Alternative Education**

The OHS Alternative Education (Alt Ed) program is an intervention for students who meet two or more of the data points of chronic absenteeism, behind in credits or grade level assessment scores, and discipline referrals. Students enrolled in this program are able to get additional staff support as well as the ability to receive credits through alternative ways. This program is meant for students who have not otherwise been successful in a traditional high school setting.

## **FORMAL ACP PROCESS**

<b>Academic and Career Planning Advisory Team 2024-2025 Action Plan</b>	
<b>Date</b>	<b>Goal</b>
Thursday, August 8 (8:00am-3:00pm) REC	<ol style="list-style-type: none"><li>1. Review Goals</li><li>2. Study: ACPG</li><li>3. Study: Resources - Xello, Big Interview, Digital Job Board</li><li>4. Action: Fall CCLR day - roles and big picture</li></ol>
Tuesday, August 13 and Wednesday, August 14 - Wisconsin Dells	<ol style="list-style-type: none"><li>1. Examine what other schools are doing</li><li>2. What ideas can we bring back?</li></ol>



<a href="#">Wisconsin Career Readiness Summit</a>	
Monday, October 14 (1:30-3:00pm) REC	<ol style="list-style-type: none"> <li>Review of Programs of Study (5-12) <ol style="list-style-type: none"> <li>Programs of study analysis</li> <li>Data from Sign up for CCLR day</li> <li>Data Trends on course requests</li> </ol> </li> <li>Action: Identify gaps &amp; potential 5-8 connections</li> </ol>
Friday, November 8 (1:30-3:00pm) REC	<ol style="list-style-type: none"> <li>Look at data from Fall CCLR Day</li> <li>Deep dive into Xello <ol style="list-style-type: none"> <li>Are there other resources that complement Xello?</li> </ol> </li> <li>Action: Continued learning with Xello <ol style="list-style-type: none"> <li>Pick 1- 2 topics and share out at next meeting</li> </ol> </li> </ol>
Monday, February 17 (1:30-3:00pm) REC	<ol style="list-style-type: none"> <li>Service Projects &amp; Routes for next year CCLR day <ol style="list-style-type: none"> <li>What clusters are we missing</li> </ol> </li> <li>Community Networking Event</li> <li>Action: Establish a 3 year plan for ACP/Xello</li> </ol>
Tuesday, April 8 (3:00-4:00pm) REC	<ol style="list-style-type: none"> <li>Job Expo</li> <li>Big Interview</li> <li>Action: Reflection &amp; establish goals for next year</li> </ol>
Tuesday, May 27 (3:00-4:30 pm) REC	<ol style="list-style-type: none"> <li>Approve and Review: Course Requests and Modifications for 2026-2027.</li> </ol>

## ACP SOFTWARE/RESOURCES

### Xello

All students engage in ACP activities on Xello. Xello is an engaging college and career readiness software that unlocks every student's potential by opening their eyes to future possibilities and equipping them with tools to prepare for their future.

### Big Interview

Big Interview teaches communication skills, self-confidence, negotiation, and other vital workplace-readiness competencies. Video interviewing is the way of the future. Ensure your students are prepared to thrive in the workforce by training them on video technology.

Big Interview gives you a simulated interview environment which mirrors your upcoming job-specific interview. Spans over 1000 professions across more than 100 industries. Automated interview process tailored to your specific job role. Personalized practice with commonly asked industry-specific questions.





### Job Ready

This is our platform used to monitor all work-based learning hours. We are working towards using this to monitor all of our industry recognized credentials as well as our business partnerships.

## CURRENT PROGRESS AND FUTURE GOALS FOR IMPLEMENTATION

### Action Plan at the High School Level:

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#### Career Ready

##### Target:

- Continue to increase exposure around Industry Recognized Credentials (IRCs) and Work-based Learning which are 2 elements in a career ready pathway as defined by DPI

##### What:

*A high school career ready pathway includes the following elements:*

- A sequence of career ready courses
- **Opportunities to earn industry-recognized credentials (IRC)**
- **Work-based learning experiences (Youth Apprenticeship, Career Internship, Tech Interns)**
- Dual enrollment opportunities
- Career and technical student organization-related activities (DECA, FBLA, FFA, HOSA, SkillsUSA)

##### Why:

- Students obtaining an industry recognized credential or work-based learning will have a **Competitive Advantage** over their peers in the workforce.
  - Past Data include:
    - 2018-19 64 certifications; 39 students
    - 2019-20 43 certifications; 33 students
    - 2020-21 107 certifications; 86 students
    - 2021-22 405 certifications; 310 students
    - 2022-23 750 certifications; 575 students

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#### College Ready

*Target:* 50% of students are identified as college ready in 3 or more subject areas on the ACT exam.

##### What:

- Implement **college readiness engagement strategies** in all core subject areas:
  - Focused Notes



- Reading Strategies (Annotation & Marking the text)
- Quick Writes
- Collaborative Study Groups
- Evaluate curriculum alignment to college readiness standards.
- Provide collaborative time to review student work and benchmark assessments.

**Why:**

- On average 80% of our students attend a 2 or 4 year college and only 39% are college ready in at least 3 subject areas.
  - 22-23: 36%
  - 21-22: 39%
  - 20-21: 39%
  - 19-20: 50%

**ACT Readiness by Subject**

Subject Area	Benchmark Score	% of OHS Students $\geq$ to Benchmark	Prepared to Earn B or Better in:
<i>English</i>	18	61%	English Composition 1
<i>Math</i>	22	39%	College Algebra
<i>Reading</i>	22	38%	American History, Psychology, Sociology, Political Science, Economics, Other History
<i>Science</i>	23	40%	Biology
<i>Stem</i>	26	18%	Calculus, Chemistry, Physics, Engineering

**ACT Secure Data (9-10)**

Grade	Composite	Math	Science	English	Reading
<i>9th</i>	17.9	18.8	17.9	15.8	18.7
<i>10th</i>	18.7	20.0	18.2	17.6	18.8

**Math**

Grade	% On Target	% on Cusp	% In Need of Intervention
<i>9th</i>	47	26	27
<i>10th</i>	49	16	34

**Science**

Grade	% On Target	% on Cusp	% In Need of Intervention
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9th	44	24	32
10th	41	16	46

#### English

Grade	% On Target	% on Cusp	% In Need of Intervention
9th	69	22	9
10th	64	17	19

#### Reading

Grade	% On Target	% on Cusp	% In Need of Intervention
9th	47	30	23
10th	39	21	41

#### How:

- Review **college readiness engagement strategies** during professional development opportunities, at AP and IB collaboration days.
- Department chairs facilitate analysis of student work samples compared to curriculum expectations during collaboration time and department meetings.

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### Life Ready

*Target: Increase staff engagement in life ready programming in order to develop **personal connections** within our community.*

*What:* Increase staff participation in life ready opportunities for our students:

- 30 Raccoon Prep 9 mentors (Currently 25, plus 5 subs)
- 10 Raccoon Prep 11 mentors
- 15 SAIG Group Advisors
- Increase the number of staff advising club/co-curricular, coaching, and/or regularly working at school events (dances, games, etc.).

#### Why:

- Identified target areas for improvement in the MRA include:
  - Trusting relationships: Increase the number of students who have a trusting relationship with at least one teacher who they feel comfortable with.
  - School Belonging: Increase the number of students who feel cared about and understood by people in their school, and have a sense of belonging.
- Concerning reports from the YRBS 2021 Survey Results
  - 15% of our students have considered suicide
  - 49% experience anxiety in their day
  - 29% express they feel depressed
  - 19% have engaged in self-harming themselves



*How:*

- Continue to develop understanding of the Life Ready framework among staff and students.
- Empower the student lighthouse team to identify action steps to help improve on the student sense of belonging.
- Ensure students have access to experience and explore the Life Ready curriculum (Raccoon Prep, Raccoon Performance 1, Leadership 1, Leadership 2, Extracurricular, Small Groups, Capstone experiences)

Grounded	Committed	Accountable
October CCLR Experience	Academic Programming and Course Selection	Community Commitments

**Last Updated**

Presented at the June 19, 2024 School Board Meeting.