



# Hartland Lakeside School District Education for Employment Plan

## Introduction

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Academic and Career Planning (ACP) is a student-driven process that involves setting goals and making decisions about students' education and future career path. It includes identifying a student's interests, strengths, and values, exploring different academic and career options, and creating a plan to achieve their goals. This process helps students make informed choices about their education and career, leading to personal and professional success.

### CAREER READINESS MISSION/VISION

**Vision:** Empowering students to develop goals for the future and explore career options that align with their personality, interests, and strengths through personalized academic and career planning.

**Mission:** The Hartland-Lakeside School District works to provide comprehensive guidance and resources to students, enabling them to make informed decisions about their academic and career paths. We strive to foster a supportive and inclusive environment that promotes self-discovery, goal-setting, and lifelong learning, ultimately preparing students for success in a rapidly evolving world.

### CAREER READINESS TEAM

Lead: Chelsey Windl, School Counselor

Michele Schmidt, Middle School Principal & Director of Special Education  
Kathleen Richards, 8th Grade Science & Comm Arts teacher  
David Grevenkamp, 7th grade Science & STEM teacher  
Kim Soik, 6th grade Science & STEM teacher  
Kristin Grady, 6th Grade Special Education teacher

## Career Readiness Data

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### DISTRICT CAREER READINESS DATA

Data could include:

- Achievement scores
  - Pre-ACT - taken by 8th graders in the fall
- Data from lessons and questionnaires provided by Xello
- Attendance and perception data from career-based learning experiences such as
  - Career driven field trips
    - More students were interested in attending the Healthcare Expo than spots available
  - Technical College/ College Visits
  - Career Day

## CURRENT PROGRESS AND FUTURE GOALS FOR IMPLEMENTATION

### Progress:

The Hartland-Lakeside School District has been working to help students develop goals for their future, increase awareness of different careers and the process it takes to get into said career. We have increased opportunities for students to learn hands-on from those currently in their fields of interest through our Annual Career Day and field trips through the Waukesha County Business Alliance.

### Goals:

HLSD hopes to increase alignment with AHS and the other feeder schools to enhance student experiences. We also plan to continue to develop a partnership with Waukesha County Business Alliance and other local agencies to introduce career awareness, as well as identify new ways of gathering data to improve our practice.

## Career Readiness Success Stories

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### STUDENT/ PROGRAM SUCCESS STORIES

[2024 Career Day Facebook Post](#)

## Career Readiness in the Hartland-Lakeside School District

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### ACP CURRICULUM, SUPPORT, AND SERVICES

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

- 6-8: Career Readiness Activities
  - [Xello](#) lessons and questionnaires
    - [Xello Scope and Sequence](#)
  - Annual Career Day
  - 8th grade field trips through the Waukesha County Business Alliance

#### ACP/School Counseling Services

The school counselor at North Shore Middle School provides 4 lessons related to career exploration and employability skills at each grade level over the course of the school year. Topics include, but aren't limited to, personality and learning styles, time management, decision making, self-advocacy, transitioning to high school, etc. (See Xello Scope and Sequence linked above for more information). Students also complete an interest inventory in 6th grade that matches them with careers and revisit the options annually. The school counselor, along with the ACP Committee members, plan career related events and field trips. Students can also request a time to speak individually with the school counselor about their future plans.

#### Whole School Support

Students participate in regular career conversations to discuss their career interests, academic goals, and postsecondary plans with teachers. Teachers in all subject areas help students understand how the content they are learning connects with various careers and career readiness skills. In STEM classes, career biographies and examples are incorporated within the Project Lead The Way curriculum.

### PREPARING FOR THE FUTURE

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

This includes:

- College and career exploration opportunities provided in the school district
- Instruction on skills related to employment (e.g., decision making, time management, teamwork, etc.)
- STEM and personal finance courses offered
- Leadership opportunities such as student council

Please see Arrowhead High School's or your child's future high school's website for more information.

## CAREER PATHWAYS

See this link to [Arrowhead Career Pathways](#) and [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 AHS 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](https://dpi.wi.gov/sites/default/files/imce/cte/pdf/2021_04_29_LMI_guide_2021_v4.pdf)
- Waukesha County Labor and Workforce Profile (2021):  
[https://jobcenterofwisconsin.com/wisconomy/wits\\_info/downloads/CP/waukesha\\_profile.pdf](https://jobcenterofwisconsin.com/wisconomy/wits_info/downloads/CP/waukesha_profile.pdf)
- [Additional labor market information](#)

## PROFESSIONAL DEVELOPMENT FOR STAFF

The Hartland-Lakeside 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:

- Providing resources to staff from the Waukesha County Business Alliance and CESA 1 ARC Network
- Provide access to [Xello Academies](#) for educators. These are self-paced tutorials available for free to help all educators learn more about utilizing Xello to guide students in understanding how the content they are learning connects with various careers.
- Provide staff with information about career readiness programs and events available in the district and surrounding community.

**Career Readiness is for ALL of our Students**

## INDIVIDUALIZED ACP SUPPORT

- Our district has a process to identify and provide modifications, accommodations, or enhanced support for career readiness activities to maximize participation of English Learners or students with an Individual Education Plan (IEP). Modifications are made based on individual needs of the students participating in the lessons.
- Our district makes an effort to seek out diverse community, industry, and higher education partnerships so that students are more likely to interact with adults that come from many different backgrounds and cultures.

### ACCESS FOR ALL STUDENTS

If a student has a disability, their academic and career plan begins to take shape at age 14, as they transition into high school. At that point their academic plan shall be made available to the student's individual education program (IEP) team. When appropriate, students with IEPs also participate in career exploration and skills lessons with their same age peers with additional support.

### CAREER READINESS TECHNOLOGY

All of the K-8 school districts that feed into Arrowhead High School utilize [XELLO](#) as the main learning platform for career exploration.

## Get Involved

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### FAMILY ENGAGEMENT

The Hartland-Lakeside School District engages families and caregivers in academic and career planning by:

- Regularly informing families and caregivers about career readiness activities through the weekly family newsletter.
- Providing multiple ways for families and caregivers to participate in career readiness activities such as coming in to present in classrooms, being a guest speaker for Career Day, or attending career-based field trips as a chaperone.
- Parents/ guardians may request access to their student's Xello account by contacting their school counselor.

### COMMUNITY PARTNERSHIPS

The Hartland-Lakeside School District is proud to collaborate with business and community partners including, but not limited to:

- Waukesha County Business Alliance
- Local Businesses
- WCTC Partnerships
- Arrowhead High School

### MOST RECENT DATE OF BOARD APPROVAL

5/20/2024