



Education for Employment Plan

Introduction

Academic and Career Readiness is a foundational piece of the mission of Ripon Area School District, striving to help students be as prepared for the reality of the “outside world” as possible by the time they take their final step within the walls of Ripon High School. To this end, we create a culture of career preparedness through the structured development of employability skills and comprehensive academic rigor so students who graduate from Ripon Area School District are confident in the decisions they make for their future goals. Ripon Area School District does this by partnering with our community leaders and businesses to provide students with opportunities for growth, networking, and incentive to become their best selves during their time in high school.

Career Readiness Vision

CAREER READINESS MISSION/VISION

Inspiring Learners, Engaging Community, Enriching the World.

Ripon Area School District has six pillars which serve as the foundation for the education students receive, and our goals for any graduates from Ripon High School.

- 1) **Become a Well Balanced Person** - Students will be resilient in times of trouble and be mindful of their physical and emotional health. They are cognizant of their values and beliefs, and will be able to use a variety of interpersonal communication skills.
- 2) **Self-Directed Lifelong Learner** - Students accept responsibility for their learning, and view problems as challenges, persevering through difficult situations. They set habits of self improvement, and will seek information from a variety of sources as well as pursue their goals with tenacity.
- 3) **Caring and Compassionate Person** - Students will cultivate awareness of others concerns and opinions, as well as embrace diversity among various cultures and issues. They demonstrate kindness and empathy, as well as use their interpersonal communication skills to resolve conflict.
- 4) **Civic-Minded Person** - Students demonstrate a strong desire to help others, and participate in the demographic process to help implement change. They obey laws, and as needed work to bring about necessary changes, and understand the differences between the various forms of government.
- 5) **Global and Culturally Aware Person** - Students understand the impact of the personal economic and environmental decisions. They interpret the role of democracy in protecting human rights worldwide, and understand the differing points of view regarding issues, policies, and positions. Students also appreciate the traditions of different cultures.
- 6) **Adaptable and Productive Person** - Students evaluate their work, and provide solutions individually as well as in teams. They utilize their resources and apply them in several different environments. They demonstrate professionalism and positivity as well as apply critical thinking strategies to complex solutions.

CAREER READINESS TEAM 23-24

Name	Role
Christine Damm	Curriculum Coordinator

<i>Bill Kinzinger</i>	<i>HS Principal; ACT Coordinator</i>
<i>Dakota Kandler</i>	<i>HS Counselor; ACP Coordinator</i>
<i>Landri Vogelsang</i>	<i>HS Counselor; ACP Coordinator</i>
<i>Sherry Leverage</i>	<i>Pupil Services Secretary; AP/PSAT Coordinator</i>
<i>Sheri Schmidt</i>	<i>Business Ed. Teacher</i>
<i>Samuel Pinchart</i>	<i>Agribusiness/Agriculture Teacher</i>
<i>Jon Potratz</i>	<i>Technical Education Teacher</i>
<i>William Martin</i>	<i>Technical Education Teacher</i>
<i>Kelly Esala</i>	<i>Family and Consumer Science Teacher</i>
<i>Yolanda Meincke</i>	<i>ELL Teacher</i>

Career Readiness Data

DISTRICT CAREER READINESS DATA		
<i>Data is based off 2022-2023 School Year at Ripon High School</i>		
Category	Student Count	Percentage
<i>Career and Technical Education Participation (9-12)</i>	301	64.2%
<i>Career and Technical Education Concentrators (11-12)</i>	153	63.8%
<i>Youth Apprenticeship (11-12)</i>	40	16.7%
<i>Early College Credit Program / Start College Now (10-12)</i>	22	6%
<i>Career and Technical Student Organizations</i>	164	35%
<i>Completing Industry-recognized credentials</i>	31	6%
Category	Student Count	
<i>Students who took AP Exams and scored a 3+</i>	35	
<i>Students who took an AP Course and passed with a 'C' or better</i>	106	
<i>Students who took Dual Credit College English and/or Math and passed with a 'C' or better</i>	13	
<i>Students who passed Algebra 2 with a 'C' or better</i>	100	

(9-12)	
Students with an unweighted 2.8 GPA or higher (9-12)	312
ACT English 18+	69
ACT Reading 22+	47
ACT Science 23+	46
ACT Math 22+	39
Students who took a Math Class Senior year (4+ credits)	58
Students who took Math Classes beyond Algebra 2 (10-12)	54

CURRENT PROGRESS AND FUTURE GOALS FOR IMPLEMENTATION

Share your district's current progress and future goals related to improving career readiness outcomes.

Current Progress:

- Implementing Student Showcase Nights (Journey/Quest)
- Career Introduction discussions (Kindergarten)
- Career Options discussions (1st Grade)
- Career Specific impacts (2nd Grade)
- Youth Apprenticeship student numbers demonstrate record growth
- Joined Inspire Wisconsin
- Increased participation in the ECCP/SCN
- Increased participation in local CTSO's
- Implementing the Transferable Skills Grading Initiative

Future Goals:

- Counselor's and Coffee - Planned Morning or Evening Q&A career planning meetings with student families twice per year
- Doorway to College ZAPS - ACT Preparation Program for Juniors
- Meeting with every student yearly - 9 to 12 meetings throughout the year
- College Application Workshop/Night for Seniors
- ACP Family Surveys twice per year
- Portrait of a Graduate on School Website
- Sustainability and Accountability for Transferable Skills Grading Initiative

Career Readiness Success Stories

STUDENT SUCCESS STORIES

- Miya G - MPTC Student of the Month June 2024 <https://www.morainepark.edu/admissions/parents/>
- Ripon Area School District Student Spotlights (Available on the Ripon Area School District Facebook Page)

Career Readiness in Ripon Area School District

ACP CURRICULUM, SUPPORT, AND SERVICES

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

- **PK-5:**
 - Visiting Local Farms to learn about the Farming Profession
 - Visiting RAFD to learn about Fire Rescue and Emergency Response Professions
 - Guest Speakers from various popular professions come to classrooms to talk about possible career pathways.
 - Student Showcase Nights (for Parents)

- **6-8:**
 - Entry Level Xello activities to introduce the career readiness program
 - Students learn about career options in their classes, and spend time researching them as part of their curriculum
 - Literary Nonfiction units in class that focuses on STEM careers
 - Science class units that focus on different scientists that have provided valuable research to advance society

- **9-12:**
 - Xello Lessons derived from DPI's list of recommended units but minimally the following. - *Facilitated by all Advisory Teaching Staff*
 - Learning Styles
 - Personality Styles
 - Top Skills
 - Suggested Careerbuilder
 - Bi-Annual Career Fair w/Breakout sessions - *Put on by the Business Ed Teacher*
 - A large number of local businesses come to explore careers with students
 - Famous Guest Speakers (This year was Jack Links) come to talk about employability skills
 - Bi-Annual Earth Day Event - *Put on by the Science and Agriculture Departments*
 - Brings in various agricultural and environmental career pathway speakers to talk about their careers and impact with students
 - Partnership with various local businesses to supply resources for the event
 - Career Spotlights - *Put on by Student Services*
 - At least one Wednesday per month, have a guest speaker come to talk to students about various different career pathways.
 - Financial Aid Night - *Put on by Student Services*
 - Bring Senior families into school in the evening to learn about FAFSA from local College Financial Aid office staff
 - Youth Apprenticeship Presentation- *Put on by Student Services*
 - Sophomore and Junior standing students have the ability to meet and work with our CESA 6 Youth Apprenticeship coordinator and understand how utilizing Youth Apprenticeship can help discover and gain experience in possible interested careers
 - #HireMeNow - *Facilitated by Student Services in partnership with Green Lake Chamber of Commerce*
 - An event that is put on by the Green Lake Chamber of Commerce. We take our students to Green Lake Conference Center where they learn about various topics such as Employability Skills, Finance, Job Applications, and have a chance to explore various booths set up by local community employers who are actively looking for students to work during the summer

ACP/School Counseling Services

Student Services strives to coordinate and support the ACP Process put on by all of our staff. We coordinate together to promote the greatest number of career paths available to students and provide the most amount of variety for guest speakers to come and speak with students. Student Services utilizes Xello at the beginning of each school year to get students interested in the different career pathways available. Alongside ACP preparation, we also give students SEL Lessons every week regarding various emotional developmental skills that will better help them succeed as adults. These SEL topics include areas such as:

- Bullying
- Study Skills
- Suicidal Awareness

- Habit Building
- Handling Confrontation
- SMART Goals
- And many more!

Whole School Support

Students who are interested in receiving extra support for their Academic and Career Plan, are encouraged to set up a meeting with their counselor to begin talking about their situation. These meetings are required by 11th grade, and generally involve other members of their family as well such as parents/guardians. Any ACP

Meeting covers generally the following topics with a counselor:

- Post-High School Plans
- Youth Apprenticeship Opportunities (10-11)
- Internships/Job Shadow Opportunities (9-12)
- Available classes offered at RHS
- College Options (Public, Private, Tech, In-state vs out of state, etc)
- Workforce options (Employment opportunities if pursuing workforce)
- Military options and recruiter visits
- Relevant Career Spotlights

PREPARING FOR THE FUTURE

The ACP program at Ripon Area School District ensures every student is prepared for life after high school no matter what path they plan to take. This includes:

- **Advanced Placement Courses**
 - *AP Psychology*
 - *AP Calculus*
 - *AP World History Modern*
 - *AP Statistics*
 - *AP Economics*
 - *AP Computer Science Principles*
 - *AP Music Theory*
 - *AP Spanish*
 - *AP US History*
- **Cooperative Academic Partnership Program** (in partnership with *UW-Oshkosh*)
 - *Biology 104*
 - *Biology 105*
 - *Physics 171*
 - *College Writing*
 - *Astronomy 103*
 - *Astronomy 104*
 - *Chemistry 105*
 - *Chemistry 106*
- **Technical Certified Classes** (In partnership with *Moraine Park Technical College and Fox Valley Technical College*)
 - *Accounting 1*
 - *Accounting 2*
 - *Foundations of Early Childhood*
 - *Intro the Business*
 - *Microsoft Word/Excel/Powerpoint*
 - *Photoshop*
 - *Natural Resource Management*
 - *Vet Science*
 - *Crop and Soils*
- Early College Credit Program and Start College Now
https://dpi.wi.gov/sites/default/files/imce/dual-enrollment/2023_06_ECCP_SCN_Timeline.pdf
- Postsecondary education preparation *Describe other ways in which you prepare students for all postsecondary education pathways.*
- Youth Apprenticeship or other job training and work experience:
 - <https://www.yawisconsin.org/> (Youth Apprenticeship - School to Work)

- <https://inspirewi.org/> (Inspire Wisconsin - Job Shadows/Internships)
- Instruction in skills related to employment *Share how your district helps students develop employability skills, including and Industry-recognized Credentials you offer.*

CAREER PATHWAYS

Career Pathways are determined based primarily off of the Labor Market Data that is provided each year. This is directly influenced by class offerings, and has not directly changed for the last several years since COVID-19 created a temporary virtual learning space in 2020. However, since Ripon Area School District's full return to in-person learning, we have maintained courses that have been relevant to the current job market in Fond du Lac County:

Career Pathways Available

Agriculture, Food, and Natural Resources
 Architecture and Construction
 Arts, Audio/Video Technology and Communications
 Business Management and Administration - Finance
 Business Management and Administration - Marketing
 Direct Patient Care
 Education and Training
 Hospitality and Tourism
 Information Technology
 Manufacturing
 Science, Technology, Engineering and Mathematics
 Transportation

LABOR MARKET INFORMATION

Labor Market Data is used to determine the needs of our CTE program and career pathways. Over the last several years, many pathways have experienced an increase in job demand, particularly in areas such as Construction (6.6%), Manufacturing (24.6%), Business (5.7%) and Education/Health Services (19.9%). These serve as the baseline for many of our career pathways class options and the certifications students can earn in their CTE related classes.

To access Labor Market Information for Ripon Area School District (Fond du Lac County) [Click Here](#)

PROFESSIONAL DEVELOPMENT FOR STAFF

The Ripon Area 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:

- *AP Class Certifications for Teachers*
 - *Teachers certified in AP from College Board are able to teach Advanced Placement classes for our students, granting possible college credit to those students upon successful completion of the AP Exams.*
- *Skills Based Learning PD for Staff*
 - *Staff were taught Skills based learning techniques and information to implement in their classroom as it pertained to Career Readiness.*
- *CTE + Financial Literacy CESA6 Workshops*
 - *Teachers taught in these areas allowed a greater grasp of knowledge that can be gained by having career based discussions in the classroom as well as constant preparation for students fulfilling necessary graduation requirements for Financial Literacy.*
- *CTE PLTW Certifications*
 - *These are an advanced set of certifications directly tied to career based learning in the classroom for Project Lead the Way courses.*

Career Readiness is for ALL of our Students

INDIVIDUALIZED ACP SUPPORT

Individualized Education Plan (IEP)

As part of a student's IEP process at Ripon High School, students are asked questions pertaining to their future career goals. These career goals are shared initially with their Case Manager, and are by extension shared with their School Counselor who takes the information and works with the Case Manager to help them with acquiring any necessary resources or partnering with local services such as the Department of Workforce Development. Any plans to meet with DWD are first discussed with the student's parents, who in many cases provide valuable insight into a student's ability to work with them.

At-Risk

Student credit progress is monitored every semester by the School Counselors at the high school level. If students are falling behind on credits, a meeting is held starting with the student, their family, and the administration staff as needed regarding the current situation and the possible futures that could happen depending on future decisions of the student, or the intervention plan that is put in place. Students who fall behind on credits beyond their ability to recover naturally in school are partnered with our At-Risk Coordinator who works with the student to recover their credits through different means. During this process, the student and counselor have an ACP meeting to discuss the student's future plans, and how the school can best help them prepare for post-high school.

English Learners

As part of their ELL Program, students who are classified as English Learners are put on what is called an ELP (English Language Plan). As part of this plan, students work with their teacher very closely, and are part of ongoing roundtable discussions about various career pathways that are available. Students interested in going to college partner with our ELL staff for college visits that specifically target this population of students. ELL staff are also knowledgeable regarding financial options to support post-secondary opportunities for English Learning students. This process works very closely with parents to break the self-defeating culture cycle that ELL students are unable to attend university.

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. This includes working with the Wisconsin Department of Workforce Development and individualized meetings that are tailored specifically to each student's needs.

CAREER READINESS TECHNOLOGY

Ripon Area School District utilizes the program *Xello* in its endeavors to prepare students for their post-high school planning. Students are required as part of their ACP Curriculum over the school year to complete a set number of lessons per grade level, with influence from DPI's recommended list available [here](#). Through their work in *Xello*, employers are able to access their interests and skills through *Inspire Wisconsin* as well.

Get Involved

FAMILY ENGAGEMENT

The Ripon Area School District engages families and caregivers in academic and career planning by:

- **Regularly informing families and caregivers about career readiness activities.**
 - *Families receive a newsletter every week with upcoming events that are tied to student career success, such as Career Spotlights, ACP Conferences, and Financial Aid Nights.*
- **Providing multiple ways for families and caregivers to participate in career readiness activities.**

- Ripon Area School district hosts several events through a student's high school career that parents are welcome to attend with their students. The most crucial for student success is attending ACP Conferences and ACP Night at the 11th grade level where they get information pertaining to how to best prepare their students for their senior year and beyond.
- Families are also informed about Financial Aid night, which allows them to come into our school building to learn and get assistance in preparing for the financial burden of college.
- **Actively seeking feedback from students, families, and caregivers when regularly evaluating our career readiness activities, programs, and initiatives.**
 - Annually, students fill out a survey that directly gives the Student Services staff feedback on their ACP curriculum that is rolled out with teachers every year. This survey provides valuable input into how we can manipulate and alter this program in order to be more successful and reach more students going forward.
 - This survey has directly led to the implementation of Career Spotlights, joining Inspire Wisconsin, and has helped us reach record high numbers of students in our Youth Apprenticeship program.

COMMUNITY PARTNERSHIPS

The Ripon Area School District is proud to collaborate with over 70 business and community partners.

RASD strives to cultivate support from the community by working with stakeholders to create an environment that provides students with resources and information that is relevant to their future goals. To this end, we reach out to community members via email or phone conversation, as well as through our social media platforms in order to seek their assistance with accomplishing our goals. The best utilizations of community support are the following:

- Business Ed Teacher - Sheri Schmidt puts on a Bi-Annual Career Fair that sees over 50 local businesses and organizations come to fulfill at least one of the following;
 - Setting up a booth regarding their business for students to explore
 - Be a guest speaker in a break-out room to discuss a relevant career related topic with a select number of students
 - Be a Keynote speaker that engages students in discussion about an overlying important topic
 - Motivate students to engage with the local businesses through the use of raffle prizes
- Students interested in learning more about specific career options are strongly encouraged to utilize our School-to-work related options
 - Youth Apprenticeship allows students to explore a variety of collaborative local businesses in order to gain experience in the field of their choice while continuing to work toward their diploma
 - Inspire Wisconsin allows students to explore their career options through the use of internships and job shadows with local community businesses.

MOST RECENT DATE OF BOARD REVIEW

July 15, 2024