



# Chetek-Weyerhaeuser School District

## Introduction

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*The Chetek-Weyerhaeuser Area School District's ACP (Academic and Career Planning) program is a comprehensive preK-12 plan that actively engages students in exploring their interests, strengths, and career options, enabling them to make informed decisions about their education and career paths after high school. The Chetek-Weyerhaeuser School District will foster collaboration between schools, families, and community members as we work to prepare students to graduate high school ready to thrive in college, careers, and beyond as responsible, lifelong learners and engaged citizens.*

## Career Readiness Vision

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### CAREER READINESS MISSION/VISION

*Chetek-Weyerhaeuser's ACP vision is to have every graduate equipped with the confidence and ability to navigate their future, whether that be college, trade school, military, or the workforce, by providing them with the necessary knowledge, skills, and support to achieve their individual goals.*

### CAREER READINESS TEAM

Melanie Becker  
Matthew Forrest  
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Calli Wright  
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Rachel Westberg  
Scott Kowalski, Elementary Principal  
Chelsi Jenness, Elementary Counselor  
Korie Lentz, School Board Representative

## Career Readiness Data

### DISTRICT CAREER READINESS DATA

*Chetek-Weyerhaeuser currently offers numerous career-based learning opportunities for students.*

- *Career and Technical Education Participants (2023-24 data)*
  - *205 students*
- *Career and Technical Education Concentrators (2023-24 data)*
  - *82 students*
- *Students Participating in Dual Enrollment (2023-24 data)*
  - *70 students*
- *Students Participating in Career and Technical Student Organizations*

*CTSO's offered in C-W include:*

  - *SkillsUSA 32 students*
  - *FBLA 15 students*
  - *FCCLA 25 students*
- *Career-based Learning Experiences offered*
  - *Youth Apprenticeships*
  - *Internships*
  - *Job Shadowing*
  - *Co-ops*
- *C-W staff are currently updating our regional and career pathways*

### CURRENT PROGRESS AND FUTURE GOALS FOR IMPLEMENTATION

#### ***K-5th Grade***

##### **Current Progress**

###### **Career Exploration**

- Grades K4-2 begin to explore the definition of work. They start to develop an understanding of the roles they play within their school and family, and can identify a job they have an interest in when presented with various career choices.
- Grades 3-5 learn more about their interests by completing interest inventories. They begin to understand that their career choices should align with their interests in order to feel satisfied at work. They learn that their career choices may require qualifications to become qualified for their profession.

###### **Character Education**

- All students learn about choices and consequences so that they can make responsible decisions.
- All students learn to show respect for themselves and others by using effective communication and conflict-resolution skills.

###### **Executive Functioning**

- 4th- and 5th-grade students learn about planning ahead, managing their time, staying organized with their thoughts and materials, and maintaining focus to complete tasks.

##### **Future Goals**

###### **Career Exploration (Elementary)**

- Explore hosting a "Touch a Truck" event, in which various professionals bring their job equipment/vehicles and talk to students about their careers.
- Explore weekly video segments of "Buster at Work" to be shown to students. A stuffed bulldog (Buster) would travel around the community with various community members to showcase a different career each week. Ideally, parents/community members would have ties to the student population.

###### **Curriculum**

- Identify career and community themes within the core curriculum at each grade level (K4-5).
- Vertically align ACP objectives between elementary and middle school.

#### ***6th-12th Grade***

##### **Current Progress**

**Required ACP Course 10th grade**

- All 10th-grade students will complete a one-trimester academic and career planning course.

**Career Exploration**

- Homeroom time used for career exploration with Xello
- Guest speakers
- Career Exploration Day: This includes guest speakers and field trips
- Job Shadow
- CTE and Exploratory Courses
- Career exploration within the core curriculum

**Youth Apprenticeships**

- Students have the opportunity to participate in a Department of Workforce Development Youth Apprenticeship. The students are employed at a local business and work to complete 450 hours of paid on-the-job learning. Students can earn high school credit and potentially receive release time for completing their Youth Apprenticeship (YA).

**Industry Certifications**

- Students can earn industry-recognized credentials to support the skills and knowledge that they have gained.

**Dual Credit Opportunities**

- ECCP, Start College Now, and transcribed high school courses

**Career and Technical Student Organizations**

- SkillsUSA, FCCLA, and FBLA

**Future Goals****Career Pathway Development**

- Explore Regional Career Pathways, adopt a district template, develop pathways, building and district review/approve developed pathways, implement pathways, and evaluate gaps in programming.

**Increase ACP Universal Instruction**

- Map out and implement ACP instruction for all students, pre-k-12

**ACP Team Members**

- Increase our ACP team to include representation from C-W students, the school board, and community members

**ACP Plan Feedback**

- Creation of a survey/feedback loop that would include students. Information gained would be used to assist in evaluating and planning future ACP work

**Peer-to-Peer Career Presentations**

- Explore recording the English 12 Career Presentations and sharing them with Middle School students.

**Community Outreach/ Education**

- Work to have relevant ACP information published in the Dawg House Dish and the Focus Newsletter
- Create an ACP link on the District Website

**Incorporate ACP into the scheduling process**

- Explore how to incorporate ACP and Career Pathways into C-W's scheduling process.

**Increase parent involvement in an ACP conference.**

- We will explore the benefits of students staying with their homeroom teachers throughout their C-W high school career. Staff and students will have an opportunity to develop stronger relationships, and, as a result, staff will better understand students' interests and skills, which will lead to career exploration.
- Once a year, parent-teacher conferences will focus on Academic and Career Planning (ACP). Each student will have a scheduled conference with their guardian(s) and homeroom teacher. Conferences will highlight Career Exploration through Xello, with scheduling focused on Career Pathway Development and on activities experienced during Career Day.

**Create a comprehensive program for work-based learning opportunities.**

- Map out our current work-based learning opportunities
- Create a CTE business and post-secondary advisory board
- Explore the development of a Youth Apprenticeship Interview Day

**Career Readiness Standards**

- Familiarize staff with the state-wide career readiness standards
- Develop a system to implement the career readiness standards

**Grade-Level Trips**

- 6th-8th Grade: Focused on business and industry (Career Day)

- 9th Grade: Northwood Technical College and University of Wisconsin, Barron County
- 10th Grade: University of Wisconsin - Eau Claire
- 11th Grade: University of Wisconsin - Stout
- 12th Grade: Chippewa Valley Technical College

## Career Readiness in the Chetek-Weyerhaeuser School District

### ACP CURRICULUM, SUPPORT, AND SERVICES

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

- K-5: Career Readiness Activities Monthly Guidance Lessons
  - Will identify community and career themes integrated into the core curriculum.
- 6-8: Career Readiness Activities
  - School-Wide Career Day
  - Inviting Community Members to Speak In Select Courses
  - Career Exploration Through Xello
- 9-12: Career Readiness Activities
  - Grade Level Field Trips To Local Colleges And Trade Schools
  - Job Shadow Opportunities
  - School-Wide Career Day
  - Inviting Community Members To Speak In Select Courses
  - Offering CTE and Exploratory Elective Courses
  - Career Exploration Through Xello
  - Military Visits
  - ASVAB Offering
  - ACP Course For Sophomores
  - College Admission visits for juniors and seniors

#### ACP/School Counseling Services and Whole School Supports

- K-5:
  - Lessons (academic, personal/social, career development) twice per month in grades K4-5, taught by the school counselor.
  - School counselor consultation and support are available to all students, families, and staff.
- 6-8:
  - SEL lessons are taught monthly in grades 6-8, taught by the school counselor and school social worker.
  - The school counselor provides Xello support for middle school students and staff.
  - School counselor consultation and support are available to all students, families, and staff.
  - Students participate in regular career conversations to discuss their career interests, academic goals, and postsecondary plans.
  - Teachers across all subject areas help students in their classes understand how the content they are learning connects to various careers and career-readiness skills.
- 9-12:
  - School counselor coordinates the Early College Credit Program, Start College Now program, ASVAB Career Exploration Program, Youth Apprenticeship program, Scholarship program, PSAT/NMSQT assessment, and Advanced Placement (AP) Program.
  - School counselor hosts a Financial Aid Night annually for seniors and their parents.
  - The school counselor is available to all students to provide academic and career-planning information and to assist with college applications.
  - The school counselor provides Xello support for high school students and staff.
  - Students participate in regular career conversations to discuss their career interests, academic goals, and postsecondary plans.
  - Teachers across all subject areas help students in their classes understand how the content they are learning connects to various careers and career-readiness skills.

## PREPARING FOR THE FUTURE

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

- Career and Technical Education is provided in the school district:
  - Business/Career Planning/Marketing courses
  - Family and Consumer Sciences courses
  - Technology and Engineering courses
  - Agriscience Courses
- Courses offered that provide the opportunity for college credit for earning a 3 or higher on an Advanced Placement exam:
  - *AP 2-D Art and Design*
  - *AP 3-D Art and Design*
  - *AP Biology*
  - *AP Calculus*
  - *AP Chemistry*
  - *AP Computer Science A*
  - *AP Computer Science Principles*
  - *AP Drawing*
  - *AP English Language and Composition*
  - *AP English Literature and Composition*
  - *AP Psychology*
  - *AP United States Government and Politics*
- Courses that provide advanced standing or dual credit upon graduation from high school:
  - *Parents and Children*
  - *Early Childhood Education*
  - *Introduction to Teacher Education*
  - *Shielded Metal Arc Welding*
  - *Gas Metal Arc Welding*
  - *Gas Tungsten Arc Welding*
  - *Turning Fundamentals*
  - *Milling Fundamentals*
  - *Woodworking II*
- [Early College Credit Program](#) and [Start College Now](#) programming is communicated to students and families multiple times a year prior to enrollment deadlines.
- [Youth Apprenticeship](#) is open to 11th and 12th-grade students with a cooperating employer who register by the November 15 deadline.

## CAREER PATHWAYS

The Chetek-Weyerhaeuser Area School District is beginning to develop Career Pathways.

Our next steps include the following:

- Evaluate current course offerings
- Select pathways to focus on using our current course offerings, labor market data, and Regional Career Pathways.
- Adopt a district template for C-W's Career Pathway/Program of study work
- Create a timeline for work completion
- Review of completed pathways at the building and district levels
- Implementation of pathways with students
- Continual evaluation of programming and development of new pathways

(No current completed Pathways to link) (See Labor Market Information links below)

## LABOR MARKET INFORMATION

Labor market information helps students prepare for the future by uncovering the skills they will need.

Labor Market Information for [Barron](#), [Chippewa](#), [Dunn](#), and [Rusk](#) counties.

## PROFESSIONAL DEVELOPMENT FOR STAFF

The Chetek-Weyerhaeuser School District is committed to supporting our entire staff in becoming engaged in the career readiness process. We provide the following professional development to staff:

- *Provide staff with information about career-readiness programs and resources available in the district, as well as whom students can contact for more intensive career advising. This information is provided to all educators each year.*
- *Career-readiness professional learning is regularly provided to all educators to help them conduct equitable and inclusive career conversations with students.*
- *Career-readiness professional learning is regularly provided to help teachers in all subject areas guide students in understanding how the content they are learning connects to various careers.*
- *Onboarding for new staff.*
- *Continuing Education opportunities via CESA for C-W Staff*

## Career Readiness is for ALL of our Students

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### INDIVIDUALIZED ACP SUPPORT/ACCESS FOR ALL STUDENTS

- All students receive individualized ACP support. Examples: one-on-one career counseling, individual conferences with students, individualized career projects in high school courses (Ex: Academic and Career Planning, English 10, and English 12), and one-on-one conversations with students during homeroom in grades 6-12.
- *Our district has a process to identify and provide modifications, accommodations, or enhanced support for career-readiness activities to maximize participation by English Learners, students with an Individualized Education Program (IEP), or students at risk of not graduating.*
- *Our district implements specific strategies to communicate about career readiness to students, families, and caregivers of English Learners, students with an Individual Education Plan (IEP), and/or students at risk of not graduating.*
- *Our district seeks out diverse community, industry, and higher education partnerships so that students are more likely to interact with adults from many different backgrounds and cultures.*
- If a pupil has 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, consider the pupil's academic and career plan when developing the pupil's transition services.

### CAREER READINESS TECHNOLOGY

All students in grades 6-12 use the interactive, web-based academic and career planning platform Xello. Four core lessons are assigned for each grade level, and students are encouraged to explore and use Xello's many tools and resources.

## Get Involved

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## FAMILY ENGAGEMENT

The Chetek-Weyerhaeuser School District engages families and caregivers in Academic and Career Planning by:

- Our district regularly informs families and caregivers about career-readiness activities by publishing information in the Dawg House Dish, Focus Newsletter, Bulldog Brief, and on *our social media pages*.
- We are currently developing a format to facilitate ACP during our family conferences.
- Opportunities exist for families and caregivers to serve as classroom guest speakers, judges for CTSO events, and to participate in career day activities.

## COMMUNITY PARTNERSHIPS

The Chetek-Weyerhaeuser School District is proud to collaborate with business and community partners.

- *Our district collaborates with business and community partners in a variety of ways, including;*
  - *Hosting community guest speakers*
  - *Community Career Day participants*
  - *University tours*
  - *Business tours*
  - *University and military representatives coming to C-W*
  - *Community Judges for events such as SkillsUSA*
- *Our CTE Staff participates in university and technical college advisory boards*
- *C-W offers community businesses opportunities to partner in numerous Youth Apprenticeship partnerships*
- *Community Members who would be interested in getting involved can contact:*  
*Janis Volker*  
[jvolker@cwasd.k12.wi.us](mailto:jvolker@cwasd.k12.wi.us)  
*(715) 924-3137*

## MOST RECENT DATE OF BOARD APPROVAL

**List the date your board approved this plan. Link to approved Agenda.**

Presented [March 24, 2025 CWASD Board Meeting Minutes](#)

Approved [April 27, CWASD Board Meeting Minutes](#)