

PI-26

EDUCATION FOR EMPLOYMENT PLAN

September 1, 2017-August 31, 2022

Approved by Granton Board of Education 8/14/17

GRANTON AREA SCHOOL DISTRICT

Approved by the Granton School District Board of Education

Signature _____

Name _____

Title _____

Granton Area School District Education for PI-26 Employment Plan 2017-2022

A. Introduction to the Plan

An introduction to the plan frames the process used to review, develop and revise the PI-26 E4E plan with the goal of assisting all stakeholders in an understanding of the plan. The development team, key stakeholders, resources, and evaluative instruments or procedures utilized may be included.

The Granton Area School District participated in the updating of its PI-26 Education for Employment Plan by working with the District ACP Team. The second component of the plan development was that our district customized the plan to meet our needs. This process included a review of the state's legislation that is shown in text boxes throughout our plan. This process allowed us to focus on the direct requirements of

Chapter PI 26: Education for Employment Plans and Program.

Our planning team reviewed the locally approved 2009 Education for Employment Plan as well as other district plans. We relied on program information and data from multiple sources. The planning team was made up of representatives from our stakeholder groups and was facilitated by Cheryl Steinbach, Jane Loll, and Rhonda Opelt.

Finally, the PI-26 Education for Employment Plan was presented to the school board of the Granton Area School District for approval.

B. Community Profile

PI 26.03 (1) An education for employment long range plan shall be approved by the school board...The plan shall include all of the following: (a) An analysis of local, regional and state labor market needs and the education and training requirements for occupations which will fill those needs.

The communities served by our district include the village of Granton, Town of Grant, Town of Lynn, Town of York and Town of Fremont and are located in rural Clark County. The District currently serves fewer than 300 students. A large number of Amish families live in school district. Approximately 300 students attend 9 Amish schools in the area. The Granton Area School District is the largest employer in the Village of Granton. Other employers include: Lynn Dairy, Tractor Central, Roger's Grocery, Grassland Vet, along with several other small businesses. With regard to percent of persons under poverty level is unknown; however, based on students who are receiving free/reduced lunch, which is based on income, approximately 63% of the students are eligible.

Clark County is characterized by low property values, fluctuating unemployment, and a per capita income of 16% below the state average. Based on 2015 date, 15.1% of all persons in Clark County live below poverty level. Based on Labor Market information from 2015, nearly

one-third of the county's workforce travels to a neighboring community to work. Currently, the median household income for the county is \$46,973. This is roughly 84% of the state average of \$55,638. Based on 2015 data, most job openings in the county required less than 1-month of training. As of September 2015, Clark County had an unemployment rate of 3.3 percent, lower than both state and national averages. Long term job projections (from 2015-2020) show that occupations with the fastest growth included: Production, Management, Construction, Transportation, Material moving, Installation, Maintenance, and repair, and Farming, fishing, and forestry occupations.

C. E4E Development Committee

PI 26.03 (1) The E4E plan shall be developed by a team of school district staff and community stakeholders....

Staff and community members will work to continually collaborate and plan for the best opportunities for our students. The team will consist of the Guidance Counselor, High School Principal, CTE Coordinator, a CTE teacher representative, a CORE teacher representative and 2 community stakeholders. The team will develop, implement and review the plan on a yearly basis and the school board will approve any changes as needed. The plan will be adopted initially as a 5 year plan.

D. Parent Engagement

PI 26.03 (1) The E4E plan shall include a process to engage parents in academic and career planning. 1. Inform parents what services are provided. 2. Provide opportunities for parents to participate. 3. Update parents on student progress.

Parents will be informed of the ACP process via a letter distributed at registration night in start-of-year paperwork to students. Additional updates will be provided in biannual newsletters and social media postings. Parents will be provided with a link to the Career Cruising software in order to facilitate involvement in their students' ACP progress, with guidelines linked on Granton ACP web page, describing how to utilize the software. Parents are also invited to planning conferences with the school counselor, which occur in 8th, 11th, and 12th grades.

E. Student Support in ACP

PI 26.03 (1) The E4E plan shall include a description of how the district will support pupils in ACP.

Students in grades 6-12 will participate in weekly lessons and activities which address all components of ACP as outlined by the Wisconsin DPI. Every Tuesday during homeroom period will be used for ACP work as scheduled in the ACP Calendar, which will be prepared annually by the ACP Coordinator. Additional activities and experiences will also occur per the ACP Calendar. Students in grades 9-12 will earn .25 credit over the course of each year, for successful completion of all required portfolio elements, as monitored by homeroom advisors. See Granton's ACP Manual and ACP Calendar for additional details and information.

F. Professional Development Needs and Opportunities

PI 26.03 (1) An education for employment long range plan shall be developed by the board...The plan shall include all of the following: (c) a description of the professional development provided to staff in delivering ACP services...

Staff who co-lead the ACP Committee will attend ACP Conferences sponsored by the Wisconsin DPI. Support for delivery of ACP curriculum will be provided via inservices and learning opportunities through Career Cruising and CESA 10. There will be local training of all applicable teaching staff regarding the software and lessons to be utilized.

G. Career & Technical Education Programs

PI 26.03 (1) An education for employment long range plan shall be developed by the board...The plan shall include all of the following: (c) A description of the career and technical education provided in the district.

Based upon an analysis of local, regional and state labor market needs, our district has identified career clusters and related pathways as targeted areas in its development of Programs of Study. The district acknowledges that this listing will expand each year based on then-current data. The current analysis was based upon multiple sources of data including the 2014 Education for Employment Plan, the District Carl Perkins Plan and current Technical Education, Business Education, and Agriculture Education curriculums. The Programs of Study continue to be updated and reviewed to meet approved standards. All 16 career clusters will be introduced to students in grades 6 - 12 through the middle school rotation courses, high school courses and homeroom ACP programs.

Current career and technical (CTE) programs available to students in the Granton Area School District include: Agriculture & Natural Resources, Business & Information Technology, and Technology and Engineering Education. Our district employs three (FTE) teachers within the CTE program areas.

Within our district, we support integrated and applied course work between the disciplines of agriculture and business and agriculture and science. We work with Mid-State Technical College in the area of curriculum articulation. Currently we have 4 courses that are offered for post-secondary credit, with several additional ones being explored. We also work with North Central Technical College and UW Marshfield to offer youth options opportunities for our students. Collaboration has begun to see opportunities available with CVTC for the future.

Also in our district, students are given the opportunity to enroll in courses that are supplemented by iCEV online curriculum opportunities where students can earn industry based certificates after passing the units and exams presented. There are 12 current certification options available and new ones are added yearly.

The Granton Area School District encourages students to participate in student organizations to experience leadership skills and to use the academic skills they have acquired in an applied manner. These organizations include, but are not limited to, student council, career & technical education organizations (FFA, FBLA), and Spanish Club, BLAST, National Honor Society, and

Forensics.

H. Coordination of Related District Resources

PI 26.03 (1) (c) The plan shall identify other educational program requirements that will be included in the education for employment program, including all of the following: (4) the school district's standards under s. 121.02 (1), Stats., (b) vocational skills required under s. 118.01 (2) (b), Stats., (c) High School graduation requirements under s. 118.33, Stats., (d) Programs for children at risk under s. 118.153, Stats., (e) Tech prep under s. 118.34, Stats., (f) Youth options under s 118.55, Stats., (g) Youth apprenticeship under s 106.13 (3) to (4), Stats.....

Educational resources that are currently part of the Granton Area School District Education for Employment program include the integration of the 20 school district standards by virtue of the connection between standard (m) to the other 19 standards, but most specifically to standard (b) staff development, standard (e) guidance and counseling and standard (k) curriculum.

The school district's Board of Education has adopted guidelines covering all high school graduation requirements, programs for children at risk, and opportunities for students under Youth Options. Further, the district offers multiple career and technical education programs, as listed above.

The Granton Area School District lies in the Mid-State Technical College service area. Through the staffing efforts of our district and the technical college, we are researching, developing, and implementing post-secondary curriculum articulation agreements which will benefit all students at our district in that curriculum discussions are occurring between the educational institutions. We currently have three agriculture courses articulated with MSTC and one technology education course. We are investigating options with CVTC and UW Oshkosh for the future.

I. Tech Prep Programs

PI 26.03 (1) (c) (4) a description of how the EFE program will meet s. 121.02 (1) (m), Stats. And s. 118.34

The Granton Area School District lies in the Mid-State Technical College service area. Through the staffing efforts of our district and the technical college, we are researching, developing, and implementing post-secondary curriculum articulation agreements which will benefit all students at our district in that curriculum discussions are occurring between the education institutions. Granton High School currently has three articulation agreements in the agriculture area.

J. Work-based Learning

PI 26.03 (1) (c) (4) a description of how the EFE program will meet s. 121.02 (1) (m), Stats. And s. 106.13

Integrated in multiple courses at the Granton High School is instruction and the reinforcement of employability skills, decision making skills and other 21st Century Skills. Work-based Learning programs are offered at our district at the current time. Currently, the high school offers the

following opportunities: job shadows, Supervised Work Experience (SWE), Certified Skills Coop in Agriculture, and State Certified Youth Apprenticeships in several areas including Agriculture Production, Finance and Health. Each of these experiences has specific documentation which covers the terms of the experience, requirements that students must meet, and skills that are evaluated periodically throughout the student's experience. School personnel ensure that students' needs are being met, as well as the needs of the business partners who serve as mentors. We currently have students enrolled in the Supervised Work Experience programs and Youth Apprenticeship programs and they are given additional support by the CTE Coordinator. Students are provided the opportunity to receive DPI approved Employability Skills and Leadership Skills certificates, along with Youth Apprenticeship certification.

K. Collaboration and Partnerships

PI 26.03 (1) (d) The E4E plan shall include a strategy to engage business, postsecondary education institutions, and workforce development organizations...

Our local school board advocates for the building of partnerships with our local community members and business and industry. This is evident by the support that we have received. Citizen's State Bank, Memorial Medical Center, Granton Convenience Store, Roehl Transport, Tractor Central, Kuhl Equipment and other various businesses that have been current and past work sites for our high school students.

Partnerships have been forged with local and area businesses through their involvement in the district's School Supervised Work Experience program and participation in the Granton Area School District Business-Partnership Council; with other districts from the Central Wisconsin Workforce Development Consortium through the Marshfield Area Chamber of Commerce & Industry; and with Mid-State Technical College through participation in the Tech Prep Council. Within the district, the Business Partnership Council meets infrequently, but serves as a sounding board for community labor market trends and educational practices as needed. The Consortium provides assistance with the development of educational programs, such as the Virtual Reality Store and CNA training, which address the foundations of Education for Employment, while providing assistance with the placement of students in the various work-based learning opportunities available through the Supervised Work Experience program. Through the Tech Prep Council, Mid-State staff assists Granton staff with the development of courses that provide students with transcript credit at the technical college, and are prepared to provide staff development in appropriate areas. In addition, MSTC provides various opportunities for students of all ages to gain information and explore various careers.

L. Career Development & School Counseling

PI 26.03 (2) The program shall provide to all pupil's access to an education for employment program which provides for foundations in good citizenship and which links academic and occupational standards to workplace skills and experiences... (a) Career awareness at the elementary grade levels. (b) Career exploration at the middle grade levels. Career exploration may include work based learning experiences and career research identifying personal preferences in relation to future work roles. (c) Career planning and preparation at the high school

levels...

The Granton Area School District has a comprehensive school counseling program that follows the guidelines set forth by state and national organizations. We have one school counselor that work with all students from 4K through 12th grade. The district follows the state and national guidelines of working with students on age appropriate career development – career awareness at the elementary grade levels, career exploration at the middle levels, and career planning and preparation at the high school level. Our school district will utilize Career Cruising as a framework for students and parents/guardians to use in the career exploration and career planning process.

At the elementary level, students experience career awareness activities by teaching staff and the elementary school counselor. They include but are not limited to:

- Classroom activities, which focus on the school environment and expectations while developing responsibility for self and management of one's surroundings.
- Classroom activities, which integrate real-world problems and skills within the core curriculum.
- Planned presentations, which inform students of the world of work within their community and beyond.
- Guidance activities, which focus on career recognition, stereotyping, traditional/nontraditional careers, responsibility (to self, others, and the community), teamwork, abilities and problem solving.

At the middle school level (grades 6-8), students are encouraged toward career exploration. Activities include career assessment surveys, the Reality Store field-trip and classroom activities that focus on the school environment and expectations while developing responsibility for self and management of one's surroundings while integrating real-world problems and skills within the core curriculum. Students in grades 6, 7, and 8 participate in career-vocational areas. These are identified as Rotation courses. All 8th grade students participate in 8th grade conferencing, which is a career focused conference with students and their parents in which the topics are related to how to make the most out of the student's high school years and what the student can do to be prepared for the career cluster or pathway of the student's current interest(s).

The high school years are devoted to career planning and preparation. High school students have multiple opportunities to research careers that they have identified as their personal preference. This is accomplished within weekly ACP lessons and activities provided during advisory periods, within the Career Leadership course, and in doing activities supported by the school counseling department and the utilization of Career Cruising. High school students also participate in multiple career field-trips within their four years of high school. A field-trip that visits various businesses is planned so that students understand more about a specific industry or career, see the relationship between what is being studied and the world of work, and to recognize what employers desire of employees. Another field-trip provides exposure to CTE programs at the local technical colleges. Students also have the opportunity to participate in SWE as well as Youth Apprenticeship. All 11th and 12th grade students engage in annual

individual conferences with the school counselor, for purposes of academic and career planning.

M. 21st Century & Employability Skills

PI 26.03 (2) The program shall provide to all pupil's access to an education for employment program which provides for foundations in good citizenship and which links academic and occupational standards to workplace skills and experiences. (c) career planning and preparation at the high school levels, including all of the following... (3) instruction which provides for the practical application of academic skills and applied technologies... (4) the study of the practical application of economics and American economic institutions, include entrepreneurship education.

21st Century Skills (global awareness, financial literacy, entrepreneurial literacy, and civic literacy) are being reinforced in the Career and Technical Education courses. The integration of 21st Century Skills is an area that the Granton Area School District will continue to focus upon over the upcoming years.

N. ACP Plan

- (3) Beginning in the 2017-18 school year, an education for employment program shall provide pupils in grades 6 to 12 with academic and career planning services, including providing each pupil with all of the following:*
- (a) Individualized support, appropriate to the pupil's needs, from school district staff to assist with completing and annually updating an academic career plan.*
- (b) 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 under s. [115.787 \(2\) \(g\)](#), Stats.*
- (c) Access to an academic and career planning software tool that allows pupils to engage in career exploration and career planning and preparation.*
- (d) 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.*

The ACP team developed a manual which will be implemented during the 2017-18 school year. It includes a prepared outline of Academic and Career related activities for all students in grades 6 - 12. We will be implementing these lessons and activities in the homeroom time weekly and they will be supplemented in many of the CTE courses, as well as the CORE courses. This plan establishes a structured format to provide numerous career related field trips and activities, as well as, personal inventories and units to prepare students to be college and career ready. The team will meet quarterly to modify and update the plan as needed.

O. Student Transcripts, Reporting and Accountability

PI 26.04 (1) The board shall indicate on a pupil's transcript the name of the course; the high school credits earned and whether those credits were earned through advanced standing, transcribed credit, or the advanced placement

program; and the participating postsecondary institution, when appropriate.

This document shall serve as the long-range plan for the Granton Area School District. The 2017-2022 Granton Area School District Education for Employment Plan is designed to be reviewed annually, but at least once every five years. It is the intent of the district to develop an annual Education for Employment Action Plan to carry out the guidelines set in the standard and our stated goals. This includes, but is not limited to, the proper notation of post-secondary credit transfers on student transcripts, as is set forth in the Uniform Pupil Transcript guidelines from the Wisconsin Department of Public Instruction.

P. Tech Prep Council

PI 26.04 (1) The board shall insure district representation on the technical preparation council as created under s. 118.34 (2), Stats so as it may be recorded on the transcript the number of credits earned for postsecondary courses.

The Granton Area School District is represented on the Mid-State Technical College Tech Prep Council by Cheryl Steinbach. Our representative and the college's Tech Prep Specialist provides feedback, guidance and assists the district in the development of a strong partnership with the college.

Q. Education for Employment Coordinator

PI 26.04 (2) The board shall designate a staff person certified under s. PI 34.32 (7) (a), to annually review and, if necessary, update the long-range plan and education for employment program.

Coordination of the Granton School District PI-26 Education for Employment is provided by the CTE Coordinator, Guidance Counselor, and supported by the School Principal. Together they work to implement strategies to meet the objectives of standard (m).

R. School Website

PI 26.04 (3) The board shall designate a staff person to publish the E4E plan on the school website.

The school webmaster will publish and monitor the PI 26 E4E plan annually on the school webpage.

S. Communication

PI 26.04 (4) Annually the school board will notify parents of the education for employment program.

The board of education will notify the parents of the PI 26 E4E program through various media forms including their annual meeting, local newspaper, school newsletter and school website.