

EDUCATION FOR EMPLOYMENT PLAN

September 1, 2009 – August 31, 2014

Kohler School District

A. Introduction to the Plan

An introduction to the plan frames the process used to review, develop and revise the 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 Kohler School District Education for Employment Plan was coordinated and developed with the input from the following teachers: Jill Lewinski/Family and Consumer Science, Laura Multer/School Guidance Counselor, Wendy Nasgovitz /Technology Director, Jodi Grossen /Business Education, Lori Schmidt/Special Education, David De Bruin/ Technical Education, Heather Reader-Schubert/Economics Education.

The stakeholders in the technical education programs featured at Kohler schools are dedicated to responsibly implementing the planning and collaboration of quality tech-prep programs. The goals of the District are to advance the development, collaboration, resource and community support for learning opportunities. The plan details current efforts and actions the school communities is doing to prepare secondary students for future employment , ensure technological literacy, promote lifelong learning, encourage good citizenship, advance collaboration among business, industry labor, post-secondary schools, and the Kohler Community.

The following objectives are represented in the Education for Employment Plan:

Objective 1: Increase opportunities for students and curriculum rigor and relevance by integrating academic, workplace and Career & Technical Education content.

Objective 2: Provide students with different delivery models based on real-world experience beyond the classroom, including work-based learning.

Objective 3: Provide continuous professional development to staff in effective teaching, leadership, and contemporary industry-based skills

Objective 4: Evaluate the Career & Technical Education Program yearly

Objective 5: Increase Career & Technical Education leadership and staff support to implement the Education for Employment plan and administer enhanced Career & Technical Education that provides equitable, comprehensive, relevant, standards-based Career and Technical Education opportunities for Kohler School students.

B. Education for Employment Coordinator

Identify who will lead and coordinate the district education for employment program and how it will be coordinated.

The Kohler Public Schools District Local Vocational Education Coordinator (LVEC) will coordinate the Education for Employment program for the Kohler School District. The LVEC will also serve as the district representative (or assign someone) to the Sheboygan County Rural School Carl Perkins Consortium and the Lakeshore Technical College Tech Prep and School-to-Work Councils. Participating districts include: Cedar Grove, Elkhart Lake, Howards Grove, Kohler, Oostburg, Plymouth, Random Lake, and Sheboygan Falls. The current LVEC is Susan Jaberg.

C. Tech Prep Council Representative

PI 26.04 (1) The board shall insure district representation on the technical preparation council as created under s. 118.34 (2), Stats.

Identify who will represent the district on the regional Tech Prep Council.

The Tech Prep Representative will be assigned by the district LVEC. The Representative(s) will be assigned on a rotating basis to ensure that all stakeholders are equally represented. The current representative will be the FACE teacher, Jill Lewinski.

Community Profile

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: (a) An analysis of local, regional and state labor market needs and the education and training requirements for occupations which will fill those needs.

Describe the community, the school district, and the structure under which the school district operates. Include in this profile any factors which may be relevant to the district Education for Employment program.

The Kohler Village, with a population of just fewer than 2,000, encompasses a 4.5 square mile area. It is governed by a board of trustees, and has an excellent school system (pre-kindergarten through grade 12) and three churches.

The Kohler School complex serves as a center for community activities. It includes the Kohler Memorial Theater, site for a variety of school and public plays and concerts throughout the year: an indoor/outdoor swimming; a gymnasium; a youth center; and other recreational facilities. The Kohler Public Library which shares space with the school libraries provides adult and children's programs throughout the year and a summer program for children. The school is going through a major renovation. The project will cost the district 9.8 million dollars.

The Village of Kohler is connected to major metropolitan areas, including Chicago, Milwaukee, and Green Bay, via an efficient interstate highway system. It is close to numerous recreational amenities including a 17 mile year-round recreational trail, beaches and walkways along Lake Michigan, the new Harbor Centre Marina in Sheboygan, Kohler-Andréa State Park, the northern unit of the Kettle Moraine State Forest, Road America, Whistling Straits and Blackwolf Run Golf Courses.

Kohler's average age of 39.8 was older than all of Sheboygan County's 13 cities and villages, except for Elkhart Lake. The village continues to increase in their number of individuals over age 55 and those under age 19 or younger remains the same. Kohler led all area communities in educational attainment. The percentage of residents over age 25 with a four year degree in 2000 was an astonishing 53%. The county average was 13%.72% of Kohler residents are married, which was somewhat higher than the county as a whole (61%). 53% identified themselves as having German ancestry, 14% Irish, 6.7% English, and 6.3% were Polish. In 2000 the average household income reached \$75,000. Like most places in the U.S., the average household size shrunk in Kohler, from 2.79 persons in 1990 to 2.61 persons in 2000. At the same time, home square footage increased.

The following are the Wisconsin Developmental Area Profile regional projections for the fastest growing employment fields for the year 2008 for both Sheboygan County: (Sheboygan is included in the Northeast Wisconsin Region that includes Green Bay.)

<u>Occupation</u>	<u>Sheboygan County</u>
Executive, Administrative, Managers	6%
Professional/Technical	18%
Sales	10%
Administrative Support	14%
Service	16%
Agriculture/Forest/Fishing	1%
Precision Production/Crafts	12%
Operators/Fabricators/Laborers	23%

Most of the fastest growing jobs in the region will require either an associate or bachelor's degree. There are fewer opportunities for the fastest growing occupations, but they will offer substantially higher wages in the area, and are very transportable to other regions of the state and country. Occupations include computer specialists, computer engineers, software engineers, database administrators, personal and home care aides, medical assists, medical records, and gaming services workers. Occupations with the most openings will include less education and a lower wage. These types of occupations will include food prep (including fast food), cashiers, retail salespersons, waiters and waitresses, registered nurses, customer service reps, truck drivers, office clerks, stock clerks and order fillers, and laborers (freight, stock, material movers, hand movers).

In the Sheboygan County Region, the ten specific occupations projected to have the largest number of annual openings due to growth are:

Occupation	10 Year Projected New Openings (1998 to 2008)	Percent	Education Needed
General Mangers	1110	14.3	Bachelor's plus
Cashiers	1150	14.7	On-the-job
Office Clerks/General	910	14.5	On-the-job
Truck Drivers (Heavy)	960	14.1	Vocational
Registered Nurses	880	20.7	Associate/Bachelors
Assemblers/Fabricators	830	15.0	On-the-job
Retail Sales Persons	820	10.8	On-the-job/College
Nurses	700	17.8	On-the-Job/Technical
Laborers/Landscaping/Gr	610	31.3	On-the Job
Waiters/Waitresses	550	9.9	On-the-Job

Top Employers: Sheboygan County

Rank	Employer Name
1	KOHLER CO
2	SHEBOYGAN AREA SCHOOL DIST
3	BEMIS MFG CO
4	AURORA MEDICAL
5	COUNTY OF SHEBOYGAN
6	WAL-MART
7	JOHNSONVILLE SAUSAGE LLC
8	SARGENTO FOODS INC
9	AURORA HEALTH CARE CENTRAL INC
10	PIGGLY WIGGLY SUPERMARKETS
11	ACUITY INSURANCE
12	ROCKLINE INDUSTRIES INC
13	LOCATE STAFFING INC
14	J L FRENCH LLC
15	CITY OF SHEBOYGAN
16	ST NICHOLAS HOSPITAL
17	DAIRY FARMERS OF AMERICA INC
18	THE VOLLRATH CO LLC
19	PLYMOUTH JOINT SCHOOL DISTRICT
20	NEMSCHOFF CHAIRS INC
21	STAFF MANAGEMENT
22	CURT G JOA INC
23	KETTLE MORAIN CRRCTNL INSTITUTION
24	AMERICAN ORTHODONTICS CORP
25	GREAT LAKES CHEESE OF WISCONSIN INC

Top Employers by employment-3rd QTR 2009

- Kohler Company
- Sheboygan School District
- Bemis MFG CO
- Aurora Medical
- County of Sheboygan

Top Industries by Employment-3rd QTR 2009

- Food Services and Drinking Places
- Ambulatory Health Care Services
- Educational Services
- Food Mfg
- Admin and Support Services

Top Paying Hourly Occupations-2008

- Dentists, General \$78.18
- Chief Executives \$73.21
- Family and General Practitioners \$63.16
- Pharmacists \$55.16
- Engineering Managers \$53.13

2010 Unemployment Rate

Sheboygan County 9.8%

Wisconsin 9.7%

United States 10.4%

D. Collaboration and Partnerships

PI 26.04 (3) The board shall encourage the development of business and education partnerships. (4) The board may coordinate the education for employment program with other public school districts; CESAs; technical college districts; colleges and universities; and work force development programs.

List the names of and purposes of the school/business/community partnerships in which the district is currently engaged, and describe the associated goals and activities of each.

- College Advanced Placement Program with Lakeland College
- Articulated and Transcribed program agreements with Lakeshore Technical College
- Sheboygan Area School Counselors Association – quarterly meetings, financial aid information nights, and Post High School Options Night.
- Partner with UW-Sheboygan and Lakeland College – hosts of quarterly meetings and updates for local School Counselors
- Partner with UW-Sheboygan, UW-Madison, UW-Milwaukee, UW-Oshkosh, UW-Green Bay, UW-Help office, Lakeshore Tech, Milwaukee Area Tech, Fox Valley Tech, Moraine Park Tech, Ripon College, Lakeland College, Marquette University, Cardinal Stritch University, St. Norbert College and WAICU to host a regional Post High School Options Night.
- Partner with The Sheboygan County Chamber of Commerce in order to have our 10th grade students attend the yearly event known as Career Connections. This is a community-base program supplements every 10th grader's career development process.

Business and Information Technology

Kohler Company:

Business Management students tour the Kohler Company to see the manufacturing process.

Kohler Company provides speakers in areas of Marketing, Law, and Management.

Kohler Company provides Junior Achievement partners.

Junior Achievement:

JA provides programs such as Junior Achievement Titan and Junior Achievement Entrepreneurial to Kohler students.

Kohler students attend Junior Achievement Acuity Business Challenge where students compete in a real world business simulation.

JA provides Kohler students with an "Excellence through Ethics" day where a local business person talks to students about ethics in business.

WMC Foundation:

Kohler students attend Business World which provides a real-world business experience.

Lakeland College:

Students can take Accounting I for CAPP credit (college credit) through Lakeland College.

Lakeshore Technical College

Students can articulate Accounting I, Accounting II, Marketing, Microsoft Word I, Microsoft Access I, and Microsoft Excel I.

Family and Consumer Education

Kohler Hospitality

Family and Consumer education students have opportunities to Job-shadow in a variety of Hospitality professions. Student's completing job shadowing are often placed in an employment capacity and given employment support through the HERO program.

Early Learning Center/ SASD

Foundations of early childhood students are given the opportunity to Job Shadow Early Childhood programs and to develop learner profiles based on career models of the center. Students involved are able to work towards the Assistant Child Care teacher certification program

Taher food services

Students enrolled in World of Foods II have the opportunity to work with a professional chef in the schools food service department. Students participate in all aspects of food service and culinary programming.

Applied Science Education

Students enrolled in Testing the Waters and GLOBE are provided with an extra curricular opportunity to conduct scientific tests to determine atmospheric and water quality assessments. Maywood Environmental Center, Sheboygan County Water Testing Program, Village of Kohler, Department of Natural Resources are collaborating agencies that receive scientific data from these programs to assess and monitor environmental conditions.

E. 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: (b) A description of vocational education/career and technical education provided in the district...PI 26.03 (3)(c)(3) Instruction which provides for the practical application of academic skills and applied technologies...

Discuss the integration and practical application of academic skills, applied technologies, and work-based learning opportunities in Career and Technical Education programs throughout the district.

Technology Education

The Kohler Public Schools Technology education program uses two mechanisms for integrating academic content standards into Career & Technical Education courses. Career & Technical courses curriculum is developed using aspects of the program Project Lead the Way and by working with local businesses that allow our students to get a hands on approach to learning. Examples of integrated Career & Technical Education and academic curriculum integration include:

- Project Grill Sponsored by Lakeshore Technical College and supporting businesses
- First Robotics Sponsored by Kohler Company
- Engineering club Supported by Kohler Public Schools

Business and Information Technology

Junior Achievement Acuity Business Challenge:

Students use a business simulation—JA Titan—to make basic business decisions such as how much to produce, how many employees to hire, selling price, etc. when competing against other students. Kohler students have won the marketing challenge portion of Junior Achievement Business Challenge and will work with a local company to design a logo and t-shirt for next year's business challenge.

Family and Consumer Education

NOURISH creates collaboration between local farmers and volunteers to share meals inspired by fresh, local ingredients with struggling families who deserve to eat well. Students in Family and Consumer Education classes prepare healthy snacks for the Boys and Girls club of Sheboygan County. Additionally students involved with the Nourish organization benefit from agriculture education experiences along with service learning and culinary skills training.

Employability Skill Certification Program/FACE

Cooperative Education Skill Standards Certificate Program includes the Assistant Child Care Teacher Certification. Currently there is one student prepared to receive certification in the ACCT DPI certification program at Kohler Schools

Applied Science EducationThe Kohler School science hands on inquiry approach to ensure that students involved in the applied sciences have work based employability skills and advanced education in technical writing and evaluation techniques. Student data samples are used for publish proposes and demonstrate applied skills in technical writing.

F. Work-based Learning

PI 26.03 (3) The program shall provide to all pupils in grades kindergarten through 12 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 shall address stereotyping and 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...

Describe the work-based learning experiences available to students at every grade level, including specialized programming, how it is coordinated, and participation levels.

Kohler Schools offers a variety of opportunities for work-based learning. These include:

Guidance

Wacky Wednesday – an exploration day held for elementary school students. A variety of community services are invited into our school to share their area of expertise with our students. All elementary students participate.

Service Learning Program – this is a program at the middle school level where students provide a variety of volunteer services to the community. All middle school students participate.

Teacher’s Assistant Program – a program available for mainly junior and senior level students to assist teachers with their duties for credit and/or service. Approximately ½ of our high school students participate during their high school career.

Job Shadow – students are allowed to shadow up to three days one or more careers for high school credit. Approximately two to three students participate per year.

Work Experience – students are allowed to be released from school and/or receive high school credit for work opportunities that expose them to possible career paths. Approximately three students participate.

Exceptional Education

Students with special needs have class options in the resource room that are career focused. Courses are offered based on student needs and include: Vocational Education, Vocational Math, Life Skills, Study Skills, and work experience credit for in-school jobs (working with custodians or being teacher’s aides) and credit can be given for jobs secured from the community.

Business and Information Technology:

Business Law:

In this class, employment law, union law, workplace safety issues, and legal and illegal employment discrimination are covered.

Desktop Publishing:

Students create “real world” documents. An example of this is creating the Chorus and Band Concert programs for the concerts performed in the school.

Family and Consumer Education

Kohler Hospitality

Family and Consumer education students have opportunities to Job-shadow in a variety of Hospitality professions. Student’s completing job shadowing are often placed in an employment capacity and given employment support through the HERO program.

Early Learning Center/ SASD

Foundations of early childhood students are given the opportunity to Job Shadow Early Childhood programs and to develop learner profiles based on career models of the center. Students involved are able to work towards the Assistant Child Care teacher certification program

Taher food services

Students enrolled in World of Foods II have the opportunity to work with a professional chef in the schools food service department. Students participate in all aspects of food service and culinary programming.

Technical Education

Kohler Public Schools Technology Education program offers a range of work based learning options described as follows.

Service learning programs allow students to go out into the community and participate in projects such as designing and construction of a handicap accessible ramp for their fellow student. Being involved with school renovation projects that give them a sense of ownership in the building and many other activities that get them into the community and involved with various businesses.

Project grill allows students to work with a different local businesses each year and learn from there experts in that specific field.

First Robotics involves all the schools from the Sheboygan County and pools resources and works together for one common goal.

G. Tech Prep Programs

PI 26.03 (3) (c) (5) Pupil access to technical education programs which have a curriculum incorporating accurate national, regional, and state labor market information, include labor market supply and demand.

Discuss how current and planned tech prep programs are provided in the district.

The Kohler School district currently offers students credit recovery assistance in conjunction with Lakeshore Technical College. Courses offered at LTC have included: Non-traditional courses to women on a yearly, rotating basis. At-risk and special ed. students have taken these courses for credit recovery and have successfully completed course offerings. Additional summer programs have been offered to students in grades 7-9. Special needs students have taken part in these offerings. The Kohler school district offers Advance standing courses with LTC, Lakeland College, UW Sheboygan.

H. Career Development & School Counseling

PI 26.03 (3) The program shall provide to all pupils in grades kindergarten through 12 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 shall address stereotyping and 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...

Describe how the district addresses career awareness, career exploration, and career planning and preparation at appropriate developmental levels.

The Kohler School District School Counseling Program is designed and delivered within the framework of the Wisconsin Comprehensive School Counseling and American School Counselor Associations models. At the key transition points of 6th, 8th and 11th grade all students and their parents participate in Individual Planning Conferences. Prior to these conferences students engage in a number of learning and career exploration activities. The Lions-Quest Skills for Growing Curriculum is used for 4K–5th Grade and the Lions-Quest Skills for Adolescence is used for 6th & 7th Grade.

Unit One objectives include:

- Name jobs or responsibilities he or she can assist with in the classroom or school.
- Determine external and internal benefits for completing a job.
- Demonstrate or illustrate helping behaviors.
- Interview staff members about their work.
- Contribute his or her skills and ideas to a group project.
- Analyze the results of a classroom climate questionnaire.
- State something he or she could start doing to improve the classroom climate.
- Unit Two objectives include:
- Participate in an activity that requires cooperation.
- Identify listening behaviors.
- Demonstrate listening to the messages of others.
- Demonstrate sharing behaviors.
- Demonstrate how to carry out group work roles.
- Work cooperatively to complete an assignment.
- Respond in appropriate ways to conflict.

- State the steps to use in reaching a positive solution to a disagreement.
- Demonstrate how to solve a conflict by reaching a positive agreement.

The Kohler School Counseling Program includes Individual Planning Conferences with students and their parents at grades six, eight and eleven. WisCareers is a vital component of each of these conferences and students at each level participate in a variety of assessments and career exploration via the use of this tool in preparation for these meetings. The topics covered in these meetings are as follows:

Sixth Grade Individual Planning Conference Agenda Items:

- Academic performance
- Middle School course selection
- Transition to Middle School
- Learner Resume: multiple intelligences, motivators, strengths, challenges, accomplishments, goals, learning styles, interests, special skills, homework habits and career goals
- *Eighth Grade Individual Planning Conference Agenda Items:*
- WisCareers
- Transition to High School
- Goals for High school
- Talents, abilities, interests
- Extra-Curricular Activities

Course requests for 9th grade

- Transcripts/Grades
- Wisconsin Covenant
- Post-high school options information

11th Grade Individual Planning Conference Agenda Items:

- Strengths/Areas for growth
- WisCareers
- Transcript Review/Course Selection Review
- PSAT results
- High School Resume
- Post-secondary options
- Campus Visits
- College entrance exams
- Youth Options
- AP/Placement Tests
- Application process
- Scholarships/Financial Aid

I. 21st Century & Employability Skills

PI 26.03 (3) The program shall provide to all pupils in grades kindergarten through 12 access to an education for employment program which provides for foundations of 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.

Describe how educators from all grade levels and through numerous disciplines use 21st century and employability skills to align instruction and create curriculum and activities designed to infuse and assess such skill proficiency within the PK-12 Education for Employment Program.

Consumer Economics—

Junior Achievement--“NEFE High School Financial Planning Program”. (JA Worldwide is a partnership between the business community, educators and volunteers — all working together to inspire young people to dream big and reach their potential. JA’s hands-on, experiential programs teach the key concepts of work readiness, entrepreneurship and financial literacy to young people all over the world.) Our classroom volunteer is a financial representative from Northwestern Mutual Financial Network. Besides just

implementing the JA curriculum, he frequently talks about his job, including the education required and his day-to-day duties.

Career interest inventory via WisCareers—Students create an account on WisCareers and are required to complete a career interest inventory that matches them to a list of possible careers. Based on that information, students prepare a report about one of the careers which includes qualifications, job duties, salary, and current and project job openings broken down by specific geographic area.

Career-budget alignment—Using the career that they found on WisCareers, students evaluate and determine if the salary of that job will satisfy the budgetary demands for the lifestyle they would like to live.

Economics—

American labor force—students learn about different aspects of the American labor force, learning to differentiate among blue-collar, white-collar, pink collar, and service workers. Trends in past, current and future employment are also discussed.

Business Project—In groups, students design and operate a business. As part of this project students formulate an overall business proposal, a marketing plan, cost-benefit analysis, and keep a financial cost-receipt log. Students then relate their experiences to concepts they have learned in class, including competition, supply and demand, types of business organization, and so on. Students are required to present their business proposals in a formal presentation requiring them to dress for success.

What does an economist do?—Students explore the background and day-to-day job requirements of an economist and other economics-related careers.

Chicago Economics Field Trip—Each spring the Economics class visits Chicago to see the Chicago Board of Trade, Federal Reserve Bank, and Willis (Sears) Tower. Different career paths within each of these entities are discussed. Students are able to interact with professionals in a number of different fields.

Family and Consumer Education:

J. Program Access, Nondiscrimination, and Closing Achievement Gaps

PI 26.03 (3) The program shall provide to all pupils in grades kindergarten through 12 access to an education for employment program which provides for foundations of good citizenship and which links academic and occupational standards to workplace skills and experiences.

Describe how the district provides every student at each grade level PK-12 access to the appropriate components of the Education for Employment Program; as well as, how the district prepares students to actively participate in diverse work settings.

The Kohler Board of Education (BOE) Policy specifies that the school district does not discriminate against employees, enrollees, or applicants for employment or enrollment on the basis of age, race, color, sex, creed, handicap, political persuasion, ancestry, religion or sexual orientation except where there's is a bona fide occupational qualification. In accordance with applicable state and federal law, the school district shall have in place any required policies that prohibit sexual harassment and assault, as a specific complaint procedure that may be invoked by students and /or employees to address, to assist in preventing, and in responding to, sexual harassment and /or assault within the school environment. In addition, the school district shall make available to students information on programs and activities related to awareness and prevention of sexual harassment and assault.

K. Coordination of Related District Resources

PI 26.03 (2) The plan shall identify other educational program requirements that will be included in the education for employment program, including all of the following: (a) the school districts 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) t (4), Stats.....

Identify other educational resources that are currently in or will become part of the Education for Employment program. Discuss how each is coordinated and evaluated for appropriate impact on the E4E program. Include the following:

School district standards (s121.02 (1))

**vocational skills (occupational information, preparation for postsecondary education or jobs,
positive work attitudes and habits)
high school graduation requirements
programs for children at risk
Tech Prep programs
Youth Options
Youth Apprenticeship
other local district requirements**

All 10th grade students attend a county wide event called Career Connections each year. This event allows them to learn about specific career clusters as well as the current job market. This information is also shared with parents.

high school graduation requirements

26 credits: 4 credits of English; 3 credits of Social Studies including World History, American History, American Government and Economics; 2 credits of Science; 2 credits of Math; 1 ½ credits of Physical Education; ½ credit of health; ½ credit of computers; ½ credit of fine or applied arts and 12 electives. We have a handful of students that participate in Youth Options each year. The courses in which they participate vary widely from year to year. Students have taken courses at UW-Sheboygan, Lakeshore Technical College and Lakeland College.

L. 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 strategy to be used in developing the education for employment program and determining staff development needs...

Describe professional development opportunities to be developed both inside and outside the district, staff involved, and a development timeline that assists the district in providing direction, substance, and quality to the implementation of the goals of the Education for Employment Plan.

M. Student Transcripts, Reporting, and Accountability

PI 26.03 (1) An education for employment long range plan shall be developed by the board...It shall be defined in incremental steps and shall be modified by September 1, 2004. The plan shall be reviewed annually...and revised, if necessary, at least once every 5 years by the board...PI 26.04 (5) Upon request, the board shall make available copies of the district's education for employment plan. (6) 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.

Describe how the district Education for Employment program will be evaluated to measure program effectiveness and the process for modification and improvement.

Identify, through a narrative explanation or through example, how coursework completed outside of the normal high school curriculum (articulation agreements including advanced standing and transcribed credit agreements, advanced placement, industry certifications, and the like) will be documented on the high school transcript.

We have always included AP, CP designations. We also recently started offering College Advanced Placement Program credits via Lakeland College. We are in the process of adding these as well as our articulated and transcribed credit designations to our transcripts.