

# Education For Employment (E4E)

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Whitefish Bay School District

May 23, 2018

# Focus Plan

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The Whitefish Bay School District



An Exceptional Place To Learn

### Our Vision

The School District of Whitefish Bay, in partnership with families and community, is student-centered with a tradition of educational excellence. We will build upon this tradition by:

- Empowering students with the knowledge, skills, and character necessary to thrive in a changing, global society.
- Respecting the diversity of our students and engaging them as individual learners in an innovative learning community.
- Addressing the needs of the whole child in a caring, inclusive environment.

### Our Goals & Key Strategies

#### Academic Achievement and Engaging 21st Century Learning

Every student will meet or exceed comprehensive learning standards to promote future success within our global society.

1. Develop exemplary, standards-based curriculum and assessment.
2. Develop and implement data-driven, differentiated instruction across all grade levels and subject areas.
3. Develop and implement timely, comprehensive support systems to ensure success for every student.
4. Ensure access to reliable, secure and sufficiently robust technology infrastructure that facilitates transformational educational practice.

#### Supportive Environment & Whole Child Development

Every student will experience a caring, inclusive learning environment that supports the development of the whole child with balanced attention to physical, social, emotional, and intellectual well-being.

1. Conduct strengths and needs analysis, including the development of a student feedback process to inform the continuous improvement of a caring, inclusive and culturally responsive environment.
2. Provide professional development for all staff members about nurturing the whole child.

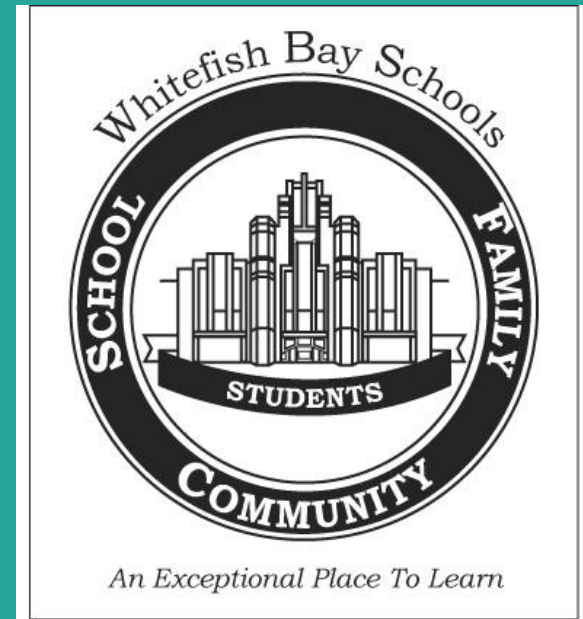
## PI 26.04 Requirements for Boards

- ❑ Provide academic and career planning (ACP) services to students in grades 6-12 (began in fall 2017)
- ❑ Develop long range plan under PI 26.03
- ❑ Publish the plan on the school district's website
- ❑ Review the plan yearly

## PI 26.04 Requirements for Boards

- ❑ Pupil transcript indicates:
  - ❑ Name of each course taken
  - ❑ Number of high school credits earned for each one
  - ❑ Whether course is eligible for postsecondary credit
- ❑ Annually review E4E
  - ❑ Report to include current progress & future goals to improve postsecondary outcomes

# Whitefish Bay School District E4E Plan



## The Plan Shall Address:

- An analysis of local, regional, and state labor market needs
- An analysis of the educational & training requirements for occupations that will fill those needs
- Strategy to engage business, postsecondary education and workforce development
- Description of career and technical education (CTE) programming available, staff professional development for ACP delivery and how school district will meet education for employment program requirements
- Process to engage parents regarding ACP services provided and opportunities to participate

# Milwaukee County Profile

- ❑ Unemployment Rate 4.5%
- ❑ Avg Home Cost - 2nd Qtr 2013 \$112,500
- ❑ Per Capita Income - 2014 \$41,507
- ❑ Number of K-12 Public Schools 376
- ❑ Number of Post-Secondary Schools 67

# What does the job market look like in our area?

The Milwaukee area is a national leader in precision manufacturing. Several of Milwaukee's Fortune 500 companies are manufacturers (e.g., Rockwell Automation, Johnson Controls and Harley Davidson). The Milwaukee area is also seeing job growth in health care, due to the region's multihospital systems. According to the 2015 Manpower Group survey, job prospects appear best in: manufacturing, transportation and utilities, professional and business services, education and health services, leisure and hospitality. Employers in construction plan to reduce staffing levels. Hiring in financial activities and government are expected to be unchanged.



# Wisconsin and Regional Hot Jobs

Wisconsin Hot Job are jobs identified from present to 2024 that must exceed the state median for salary, above the state average for percentage of change in jobs available and the number of job openings. They include:

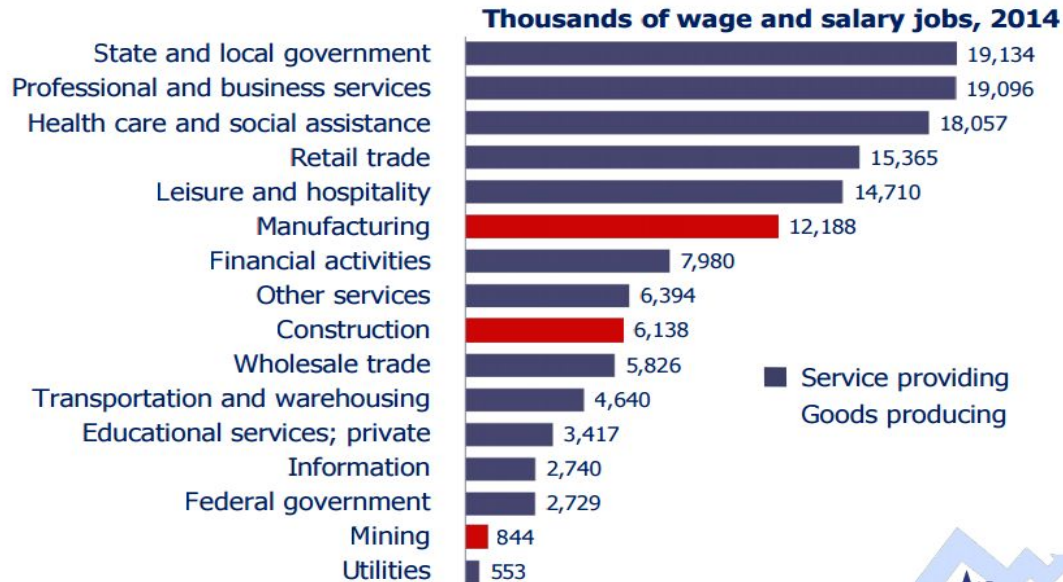
- ❑ Information Technology
- ❑ Installation, Maintenance and Repair
- ❑ Management, Business and Financial
- ❑ Professional and Related Sales
- ❑ Construction and Extraction
- ❑ Health Care
- ❑ Office Administrative Support

# Major Employers in this area include:

<a href="#">Aurora Sinai Medical Ctr</a>	Milwaukee	General Medical & Surgical Hospitals
<a href="#">Aurora West Allis Medical Ctr</a>	West Allis	General Medical & Surgical Hospitals
<a href="#">Children's Medical Group</a>	Wauwatosa	General Medical & Surgical Hospitals
<a href="#">Citi Trends</a>	Milwaukee	Department Stores exc Discount
<a href="#">Columbia St Mary's Hospital</a>	Milwaukee	General Medical & Surgical Hospitals
<a href="#">Freshcoat</a>	Milwaukee	Painting & Wall Covering Contractors
<a href="#">Froedert Hospital</a>	Milwaukee	General Medical & Surgical Hospitals
<a href="#">General Mitchell Intl-Mke</a>	Milwaukee	Other Airport Operations
<a href="#">Johnson Controls Inc</a>	Milwaukee	Automatic Environmental Control Mfg
<a href="#">Liberty Tax Svc</a>	Milwaukee	Tax Preparation Services
<a href="#">Marquette University</a>	Milwaukee	Colleges & Universities
<a href="#">Medical College of Wisconsin</a>	Milwaukee	Colleges & Universities
<a href="#">Northwestern Mutual Life Ins</a>	Milwaukee	Insurance Agencies & Brokerages
<a href="#">Oncology Alliance Sc</a>	Milwaukee	Freestanding Emergency Medical Centers
<a href="#">Painter Guys LLC</a>	Milwaukee	Painting & Wall Covering Contractors
<a href="#">Performance Enhancement</a>	Franklin	Offices of Physicians exc Mental Health
<a href="#">Potawatomi Hotel &amp; Casino</a>	Milwaukee	Casinos exc Casino Hotels
<a href="#">River Woods Urgent Care Ctr</a>	Milwaukee	All Other Outpatient Care Centers
<a href="#">Rockwell Automation Inc</a>	Milwaukee	Misc General Purpose Machinery Mfg
<a href="#">US Bank</a>	Milwaukee	Commercial Banking
<a href="#">University of WI-MILWAUKEE</a>	Milwaukee	Colleges & Universities
<a href="#">WEC Energy Group Inc</a>	Milwaukee	Offices of Other Holding Companies
<a href="#">Ward Law Offices</a>	Milwaukee	Offices of Lawyers
<a href="#">Wheaton Franciscan Healthcare</a>	Milwaukee	General Medical & Surgical Hospitals
<a href="#">Zablocki Va Medical Ctr</a>	Milwaukee	General Medical & Surgical Hospitals

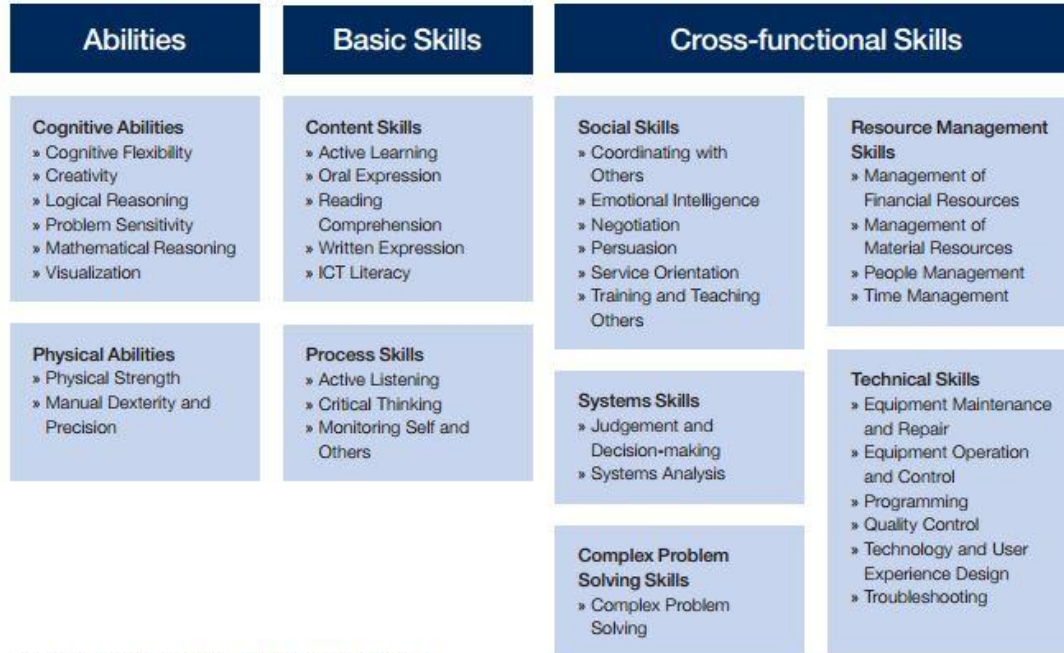
# National Market Analysis:

## Service-Providing Industries Have Most Employment



# Global Market Analysis: Core Work-Related Skills

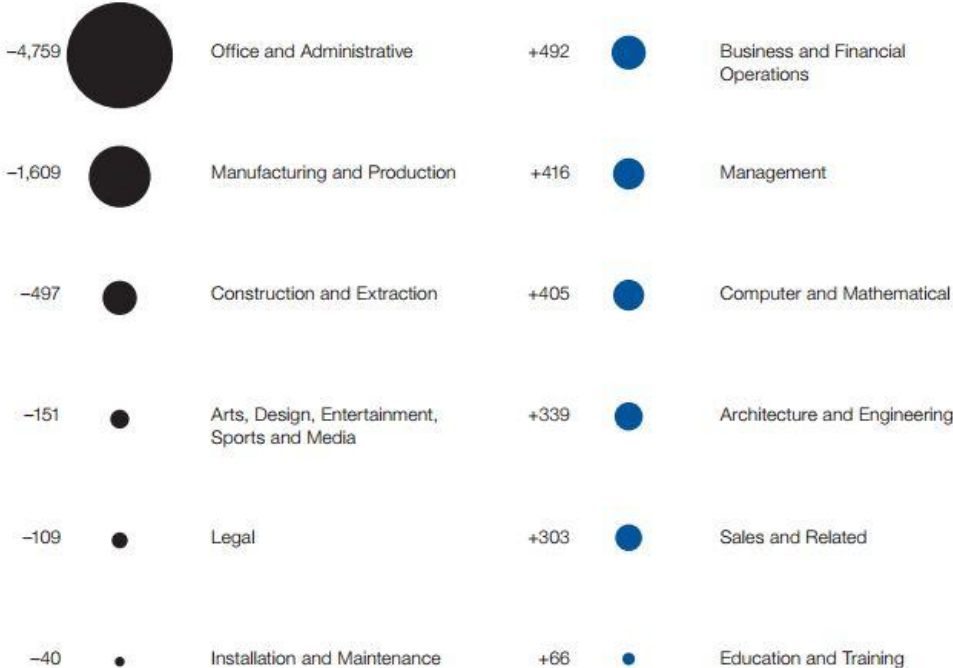
Figure 9: Core work-related skills



Source: World Economic Forum, based on O\*NET Content Model.  
Note: See Appendix A for further details.

# Global Market Analysis: Future Employment Outlook

Figure 6: Net employment outlook by job family, 2015–2020  
Employees (thousands, all focus countries)



# What does that mean for the preparation of our students?

## Transformational Educational Practices (TEP) Report

Seven Thriving Dispositions-intentionally planning and implementing in our 4K-12 system.

- ❑ The Seven Thriving Dispositions need to be the focus of the classroom culture and structure using the Danielson Framework. The District needs to identify the ones that align to the thriving dispositions and focus on the “how” to do it.
- ❑ Community of Practices around either specific strategies and/or specific thriving dispositions allow for innovative practices to develop throughout our school system.
- ❑ Thriving dispositions need to be aligned and strategic in Board, district and building goals.
- ❑ Showcase the work...the “pockets” that have the seven thriving dispositions being utilized consistently and intentionally.

# How will you engage and partner with your community?

- ❑ Guest speakers from the Milwaukee area address business classes and the Business Club.
- ❑ Local engineers and health care professionals also speak to students in the high school's and middle school's Project Lead The Way classes (Engineering, Biomedical Science, Medical Intervention)
- ❑ Special education transition team continues to build local business partnerships.

# How will you inform and involve families throughout students' academic and career planning processes?

- ❑ The middle and high school counselors meet individually with student and parents in grades 6, 8 and 11, to work on the ACP.
- ❑ The Whitefish Bay High School counselors developed a four year plan to empower students to discover their own personal values and goals.
- ❑ With the integration of Naviance into the core curriculum of the college and career program, students and families have the opportunity to do an abundance of exploration and research. Parents and students are given log-in information.
- ❑ Parent information sessions are held annually for the following grade levels: 5, 6, 8, 10 and 11.
- ❑ Parents are apprised of opportunities via Naviance, Family Access and email from the Counseling department.
- ❑ Parents receive letters pertaining to Naviance classroom lessons specific to learning objectives and encourage parents and students to discuss/review what was completed at school.



# Student Role in the ACP Process

According to the Wisconsin Department of Instruction, “Academic and Career Planning, or ACP, is a student-driven, adult-supported process in which students create and cultivate their own unique and information-based visions for post secondary success, obtained through self-exploration, career exploration, and the development of career management and planning skills.”

# How will you support ALL students individually to complete and review Academic College and Career Plan (ACP) documents?

- ❑ Review, revise, and implement clear K-12 learning targets, aligned to SEL competencies, around ACP planning- What do we want students to know and be able to do?
- ❑ At the secondary level, counselors meet with all students to discuss course selection as it relates to academic planning.
- ❑ Counselors have students access and use Course Planner in Naviance to create academic course plans to help map out options.
- ❑ Counselors meet with 2nd-5th grade and 6th-11th grade within the school year to work on areas such as, but not limited to, career inventories, self-assessments and post-secondary research via classroom lessons.

## What ACP services do you provide?

- Access to ACP Software- Naviance
- Elementary
- Middle School
- High School

# ACP Software- Naviance for grades 6-12

The Whitefish Bay High School Counseling Department is pleased to share information about **Family Connection** from Naviance, a web-based service designed especially for students and parents. Family Connection is a comprehensive website that students can use to help in making decisions about post-secondary options and careers. Family Connection is linked with College Planner, a service that we use in our office to track and analyze data about career and college plans so it provides up-to-date information that's specific to our school. In summary, here's what it has to offer.

Family Connection will allow students to:

- **Explore careers & majors.**
- **Complete career surveys.**
- **Search & compare colleges.**
- **Produce scattergrams of past WFB acceptances, denials, and waitlists.**
- **Research colleges** – Compare GPA, standardized test scores, and other statistics to actual historical data from our school for students who have applied and been admitted in the past.
- **View upcoming college visits** – Find out which colleges are visiting our school.
- **Request teachers to write letters of recommendation** (senior year).
- **Track status of the transcript and school forms from counselors and teachers** (senior year).

## **What ACP services do you provide? Whitefish Bay High School**

The Whitefish Bay High School counselors have developed a revised four year plan to empower students to discover their own personal values and goals. With the integration of *Naviance* into the core curriculum of the college and career program, students have the opportunity to do an abundance of exploration and research.

# Freshmen Year: Self Exploration

All freshman students spend one period with the counselors in the computer lab (December). This is arranged through their global studies classes. The focus of the unit is self exploration. Students will be asked to complete a Myers-Briggs Type Personality Assessment called Do What You Are. Students reflect on their strengths and interests and how that might relate to a potential career. Counselors reiterate the vast array of options beyond high school (two/four year and technical colleges and universities, military, world of work, gap year, etc.).

Other agenda items for completion:

- 4 year academic/course plan

- Set one academic goal and one personal goal using My Planner

# Sophomore Year: Career Exploration

In the fall semester (November), all sophomores spend a period in the computer lab completing the Career Interest Profiler ---a career interest survey about interest in types of work activities. The results will be used to explore suggested occupations, examine the education, training and skills required (and where to obtain them) as well as wages typical for these occupations. Students are exposed to the 16 national career clusters.

Other agenda items for completion:

- Update 4 year plan/personal goals

- Complete Part 1 of Game Plan Survey

## Junior Year: Post-Secondary Options Exploration

In the fall, juniors and their parents are invited to attend Junior Parent Information Night where they receive information related to courses, post-secondary options, and a demonstration of Naviance. In October, all juniors come to the computer lab through their history classes. Students follow along as the counselors show them how to do an advanced college search activities on Naviance. They are then instructed to complete the Cluster Finder for their career activity and Game Plan survey. Between November and February, juniors are invited to attend the junior conference which is an hour long meeting with their counselor. In this meeting, we review the student's transcript, standardized test scores, post-secondary and career goals/plans, prospective college choices, the Career Cluster Finder and Game Plan.



## Other Junior Year Agenda Items:

- ❑ Update the ACP
- ❑ Explore careers and clusters (use information from favorite careers and clusters and Career Interest Profiler)
- ❑ Complete More About Me survey (resume builder/guided personal reflection that helps students focus their post-secondary search, while also helping teachers and counselors write letters of recommendation).
- ❑ Each year over 130 representatives from various post-secondary options visit with our students, such as colleges and universities, technical and trade schools, military, job placement and gap year opportunities.

# Senior Year: On the Road to Post-Secondary Options

In early September, the counselors meet with all of the seniors during through their study periods and ISHP/lunch time. Seniors receive follow up information regarding their Naviance account, how to request letters of recommendation, timeline and process of college applications, sign up for visits with post-secondary representatives, standardized testing and personal statements. Counselors encourage students to bring in their completed applications to be reviewed for submission. In early fall, a financial aid workshop is offered for seniors and their parents in the North Shore area. In January, seniors work with counselors on mid-year reports as needed. Counselors are available to guide students on each phase of the college application process and their transition to college. In May, seniors have the opportunity to meet with a panel of recent Whitefish Bay graduates regarding their post-secondary options, with important transition information. Also in May, sophomores and juniors have the opportunity to meet a panel of seniors to learn about post-secondary planning and options.

# Additional ACP High School Services

- ❑ Beyond the Bay—A Student Forum on the College Application Process
- ❑ Beyond the Bay---Perspectives from Alumni
- ❑ Academic/Career Planning and Course Guide
- ❑ Advisory Time Lessons
- ❑ College applications
- ❑ Scholarship Support
- ❑ Complete Graduation Exit survey

# What ACP services do you provide? Whitefish Bay Middle School

- ❑ The focus of the Middle School ACP is on helping students explore the essential question of “Who Am I” as well provide Career exploration opportunities.
- ❑ In 6th grade, students meet with counselors to learn to use Naviance while engaging in Personal and Career Exploration activities.
  - ❑ 6th Grade ACP Profile survey - Strengths, Interests, Activities, Goals
  - ❑ Learning Style Inventory
- ❑ Information is presented to parents and counselor in a student-led conference.

# 7th Grade ACP Activities

- ❑ 7th Grade ACP activities:
- ❑ Through surveys in Naviance, students explore “How Am I” in their 7th grade ACP Profile, and how personality traits and values influence career choices as well provide opportunity for further career exploration through the Career Key survey. Students complete:
  - ❑ 7th grade ACP Profile update: Revision of Goals, Interests, Activities
  - ❑ Career Key - Based on Holland’s Six Personality Types
- ❑ Counselors meet with each student to review information focusing both surveys.

## 8th Grade ACP Activities:

- ❑ Through Naviance students explore career clusters based on school subjects, personal qualities, interests and activities. Clusters are then saved in Naviance for further exploration. Students have the opportunity to look at necessary post-secondary education, wage ranges, outlook, and geographic location.
- ❑ Career Clusters: identify top career clusters
- ❑ 8th Grade ACP Profile: Prepares for grade 8/9 transition meeting with high school counselor discussing “What’s Next?”

# What ACP services do you provide? Elementary

- ❑ ACP Learning Targets focusing on some SEL competencies
- ❑ Career awareness:
  - ❑ Why people work.
  - ❑ Why people choose their career
  - ❑ The kinds of conditions under which people work.
  - ❑ The levels of training & education needed for work.
  - ❑ Common expectations for employees in the workplace.
  - ❑ How expectations at school are related to expectations in the world of work.

# How will you prepare your staff to be ready to deliver ACP services and support students in the their planning?

- ❑ In elementary, counselors will work with classroom teachers to implement some aspects of the ACP learning targets into the core curriculum and other targets will be taught through monthly counselor classroom visits.
- ❑ Counselors will meet with building wide staff to explain in detail what the districts ACP plan consists of and how this will look at each individual school.
- ❑ At the high school level, teachers will be given a copy of the Whitefish Bay Career Planning and Course Guide and lessons will be created to use during advisory time for teacher implementation.
- ❑ Throughout the year, professional development will be offered in a variety of areas for teachers to better understand and implement our district ACP.



## **How will you work with your students with disabilities to help the ACP process and support the transition process?**

It is essential that students with special needs have access to ACP activities and instruction that students who are not receiving special education services have access to. In addition, activities will be offered to students with special needs that extend beyond the regular scope and sequence of ACP curriculum and employability skills. Resources have been created to guide transition services and career options when working through a student's IEP. Currently, the action planning is transpiring around a multi-faceted sequential framework of options for accessing academic and transition components. This includes essential collaboration with outside agencies such as colleges, businesses, internships/job shadowing.

## E4E: 2018-2019 School Year Goals

- ❑ Provide students in grade 6-12 with academic & career planning services including:
  - ❑ Individual support to complete & update plan- **Implement revised course guide & engage in ongoing review**
  - ❑ Continue to make plan accessible to individual education program teams, who may if appropriate, take into account with transition services (s. 115.787 (2) (g), Stats
- ❑ Implement a dual credit option at the high school for particular courses in partnership with MATC (Start College Now)

## **E4E: 2018-2019 School Year Goals**

- ❑ Continue to implement Transformational Educational Practices (TEP) recommendations around the seven thriving dispositions
- ❑ Create and administer parent and student ACP process and product feedback survey
- ❑ Expanded implementation of Passion Project Proposals- TEP
- ❑ Implementation of personal financial literacy standards through the required economics course in the social studies curriculum review recommendations
- ❑ Explore/review SEL Frameworks to provide to SEL 18-19 Committee
- ❑ Explore and provide professional development to counselors on how to build better business partnerships and mentorships

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