



Algoma School District Education for Employment (E4E) ACP Plan

Introduction

Academic and Career Planning (ACP) within the Algoma School District utilizes the resources of our community to connect the passions and interests of every student with career goals and a life of learning opportunities. Our ACP program directly connects to the Algoma Idea and Algoma School District's philosophy- Ignite. Engage. Connect.

CAREER READINESS TEAM

- Courtney Schmidt, Middle/High School Counselor
- Jesse Brinkmann, District Superintendent
- Dave Robertson, Middle/High School Principal
- Maree Baumann, High School CTE- Business Teacher
- Erica Janisch, NEWYA Youth Apprenticeship Coach
- Angela Kinjerski, Elementary School Counselor
- Steven Schmiling, High School English Teacher

DISTRICT CAREER READINESS DATA

Career readiness data is essential for Algoma School District as it tracks how well students are prepared for life beyond graduation - whether our students enter college, technical and/or apprenticeship training, or the workforce - and helps guide investment in programs that actually work.

- *Career and Technical Education Concentrators: 44*
- *Students Participating in Work-based Learning: 22*
- *11th/12th Students Participating in Dual Enrollment: 63*
- *Students Participating in Career and Technical Student Organizations: 15*
- *Students Completing Industry-Recognized Credentials: 19*
- *Number of Employer Partners: 178 in Kewaunee County*
- *Number of local and regional career pathways offered: 8*
- *Number of Career-Based Learning Experiences offered: 22*

ACP CURRICULUM, SUPPORT, AND SERVICES

ACP/School Counseling Services

The Algoma School District provides a comprehensive Academic and Career Planning (ACP) program designed to support students in developing the self-awareness, career knowledge, and planning skills necessary for future success. Utilizing tools such as Xello, students in grades 6–12 engage in career exploration lessons, with grade-level expectations aligned to district goals. The district is working to establish a K–12 scope and sequence that introduces career awareness in the early grades, builds exploration opportunities in middle and high school, and culminates with postsecondary planning near graduation.

Students participate in a variety of hands-on activities including job shadows, career fairs, workplace and facility tours, resume building, mock interviews, and individualized academic and career advising. Through these services, all students are supported in creating and maintaining a personalized ACP that connects their interests and goals with an academic path that prepares them for life after high school.

STUDENT SUCCESS STORIES & DISTRICT PROGRESS

We are proud to celebrate a year of remarkable student accomplishments in career and technical education. This school year, the number of students earning certifications nearly doubled compared to the previous year - a powerful reflection of our district's growing commitment to hands-on learning, career preparation, and workforce readiness. These achievements not only showcase the hard work of our students and staff but also highlight the strength of our partnerships with industry and postsecondary institutions.

Some standout accomplishments in the 2024-2025 school year include:

- **1 student** achieved our *first-ever Firefighter I Certification from NWTC*
- **4 students** earned their Associate's Degree from UW-Green Bay through the *Rising Phoenix program*.
 - That number will increase to **12 students** in the 2025-2026 school year
 - We anticipate **13 students** in the 2026-2027 class to earn their Associate's Degree
- **9 students** successfully completed the Certified Nursing Assistant course and earned their Technical Diploma through NWTC, six of whom are actively working as nursing assistants in local care facilities
- **3 students** earned their *Early Childhood Education (ECE) Certification from NWTC*
- **6 students** earned a *Microsoft Office Specialist Certification*
- **16 students** successfully completed the state's *Youth Apprenticeship Certification* through the *Department of Workforce Development*

Looking ahead to the 2025-2026 school year, we are looking to include the following additions:

- **6 CCIHS courses** (through UWGB) that will be offered at half the cost of their already reduced EECP tuition rate
- **Safe Serv Certification**— offered in a new *Principles of Sanitation* course, aiming to educate our students on proper food handling, especially since a number of students are employed at local restaurants

FUTURE GOALS FOR IMPLEMENTATION

We are committed to making postsecondary education and training more affordable and accessible for all Algoma students by expanding early college credit opportunities, increasing workforce-based learning experiences, and supporting individualized pathways to success.

Rising Phoenix Program Expansion

- Increase student participation in the Rising Phoenix early college program to help students earn college credit or an associate degree while still in high school.
- Provide targeted support and outreach to families and students.

Growth in Dual Credit Opportunities

- Expand dual credit offerings through partnerships with postsecondary institutions.
- Align dual credit classes with regional workforce needs and student career interests.

Increase Youth Apprenticeship Participation

- Remove barriers to YA access and strengthen school-to-business partnerships.
- Promote apprenticeship as both a college and career pathway with real-world, paid experience.

Expand Industry-Recognized Certification Opportunities

- Increase the number of students earning certifications that lead to high-skill, high-demand jobs.
- Continue to support our CNA program (6 students enrolled in summer of 2024-25) and expand in-house certification offerings through IRCS.
- Continue supporting student enrollment in the Ahnapee programs, allowing them to earn a Technical Diploma in Automotive or Diesel Technology while still in high school.

CAREER PATHWAYS

The Algoma School District is proud to offer eight state-recognized career pathways, endorsed through Wisconsin's Pathways Wisconsin initiative, which combines academic rigor with hands-on learning, industry credentials, and work-based experiences.

These pathways include:

- [Agriculture, Food & Natural Resources](#) – Study agribusiness systems, plant and animal science, and sustainable resource management—ideal for districts in agricultural regions.
- [Architecture & Construction](#) – Offers foundation in drafting, construction trades, blueprint reading, and building systems.
- [Business Administration](#) – Develops skills in management, finance, marketing, and entrepreneurship.
- [Education & Training](#) – Prepares students for careers in early childhood, teaching, and instructional support through hands-on school-based experiences.
- [Health Science](#) (Direct Patient Care) – Provides foundational knowledge for patient care, nursing, and certification opportunities.
- [Hospitality & Tourism](#) – Focuses on restaurant and lodging management, event planning, culinary arts, and guest services.
- [Information Technology](#) – Students prepare for careers in cybersecurity, networking, and digital communications.
- [Manufacturing](#) – Covers automation, machining, robotics, and production technologies.

By aligning these pathways with regional workforce needs and employer input, Algoma equips students to graduate career ready—with tangible credentials and career clarity.

LABOR MARKET INFORMATION

Labor market information (LMI) helps our school districts develop cutting-edge Career and Technical Education programs by uncovering the skills students will need in the future. In addition, LMI can help students understand which jobs are most likely to be available and well-compensated.

To access Labor Market Information for Kewaunee County, please [Click Here](#).

2025 Kewaunee County Profile

Employment by Industry

	2023 Avg Monthly Employment	5-year Change	5-year % Change	% of Total Employment
Total, All Industries	6,664	-303	-4.3%	100.0%
Manufacturing	1,554	-281	-15.3%	23.3%
Education and Health Services	1,209	42	3.6%	18.1%
Natural Resources and Mining	1,194	36	3.1%	17.9%
Trade, Transportation, and Utilities	885	-103	-10.4%	13.3%
Leisure and Hospitality	518	-16	-3.0%	7.8%
Construction	433	47	12.2%	6.5%
Public Administration	315	-6	-1.9%	4.7%
Professional and Business Services	280	11	4.1%	4.2%
Financial Activities	168	-12	-6.7%	2.5%
Information	NA	NA	NA	NA
Other Services	NA	NA	NA	NA

Source: Quarterly Census of Employment and Wages, Bureau of Labor Statistics.

Additionally, students build on their career readiness by using the [U.S. Bureau of Labor Statistics website](#) to explore job outlooks, wage information, and career availability. This helps them make informed decisions about future pathways and better understand how their interests align with real-world labor market trends.

POSTSECONDARY EDUCATION AND WORKFORCE PREPARATION

Algoma School District actively supports postsecondary education and workforce readiness by providing students with access to dual credit opportunities, technical diploma programs, and hands-on apprenticeship experiences. These pathways help students earn college credits, gain industry-recognized credentials, and build real-world skills to smoothly transition into higher education or the workforce.

- Career & Technical Education programming in Agriculture, Business & Marketing, Family and Consumer Science/Health Sciences, and Technology Education
- NWTC and UW-Green Bay dual credit courses
 - A list of dual credit courses can be found in the Algoma Course Handbook:
 - ☰ [2025-2026 Academic/Career Planning Course Handbook](#)
- Ahnapee Automotive & Diesel Technician Technical Diploma partnership with NWTC
- [Rising Phoenix Program](#) at UW-Green Bay
- [NEWYA Youth Apprenticeship](#)

PROFESSIONAL DEVELOPMENT FOR STAFF

The Algoma School District supports academic and career planning (ACP) through targeted professional development that empowers staff to deliver high-impact services for students in grades 6–12. This includes using PLC time to review student data, identify intervention strategies, and provide individualized support—particularly around attendance and academic performance tied to ACP goals. Staff are also engaging with a new data warehouse to better understand and act on student trends, and additional professional development days now feature guest speakers to enhance staff collaboration, engagement, and alignment with recommended Career Readiness Practices.

FAMILY ENGAGEMENT

The School District of Algoma engages families and caregivers in academic and career planning by:

- District-Wide Newsletter
- Middle & High School Open House with Teachers
- Incoming 7th Grade & 9th Grade Orientation
- Scheduling Day & Night for MS/HS
- College Goal Financial Aid Night
- Youth Apprenticeship Information Day
- Upcoming 2026 School Year: Courtney's Counseling Corner for District webpage

COMMUNITY PARTNERSHIPS

The Algoma School District is deeply committed to building strong community partnerships that support workforce readiness through collaboration with local businesses, postsecondary institutions, and workforce development organizations. We purposely work closely with all area business and employer partners to connect students with real-world experiences and career pathways. These relationships help ensure that students graduate not only academically prepared but also equipped with the skills, behaviors, and credentials needed for success in today's rapidly changing economy. Whether through dual enrollment opportunities, career fairs, advisory input, or work-based learning experiences, our district leverages every available resource to prepare students for their future careers.

Some of our strongest Community Partnerships include:

- Postsecondary educational partners: Northeast Wisconsin Technical College (NWTC), University of Wisconsin Green Bay, and Bellin College
- Northeast Wisconsin Youth Apprenticeship Program (NEWYA)
- Bellin College
- Kewaunee & Door County school partnerships
- Door County Business & Education Partnership through the Door County Economic Development Corporation (DCEDC)
- Kewaunee County Economic Development Corporation

INDIVIDUALIZED ACP SUPPORT

Algoma School District is committed to providing individualized academic and career planning support for every student through one-on-one conversations and tailored career exploration.

- Individual student planning meetings occur throughout the school year with the school counselor at both the middle school and high school level.
- Core teachers integrate career-connected learning into their classrooms, with interdisciplinary projects—such as a collaborative high school unit involving social studies, science, and English—designed to build real-world relevance.
- Students in special education participate in meaningful career-based experiences like operating the school *Coffee Cart*, engaging in the *Learning for Independence* program at NWTC, and partnering with the Division of Vocational Rehabilitation to support successful transitions beyond high school.

ACCESS FOR ALL STUDENTS

In the Algoma School District, Academic and Career Planning (ACP) is a comprehensive process for all students in grades 6–12, regardless of individual needs or circumstances.

Accommodations and supports are provided to ensure full participation for students requiring assistance. All students engage in a variety of ACP activities, and career preparation is embedded within Special Education services and IEP meetings through post-secondary transition planning.

ACP SOFTWARE TOOL

[Wisconsin State Statute 115.28\(59\)](#) requires that school districts be provided computer software to be used statewide to provide academic and career planning (ACP) services to pupils in grades 6 to 12. Since August 2019, Xello allows students to access a personal account provided by the school. Students can use this software to take career-related assessments, explore online career and college profiles, and get information about financial aid and employment.

[Link to Wisconsin XELLO Information Page](#)

MOST RECENT DATE OF BOARD APPROVAL

September 22, 2025