

# Greenfield High School

## Introduction

The 2024-2025 Academic & Career Planning/Education for Employment Plan is designed to assist students and families in informing, planning, and managing their four year high school academic program of their choosing. The ultimate goal of Greenfield High School is to provide a variety of pathways that will truly allow students to individualize their course of study to meet their post-secondary goals.

### CAREER READINESS MISSION/VISION

- The Greenfield School District exists to positively impact our student, community, and the world beyond Greenfield through education by accelerating/celebrating the achievement of every student, in every educational setting, everyday.
- Greenfield High School believes that all learning begins with meaningful relationships. Our mission is to develop learners who can apply knowledge and think innovatively as a result of engaging in rigorous and relevant opportunities.

### CAREER READINESS TEAM

- Patrice Ball
- Todd Willems
- Michelle Wauer
- James Barke
- Mike Kubes
- Kari Erickson
- Dr. Monica Garcia

### DISTRICT CAREER READINESS DATA

Include both aggregate and disaggregate data that relates to your ACP Portrait of a Graduate. The [Redefining Ready](#) framework may also be helpful for this section.

Data could include:

- Greenfield has over 700 students in Career and Technical Education
- Greenfield has 120 Career and Technical Education Contractors
- Greenfield has over 50 students participating in workplace learning.
- Greenfield has 13 students participating in Dual-Enrollment
- Greenfield has 40 students participating in Career and Technical Student Organizations
- Greenfield has 75 student completing industry-recognized credentials
- Greenfield has over 20 employee partners
- Greenfield has 4 programs that offer career-based learning experiences
- Greenfield has 1 career pathway in Direct Patient Care.

### STUDENT SUCCESS STORIES

- CNA Class

- Skills USA
- Play School
- GPS

## 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 **MILWAUKEE COUNTY** Click [Here](#)

## POSTSECONDARY EDUCATION AND WORKFORCE PREPARATION

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

- Career and technical education provided in the school district
  - *Business Education*
  - *Technical Education*
  - *Culinary Education*
  - *STEM Education*
- Courses that provide advance placement and/or advanced standing at technical college's associate degree program upon graduation from high school.
  - *CNA Class*
  - *Medical Terminology*
  - *Entrepreneurship*
  - *Intro to Business*
  - *Marketing Promotions*
  - *Business Computer Applications*
  - *Accounting 2*
  - *Welding*
- Early College Credit Program and Start College Now
  - *Lifespan Development*
  - *Expressions/Interpretations of the Human Experience*
  - *Anatomy & Physiology 2*
  - *Biochemistry*
  - *Intro to Sociology*
  - *Anatomy & Physiology 1*
  - *Foundations of Chemistry*
  - *Software Development*
  - *Entertainment/Arts/Film/TV/Internet*
  - *Accounting 1*
  - *General Anatomy*
  - *Fundamentals of Arc Welding*
  - *General Arc Welding*
  - *Specialized Arc Welding*
  - *Shielded Metal Arc Weld Press*
- Postsecondary education preparation *Describe other ways in which you prepare students for all postsecondary education pathways. Greenfield provides a comprehensive education that allows students to explore all post-secondary options/pathways through a rigorous curriculum including access to transcripted credit classes, AP Classes, and Start College Now as extensions.*
- Youth apprenticeship or other job training and work experience [YA One Page](#)
- Instruction in skills related to employment *Share how your district helps students develop employability skills, including and Industry-recognized Credentials you offer.*
  - *Advisory lessons for soft skills*
  - *College visits*

- College reps coming to school
- Military mock interviews
- Trade Union presentations

### **CAREER PATHWAYS**

*Greenfield School District hosted multiple focus groups to survey students, parents, community members, educators, and all stake-holders in order to determine the possible career pathways that are currently offered at Greenfield High School and also in the future.*

### **PROFESSIONAL DEVELOPMENT FOR STAFF**

The School District of Greenfield is committed to supporting our entire staff to become engaged in the career readiness process. We provide the following professional development to staff:

*Describe the professional development provided to staff to assist with delivering academic and career planning services to pupils in grades 6 to 12, including **how** your district implements these recommended Career Readiness Practices:*

- *Provide staff with information about career readiness programs and resources available in the district and who students can go to for more intensive career advising is provided to all educators each year.*
  - *Every academic school year, both at the beginning and end of the school year, all educators and administrators are made aware of the resources for career education that are available to them. Every student is aware of these options in their individual meetings with their school counselors.*
- *Career readiness professional learning is provided regularly on how teachers in all subject areas can help students understand how the content they are learning connects with various careers.*
  - *Educators are made aware of community partnerships and business that would like to partner with Greenfield School District in order to advance students post-secondary options while still in high school.*
- *Onboarding for new leadership/staff*
  - *New educators and administrators of Greenfield School District all go through “new teacher/administrator” mentoring programs in order to educate everyone of the career pathways that are currently being offered through GSD.*
- *Professional learning for K-5 educators and staff*

### **FAMILY ENGAGEMENT**

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

- *Regularly informing families and caregivers about career readiness activities.*  
*Throughout the academic year, Greenfield High School runs FAFSA information nights for graduating seniors to help navigate the process of applying for post-secondary opportunities.*
- *Providing multiple ways for families and caregivers to participate in career readiness activities.*  
*Through our continued partnership with Youth Apprenticeships, families have to opportunity to participate in multiple hiring events throughout the year and also participate in career fairs hosted by multiple high schools in Southeast Wisconsin in our Youth Apprenticeship Consortium*
- *Regularly informing families and caregivers about the progress of their student’s academic and career planning.*  
*Teachers in the Greenfield School District regularly have scheduled time to make contact with families to engage them in their child’s learning process as well as be informed of their child’s academic progress. These forms of communication include email, phone calls, and regularly scheduled family conferences.*
- *Actively seeking feedback from students, families, and caregivers when regularly evaluating our career readiness activities, programs, and initiatives.*  
*Greenfield works closely with CESA 1 to ensure that all ACP classes and pathways are approved. This process includes getting feedback from teachers, students, and families in the form of surveys and interviews to ensure that Greenfield is fully qualified to offer certain pathways at GHS.*

### **COMMUNITY PARTNERSHIPS**

The School District of Greenfield is proud to collaborate with over 180 business and community partners.

*Provide your district's strategy to engage businesses, postsecondary education institutions, and workforce development organizations in implementing the education for employment program, including how your district implements this recommended Career Readiness Practices:*

- *Our district actively seeks feedback from community, industry, and higher education partners when regularly evaluating our career readiness activities, programs, and initiatives.*
  - *Our consortium coordinator, Tom Herman, is active in 5 chambers of commerce, we have also implemented work-based learning and have attended ACTE National Convention to further enhance our offerings.*
- *Highlight Career-based Learning Experiences that are offered.*
  - *Our highest Career-based Learning Experiences are Youth Apprentice offerings through the Southwest Milwaukee Consortium.*

*Include contact information that community partners can use if they have questions or are looking to get involved.*

## ACP CURRICULUM, SUPPORT, AND SERVICES/FORMAL ACP PROCESS

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

- K-5: Career Readiness Activities *List or link here*
- 6-8: Career Readiness Activities *List or link here*
- 9-12: Career Readiness Activities *List or link here*

### ACP/School Counseling Services

*Share how school counselors support the ACP process, including SEL/Employability Skill Development and ACP Conferences.*

- *During every conference held with students during the school year, at family conferences, and by request from parents, school counselors make all stake-holders aware of the courses and options/pathways available to students.*

### Whole School Support/Formal ACP Process

*Describe the 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, including **how** your district implements these recommended Career Readiness Practices:*

- *Students participate in regular career conversations to discuss their career interests, academic goals, and postsecondary plans with an adult.*
  - *Students from Greenfield Middle School were surveyed as far as what course offerings/pathways would interest them the most. This feedback was processed and listened to by stake-holders at Greenfield High School. From that point, offerings and future plans were made to tailor pathways to the needs/wants of Greenfield students.*
- *Explain the process in place for educators to have career conversations with students*
  - *Through our advisory classes, all educators have both formal and informal conversations with students about their plans once they graduate Greenfield High School. These conversations help facilitate course selections and planning for the future.*
- *Examples: formal "advisory" period to connect students to educators for career conversations, portfolio presentation to parents/staff*

## INDIVIDUALIZED ACP SUPPORT

*Describe how your district provides individualized support, appropriate to each pupil's needs, from school district staff to assist with completing and annually updating a student's academic career plan, including **how** your district implements these recommended Career Readiness Practices:*

- *Greenfield High School has implemented a plan with students where they can map out their 4-year educational journey at Greenfield High School by utilizing the educational planner in Infinite Campus. This plan will allow students to have a better grasp of their classes and options while attending Greenfield High School.*
- *Our district has a process to identify and provide modifications, accommodations, or enhanced support for career readiness activities to maximize participation of English Learners, students with an Individual Education Plan (IEP), or students at-risk of not graduating.*

- *At every IEP meeting, the team develops a post-secondary plan for each student. The team takes into account the students wants and needs as far as their future goals. The team then develops a plan with support for the student to ensure that they are as successful as possible once they graduate Greenfield High School.*
- *Our district implements specific strategies to communicate with students, families and caregivers of English Learners, students with an Individual Education Plan (IEP), and/or students at-risk of not graduating about career readiness.*
  - *At every family conference, each educator has access to individualized interpreters so that families and the student's teachers can communicate as effectively as possible. Furthermore, building-wide communication is sent out in multiple languages to all families.*
- *Our district makes an effort to seek out diverse community, industry, and higher education partnerships so that students are more likely to interact with adults that come from many different backgrounds and cultures.*
  - *Greenfield High School is in a pilot program with the Department of Public Instruction to become a direct-admit school with the state of Wisconsin. This means that every student will be directly admitted to the 4-year partner public universities in the state of Wisconsin.*

### **ACCESS FOR ALL STUDENTS**

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.

*During a student's annual IEP meeting, a "post-secondary plan" is discussed and implemented with all stakeholders involved. These stakeholders include the student, parents/guardians, teachers, community advocates, LEA's, and if possible, our community partners. After the post-secondary plan is put into place, the student will then be scheduled for classes that will ensure that they can achieve their transition goals once they graduate from Greenfield High School. These post-secondary plans are revisited at every annual IEP meeting and are constantly reevaluated in order to meet the needs of each individual student.*

### **ACP SOFTWARE TOOL/CAREER READINESS TECHNOLOGY**

*Greenfield School District uses a platform called Xello to help assist our students with post-secondary opportunities. Xello is a software that helps to engage students by empowering them to make their own choices for what they want to do after high school. Based on thousands of hours in research with both educators and students, Xello provides students with the tools to make an accurate and timely assessment of their future plans. [XELLO WEBSITE](#)*

### **CURRENT PROGRESS AND FUTURE GOALS FOR IMPLEMENTATION**

*We currently meet the state requirements for direct patient care pathway. Our ongoing goal is to deepen and enrich structures for direct patient care beyond the state requirement level. Then we want to use that as a template to further our career pathway offerings.*

*Our 2nd goal would be to integrate pre-employment career focused, problem solving, and critical thinking into the schools advisory to prepare our students to become part of the workforce.*

*Our 3rd goal is to work at Greenfield Middle School to further enhance our career readiness goals.*

### **MOST RECENT DATE OF BOARD APPROVAL**

*List the date your board approved this plan.*