



# Unity School District

## Introduction

---

Academic and Career Planning, or ACP, is a student-driven, 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.

## Foundation & Planning: Building a Strong Career Readiness Framework

---

### CAREER READINESS MISSION/VISION *(not required)*

Vision: All students graduate with a personalized plan for postsecondary success (college, career, military, or workforce).

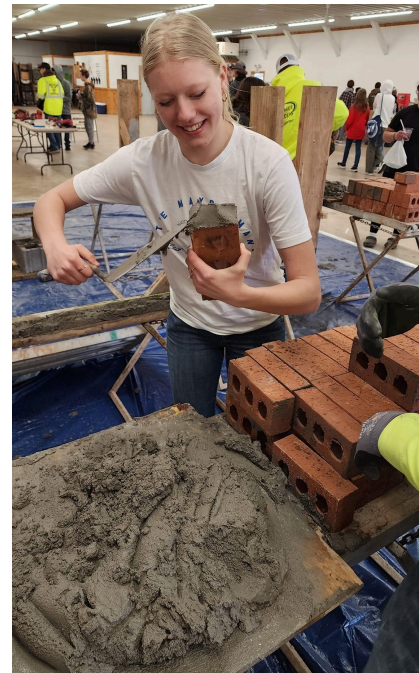
Mission: Empowering ALL students to travel the road to adulthood through education and training to careers.

### STUDENT SUCCESS STORIES *(not required)*

#### Annual Unity High School College/Career Fair (2026)- Grades 8-12 + Luck High School attended



**Skills Day Field Trip 2024- Grades 8-12 Attended**



**Annual National College Fair (Minneapolis, MN) and Bethel University College Visit (2024)- Junior & Senior Students Attended**



2025 Middle School Job Shadow Experience- 8th Graders



Elementary Safety Night



#### CAREER READINESS LEADERSHIP & TEAM

Alyssa Johnson- High School Counselor  
Amber Johnson- Middle School Counselor  
Andy Brown- Elementary School Counselor  
Jaelyn Mackey- High School Principal  
Shaun Fisher- Middle School Principal

#### CAREER READINESS POLICIES *(not required)*

- [Graduation Standards and Requirements Policy](#)
- [Counseling Services Page](#)
- [Community Involvement Policy](#)
- [Work Release & YA Policy](#)

#### DISTRICT CAREER READINESS DATA

High School:  
CTE Participants- Over 150 Students  
CTE Concentrators- 58 Students  
Work Based Learning- 27 Students (YA, 2026)  
Dual Enrollments- Over 75 Students  
Industry Recognized Credentials- 5 Students (CDL Program, 2026)

Graduation Rate- 100%

#### CURRENT PROGRESS AND FUTURE GOALS FOR IMPLEMENTATION

District Goals:

- Students understand their strengths, interests, and values
- Students explore career pathways
- Students graduate with a postsecondary plan + actionable next steps

Unity School District's Academic and Career Planning (ACP) team is currently in a strong and developing state, with clear structures in place to support student exploration and future readiness. Students are actively engaging in career interest inventories through Xello, and post-secondary planning, and staff have done a commendable job integrating ACP into HOM and guidance time at the middle and high school levels. Partnerships with local businesses and opportunities such as job shadowing and youth apprenticeships have strengthened real-world connections for students. While these are meaningful successes, the program will continue to focus on increasing consistency across grade levels and expanding family engagement in the planning process. Moving forward, the school is committed to refining data tracking, strengthening staff training, and ensuring that every student has a personalized, actionable plan for life after graduation.

#### ACP Process & Student Supports: Implement structured career planning tools and resources

---

##### ACP FORMAL PROCESS,

Elementary School: Third graders do a class project illustrating their future career goals.

*Middle School:* 6th - 8th graders complete four lessons in Xello. Further, 8th graders complete a lifestyle project where they explore their own future. All 8th graders spend a day job shadowing a career of choice.

High School: Each senior student meets with the high school counselor to discuss post-secondary planning and get connected with resources needed for those post-secondary plans (i.e. scholarships, college applications, etc.) Sophomore students use Xello instruction for academic and career readiness. Each student participates in at least one ACP event per year (College/Career Fair, National College Fair, College Campus Visits, etc.)

## ACP CURRICULUM, SUPPORT, AND SERVICES

### K-5: E4E Activities

1. Safety Night
2. 3rd Gr. project where students illustrate their future career goals

### 6-8: E4E and ACP Activities

1. Job Shadowing Experiences
2. Course Registration Day for High School Transition
3. 8th grade career and college fair
4. Xello for 6th - 8th grade

### 9-12: E4E and ACP Activities

1. Annual College and Career Fair
2. Xello Instruction with Career Interest Inventories
3. Classroom Guest Speakers
4. Youth Apprenticeship Programming
5. Work Release Options
6. Resume Writing and Obtaining Letters of Recommendation
7. Graduation requirement check-ins
8. FAFSA Completion Events through College Bound
9. Dual Credit Options through UW Stout, CVTC, & Northwood Technical College
10. Early College Credit and Start College Now Programming
11. Scholarship Communication
12. Course Planning Meetings
13. Field Trips to Job Sights
14. Course Registration Day
15. College Campus Visits
16. College Bound Math & Science Programming
17. Certified Truck Driving (CDL) certification offerings
18. CTE Exploratory Offerings

## CAREER READINESS/ACP SOFTWARE TOOL

[Xello](#) is a K-12 college and career readiness software designed to help students build personalized future plans through self-knowledge, career exploration, and academic planning.

Xello is utilized in the Middle School for grades 6-8 and in the High School for grade 10 in the students' career exploration course.

## Ensuring Equity and Access: Make career readiness opportunities available to all students

---

### INDIVIDUALIZED ACP SUPPORT

Elementary School: Students are encouraged to consider work areas that fit their interests. Third graders complete a class project in which they draw a picture and write a paragraph about what they envision themselves doing as a career.

Middle School: Xello plan 6-8 & Eagle Time exploratory options, transition scheduling for 8th graders going into high school, individual counseling, and IEP transition plans for 8th graders. 8th graders complete a lifestyle project ending with a day of job shadowing of their choice.

High School: Each senior student meets individually with a school counselor or advisor at least once per year to review academic progress, career interests, and postsecondary goals. Students can access additional support through scheduled meetings, drop-in counseling, or referrals based on academic, social-emotional, or career needs. Students use the Xello platform to set goals and make post-secondary plans. FAFSA events are hosted at the High School building annually. IEP transition planning meetings occur at the end of senior year. Resume development and letters of recommendation are a requirement in students' HOM courses. Dual enrollment offerings are available for ALL students.

### 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.

Elementary School: At the elementary level, life skills are evaluated and taught, preparing the student for the world of work via the IEP process.

Middle School: IEP transition meetings occur in 8th grade, students attend annual college and career fair events, and complete a 4-year plan.

High School: Partnership with the Hospitality program at Northwood Technical College-New Richmond, IEP transition meetings occur during senior year, students attend annual college and career fair events, the national college fair in Minneapolis, and attend scheduled college visits. Transitions course curriculum for grades 9-12 (qualifying students).

## Career Pathways: Align preparation with real-world outcomes

---

### 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 our area, go to: [Polk County Profile 2025](#)

Unity School District offers and adjusts courses based on high-demand fields (i.e., healthcare, skilled trades, etc.) Career and Technical Education (CTE) programs are developed and expanded based on workplace trends. Youth Apprenticeship programming is aligned with local employer needs. Dual enrollment certification and opportunities are a priority of the school district. Job shadowing experiences focus on relevant industries.

### POSTSECONDARY EDUCATION & WORKFORCE DEVELOPMENT

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

- Career Pathway Programs are developed in alignment with regional career pathway (RCP) frameworks created through collaboration among local Wisconsin districts. While we customize these pathways to reflect our local programming using a template provided by the Department of Public Instruction (DPI), certain components remain consistent with the regional model. These include job titles, postsecondary pathway information, and approved opportunities such as Career and Technical Education student organizations, work-based learning experiences, college credit options, and industry-recognized credentials. Additionally, all coursework within each pathway aligns with established educational standards and a guaranteed and viable curriculum. Our district submits its Career Pathway maps to our regional CESA (CESA 11) for review and approval, ensuring they meet state requirements before receiving official endorsement.
- Early College Credit Program and Start College Now: [ECCP/SCN Breakdown](#)
- Work-based Learning Programs: [Youth Apprenticeship](#)
- Instruction in skills related to employment: Certified Driving Licenses (CDL), Certified Nursing Assistants (CNA), OSHA 10, Welding Academy, Post Secondary Readiness Class, Career Exploration Class, Lifeguard and CPR Certification Course, and Officiating Course

**Building School and Community Connections – Strengthen educator, family, and industry engagement**

---

## PROFESSIONAL DEVELOPMENT FOR STAFF

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

Tours of Businesses through field trips, guest speakers brought into classrooms, community partnerships through Youth Apprenticeship, Xello instruction for grades 6-8 and 10th staff, college tours and national college fair exposure for staff members, and military recruitment opportunities.

## FAMILY ENGAGEMENT

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

- Inform and provide parents in each school year about what academic and career planning services their child receives through mail, Infinite Campus communication, emails, text messages, parent/teacher conferences, the school website, and individual planning meetings.
- Update parents throughout the school year on the progress of their child's academic and career planning during parent-teacher conferences or by individual student/family requests.

## COMMUNITY PARTNERSHIPS

The School District of *Unity* is proud to collaborate with over 40 business and community partners. These include, but are not limited to:

1. Ace Hardware- Balsam Lake
2. Golden Age Manor- Amery, WI
3. Balsam Lake Brewery & Market- Balsam Lake, WI
4. Pub 35- Luck, WI
5. Walmart- St. Croix Falls, WI
6. Lite House Moving & Lifting- Balsam Lake, WI
7. Julia's Java- Milltown, WI
8. Weaver Concrete- Webster, WI
9. Bishop Fixture & Millwork, INC- Balsam Lake, WI
10. Balsam Lake Lodge- Balsam Lake, WI
11. Nick's Trucking & Excavating- Balsam Lake, WI
12. Milltown Powersports- Milltown, WI
13. Carlson Construction- Milltown, WI
14. Subway- St. Croix Falls, WI

15. Aberle Construction- Balsam Lake, WI
16. J & F Facility Services- Chippewa Falls, WI
17. Wild Spirits/Tammi's Rescue- Frederic, WI
18. Dancing Dragonfly Winery- St. Croix Falls, WI
19. Endeavors- Balsam Lake, WI
20. Woltz Trucking- Centuria, WI
21. Polk County Law Enforcement
22. 710 Salon - Luck, WI
23. Push Inc - Rice Lake, WI
24. St. Croix Health, St. Croix Falls, WI
25. St. Croix Valley Truck Driving School - St. Croix Falls, WI
26. Midwest Fiber Solutions - New Richmond, WI
27. Polk/Burnett Electric - Centuria, WI
28. Farmers Insurance - Balsam Lake, WI
29. Dynamic Music Therapy, LLC - Balsam Lake, WI
30. Family Therapy Associates - St. Croix Falls, WI
31. RW Machine LLC - Luck, WI
32. Lakes Services Unlimited - Balsam Lake, WI
33. Monarch Paving - Amery, WI
34. Bernick's - Dresser, WI
35. Unity Fire Association - Milltown, WI
36. Edina Realty: Michael & Kendra Carlson - Balsam Lake, WI
37. SF Insurance - Dresser, WI
38. Pillar Bank - Balsam Lake, WI
39. Hendrick's Chiropractic - Milltown, WI
40. Midwest Machinery - Turtle Lake, WI
41. Balsam Lake Prolawn - Balsam Lake, WI
42. Polaris - Osceola, WI
43. River Birch Dental - Centuria, WI
44. Lakes Region EMS - North Branch, MN
45. Wayne's Grocery Store- Luck, WI

Plus many more!

Youth Apprenticeship Coordinator- Alyssa Johnson (Grades 11-12), ACP Team: Alyssa Johnson, Amber Johnson, Andy Brown, Jaclyn Mackey, and Shaun Fisher.

**MOST RECENT DATE OF BOARD REVIEW:** *List date of the most recent board review (required annually)*