

Northland Pines School District



Academic & Career Planning PI-26

The Northland Pines community guarantees rigor, relevance and relationships to prepare all learners for life.

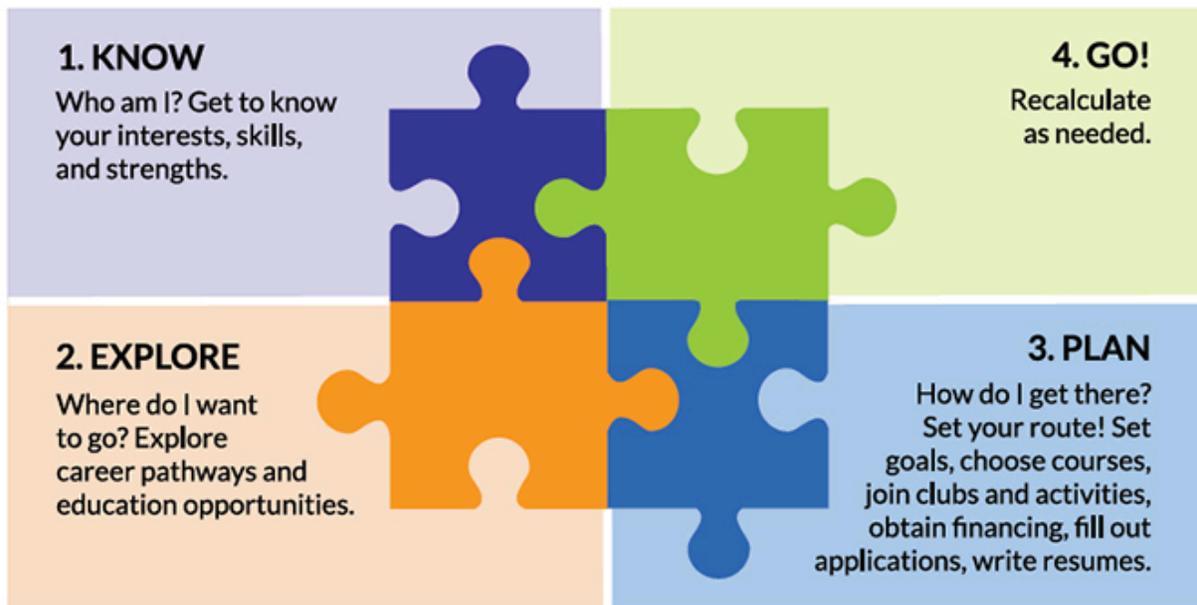
The Northland Pines School District provides assurance that no student is discriminated against on the basis of race, color, religion, national origin, ancestry, creed, pregnancy, marital status, parental status, sexual orientation, sex, (including transgender status, change of sex or gender identity), or physical, mental, emotional, or learning disability ("Protected Classes") in any of its student program and activities.

Career and Technical Education Programs, courses, and activities are open to all students.

ACP Overview

All students in grades 4K-12 will participate in a variety of Academic and Career Planning activities provided by Northland Pines School District. Our district's mission is dedicated to empowering all individuals to reach their potential. Our Academic and Career Planning initiative, also known as ACP, directly relates to our district mission by providing information and opportunities for self awareness, career exploration and academic planning. Through our ACP initiative, all students will be prepared for any academic or career path they choose.

The state of Wisconsin emphasizes four key components to the Academic and Career Planning process, as shown below. Beginning in the 2017-18 school year, the Northland Pines School district implemented the PI-26 plan for all students. Since that time, staff have guided students in moving through the four stages using a variety of activities and lessons listed at the end of this document. Students in grades 6-12 will engage in career exploration lessons, as well as assessments of their interests, learning styles, and personalities, using Xello, an online platform tailored to assist students in academic and career planning.



NPSD ACP Goal

Upon graduation from Northland Pines School District, all students will have created and presented their Academic and Career plan. This includes information they have gathered from their digital portfolio and their experiences at Northland Pines.

ACP Student Engagement

Elementary students begin to explore careers through various activities and lessons with their classroom teacher and school counselor. Our formal ACP process begins in 6th grade with specific ACP designated lessons, delivered by the students' school counselor. Starting in 7th grade and continuing throughout their 8th grade year, students will participate in ACP activities during their Computers class. During high school, students will work on monthly ACP lessons during Advisory. Teachers also supplement these lessons during various classroom activities.

ACP & Xello portfolios are reviewed on a regular basis and are an integral part of the student's educational experience. ACP individual meetings are available to all students (7th-12th grade) throughout the school year with their respective school counselor and advisory teacher. Counselors will also frequently meet with students during advisory and Computers classes to discuss ACP lessons, initiatives, and post-secondary plans.

The [College & Career Readiness document](#) was created during the 2022-2023 school year. This document guides high school students through benchmarks they can obtain during their high school career to be college, career, and/or life ready. Graduates of Northland Pines will be College & Career Ready by meeting the minimum number of indicators depending on the avenue of choice.

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

- Career and Technical Education Courses
 - Business Education, Information Technology, Family and Consumer Sciences, Technology and Engineering Education
- Academic Courses
 - 28 credits required for graduation
 - Wisconsin State Civics exam
 - Service to Community
 - Pines Senior Capstone
- Accelerated Programs of Study
 - Honors Classes

- Contracted classes with Nicolet College: Firefighter I with Hazardous Material Operations and Certified Nursing Assistant
- College Credit Programs
 - Advanced Placement, Start College Now, Early College Credit Program, Cooperative Academic Partnership Program, Transcribed courses through Nicolet College
- Career and Work Based Learning Experiences
 - School-to-Work
 - Job Shadowing
 - Teacher's Assistant
 - Youth Apprenticeship
- Industry Recognized Credential Options
 - OSHA10
 - Career Connections Skill Level 3-Carpenters International Training Fund
 - ProStart
 - Youth Apprenticeship
 - Certified Nursing Assistant
 - Firefighter I
- Career and Technical Student Organizations
 - Distributive Education Clubs of America (DECA)
 - Health Occupations Students of America (HOSA)

Staff Engagement

The Northland Pines Middle/High School has a College & Career Readiness Team. This team creates, reviews, and analyzes ACP activities, lessons, and capstone presentations for the school as well as recruiting, fostering and maintaining relationships with community stakeholders and parents. The team is composed of staff members in multiple different departments (see below) and meets monthly to discuss NPMS/HS current ACP practices, future ACP goals, and initiatives.

Northland Pines Middle/High School College & Career Readiness Team

- Josh Fuller, MS/HS Technology Education; Parent
- Alyssa Hecke, MS/HS English Teacher

- Amanda Fowler, MS/HS Math Teacher
- Adam Matyska, MS/HS Computers, STW, CTE
- Amy Price, HS Science Teacher; Parent
- Jacob Richards, MS/HS Business Education
- Sade Seeger, 7th-12th Grade School Counselor; Parent
- Brandon Smith, MS/HS English Teacher
- Amanda Tibble, 7th-12th Grade School Counselor
- Josh Tilley, MS/HS Assistant Principal
- Jessica Zyhowski, MS/HS Social Studies Teacher

Northland Pines School District ACP Leadership Team

- Adam Matyska, MS/HS Computers, STW, CTE
- Sade Seeger, 7th-12th Grade School Counselor
- Heidi Tamelang, Student Services Administrative Assistant
- Amanda Tibble, 7th-12th Grade School Counselor

The NPSD ACP Leadership Team oversees ACP district initiatives, Xello management, PI26 updates, ACP lesson planning and scheduling for grades 6 through 12, organizes and conducts capstone presentations, participates in regular ACP trainings & workshops, and submits CTE data and statistics as required to CESA and DPI.

Professional Development

All K-12 teachers and school counselors will participate in ongoing discussions throughout the school year focusing on ACP initiatives and updates with Xello. Professional development is provided to 6th-12th grade teaching staff at the start of each school year. This professional development will focus on ACP initiatives, scope and sequence, timeline, ACP activities, and Xello lessons available to all students. This professional development will also include extra training for new staff.

All teaching staff work directly with Special Education and ESL staff on a regular basis to create goals and assess progress for students with disabilities and language barriers, or other needs. Students with disabilities will work with their case manager, teachers, and school counselor to develop their online portfolio in Xello as well as develop a post-secondary transition plan.

Our Academic and Career Planning Initiative is reviewed annually by our College & Career Readiness team, ACP Leadership Team, and NPSD Board of Education.

The PI-26 plan is posted on the district website for public viewing. Throughout the year, the College & Career Readiness team encourages feedback from students, teachers, parents and community members to continually enhance the services we provide to our students. To ensure ongoing growth, the ACP Leadership Team conducts an annual review of strengths and areas for development at the end of each academic year, making strategic changes as needed. The updated PI-26 plan will be presented to the Board of Education at least once per year.

Labor Market Information

The Northland Pines School district covers the counties of Vilas and Oneida, giving students a variety of opportunities and locations to contribute to the workforce. The top industries for the counties are Leisure & Hospitality, Trade, Transportation & Utilities, and Education & Health Services. These career sectors represent 74% of jobs in Oneida County and 93% of jobs in Vilas County. These numbers are projected to remain the same or rise slightly through the 2020s. This is similar to trends in the job industry as Wisconsin's three leading job sectors include Healthcare & Social Assistance, Retail Trade and Manufacturing. For more Wisconsin job information please refer to the links below:

[Department of Workforce Development](#)

[Vilas County 2025 Workforce Profile](#) (most current profile)

[Vilas County Economic Profile 2024](#)

The Northland Pines School District will continually analyze the job market projections and use that information to ensure that we are offering the most appropriate education opportunities to prepare our students for their post-secondary plans.

Career Pathways

The Wisconsin Regional and Local Career Pathways approach is an effort to deliver high-quality career pathways in high schools that reflect the needs and vision of a regional collaborative group of employers, education, and economic and workforce development.

The regional collaboratives adopt, implement, promote, and monitor high school career pathways in high-skill, in-demand industry sectors. They act as an

advisory group, on behalf of regional districts, to identify and overcome barriers that prevent students in the region from accessing the pathway.

Regional Pathways:

- Architecture & Construction
- Business Administration-Finance
- Business Administration-Marketing
- Education and Training
- Hospitality, Culinary & Tourism
- Information Technology
- Advanced Manufacturing
- Transportation, Distribution and Logistics

Local Pathways:

- STEM

Family and Community Engagement

Information regarding ACP activities and lessons are communicated with families throughout each student's educational career. Consistent communication is maintained through email, phone calls, Parent/Teacher conferences, open houses, newsletters, social media, and the district website. Parents are invited to attend the Pines 8th and 10th grade student-led conferences, as well as the Pines Senior Capstone presentations.

Community stakeholders participate in multiple ACP activities (Mini Business World, Mad Money, Senior Capstone Presentations, Nicolet College Competition Day, classroom speakers, Vocational Building Trades partnerships, Clean Snowmobile Challenge, Live from the Heart, business/industry field trips, and many other activities) throughout the school year. Furthermore, we continue to partner with local businesses to provide work-based learning opportunities such as Youth Apprenticeships, Job Shadowing, and Teaching Assistants. These activities not only meet our ACP goals, but enrich our community and create lasting relationships for our students.

Every two years the Northland Pines High School participates in the Comprehensive Local Needs Assessment that is administered by the Department of Public Instruction (DPI). This assessment is shared with high school students, staff, and parents. The needs assessment collects valuable information from various stakeholders regarding our current Career and Technical Education (CTE)

programs and participants. The data collected from the assessments help drive and fund our CTE programs through the Carl Perkins grant.

Data from the 2025-2026 Comprehensive Local Needs Assessment (CLNA) survey, given to students, parents, and staff, indicate strong overall support for the quality, relevance, and value of Career and Technical Education (CTE) programs at Northland Pines, particularly in providing hands-on learning, alignment to career interests, and opportunities such as work-based learning and postsecondary credit. Stakeholders identified program strengths in career pathway offerings, student access, and real-world connections, while consistently noting a need to improve communication and awareness of available pathways, course options, and career readiness opportunities. Key areas for growth include increasing the visibility of CTE programs and pathway information, expanding industry partnerships and work-based learning opportunities, and providing clearer, more consistent communication and planning resources to ensure all students and families fully understand and access available CTE options.

During monthly meetings, the College & Career Readiness team will analyze this data to determine areas of improvement and create strategies to strengthen the ACP implementation at Northland Pines School district.

Grade Level Objectives

Grade Level	<u>Xello Activities</u> - ALL STUDENTS	<u>Additional Activities</u> - ALL STUDENTS	<u>Additional Activities</u> - Optional, but available to all students
4K-5th		<ul style="list-style-type: none"> • Career Lessons • Public Safety Demonstrations • Purposeful People 	<ul style="list-style-type: none"> • All American Kids Club • Reading Heroes • Science Club (STEM) • Recycling Club
6th	<ul style="list-style-type: none"> • Interests, Time Management, Decision Making, School Subjects at Work • Learning Style, Personality Style, Matchmaker, Career Clusters 	<ul style="list-style-type: none"> • Vilas Co. Youth Coalition • Log a Load • Scheduling Meetings • Character Strong 	<ul style="list-style-type: none"> • Eagle Camp • Eagle Explorations • 6th grade Ambassadors

<p>7th</p>	<ul style="list-style-type: none"> • Goal Setting, Self-Advocacy, Volunteering/Experiences, Biases & Career Choices, Learning Pathways, Learning Styles • Matchmaker, Saved Careers, Career Clusters, Personality Style 	<ul style="list-style-type: none"> • Scheduling Meetings • Mini-Business World • Service to Community • Character Strong • ACP Lessons 	<ul style="list-style-type: none"> • Junior AMMP • Student Council • Clubs & Organizations
<p>8th</p>	<ul style="list-style-type: none"> • Goal Setting, Career Matches, Volunteering/Experiences, Skills, Jobs & Employers, Regional Career Pathways, Transition to High School • 8th Grade ACP Capstone Project • Matchmaker, Saved Careers, Career Clusters, Personality Style, Saved Schools 	<ul style="list-style-type: none"> • Scheduling Meetings • Service to Community • Job Fair • Character Strong • Mini-Business World • ACP Lessons • 8th Grade Student Led Conferences 	<ul style="list-style-type: none"> • Student Council • Clubs & Organizations • Junior AMMP
<p>9th</p>	<ul style="list-style-type: none"> • Study Skills & Habits, Volunteering/Experiences, Personality Styles, Getting Experience, Exploring Career Factors, Work Values, Workplace Skills & Attitudes • Matchmaker, Saved Careers, Career Clusters, Course Planner, Saved Schools, Postsecondary Plans 	<ul style="list-style-type: none"> • Scheduling Meetings • 4 Year Plans • PreACT Testing • Mini-Business World • Job Fair • Service to Community • ACP Lessons • Character Strong • College and Career Readiness Indicators 	<ul style="list-style-type: none"> • Student Council • Clubs & Organizations • Dual Enrollment Courses • Military Lunch & Learn • Nicolet Competition Day • CTSO (HOSA, DECA) • Industry Certifications
<p>10th</p>	<ul style="list-style-type: none"> • Defining Success, Careers and Lifestyle Costs, Volunteering/Experiences, Work/Life Balance, Program Prospects, Career Demand, Graduation Requirements Check • Matchmaker, Saved Careers, Career Clusters, Course Planner, Saved Schools, Postsecondary Plans 	<ul style="list-style-type: none"> • Scheduling Meetings • 4 Year Plans • PreACT Testing • Mad Money-Financial Literacy Simulation activity • Job Fair • Service to Community • Financial Literacy Class (Personal Finance) • ACP Lessons • 10th Grade Student Led Conferences • Character Strong • College and Career Readiness Indicators 	<ul style="list-style-type: none"> • Student Council • Clubs & Organizations • Dual Enrollment Courses • Military Lunch & Learn • Nicolet Competition Day • CTSO (HOSA, Skills USA) • Industry Certifications

<p>11th</p>	<ul style="list-style-type: none"> ● Career Backup Plans, Career Path Choices, Volunteering/Experiences, Choosing a College, Entrepreneurial Skills, Job Interviews, Transcript Request ● Matchmaker, Saved Careers, Career Clusters, Course Planner, Saved Schools, Postsecondary Plans 	<ul style="list-style-type: none"> ● Scheduling Meetings ● 4 Year Plans ● PreACT Testing ● ACT Testing ● College Visits ● Job Fair ● Service to Community ● Financial Literacy Class (Personal Finance OR Economics) ● ACT Prep Sessions ● ACP Lessons ● Character Strong ● College and Career Readiness Indicators 	<ul style="list-style-type: none"> ● Student Council ● Clubs & Organizations ● Dual Enrollment Courses ● Military Lunch & Learn ● Nicolet Competition Day ● CTSO (HOSA, Skills USA) ● School to Work (Youth Apprenticeship, Co-op, Job Shadow, Teacher Assistant) ● Industry Certifications
<p>12th</p>	<ul style="list-style-type: none"> ● Matchmaker, Learning Styles, Resume Builder, Transcript Request, Scholarships ● Matchmaker, Saved Careers, Career Clusters, Course Planner, Saved Schools, Postsecondary Plans ● Pines Senior Capstone Presentation 	<ul style="list-style-type: none"> ● 4 Year Plans ● Senior Exit Survey ● Job Fair ● College Visits ● Service to Community ● Financial Literacy Class (Personal Finance OR Economics) ● ACP Lessons ● Character Strong ● College and Career Readiness Indicators 	<ul style="list-style-type: none"> ● Student Council ● Clubs & Organizations ● Dual Enrollment Courses ● Military Lunch & Learn ● Nicolet Competition Day ● CTSO (HOSA, Skills USA) ● School to Work (Youth Apprenticeship, Co-op, Job Shadow, Teacher Assistant) ● Industry Certifications
<p>Post Grad</p>			<ul style="list-style-type: none"> ● Division of Vocational Rehabilitation Services

PI-26 Plan approved by NPSD School Board on: March 23, 2026