

Wausau School District Education for Employment & Academic Career Plan

2026-2027 School Year



"The purpose of ACP services is to assist pupils with planning and preparing for opportunities after graduating from high school. These opportunities may include postsecondary education and training that leads to careers."



WSD Board of Education approved: _____

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STUDENT SUCCESS STORY

DANE ZENNER

Activities:

- Sports: Football, Track, Basketball
- Rotary Club, National Honor Society, DECA
- Youth Apprenticeship at CTECH Manufacturing

Career Plans:

- Attend a 4 year university to study Computer Engineering

WAUSAU WEST

A portrait of Dane Zenner, a young man with short reddish-brown hair, smiling. He is wearing a black t-shirt with a white logo that says "CTECH MANUFACTURING". The background behind him is a wall with a racing track diagram and text including "HOSTED RACES", "TURN 1", "TURN 2", "TURN 3", "TURN 4", "TURN 5", "TURN 6", "TURN 7", "TURN 8", "TURN 9", "TURN 10", "TURN 11", "TURN 12", "TURN 13", "TURN 14", "TURN 15", "TURN 16", "TURN 17", "TURN 18", "TURN 19", "TURN 20", "TURN 21", "TURN 22", "TURN 23", "TURN 24", "TURN 25", "TURN 26", "TURN 27", "TURN 28", "TURN 29", "TURN 30", "TURN 31", "TURN 32", "TURN 33", "TURN 34", "TURN 35", "TURN 36", "TURN 37", "TURN 38", "TURN 39", "TURN 40", "TURN 41", "TURN 42", "TURN 43", "TURN 44", "TURN 45", "TURN 46", "TURN 47", "TURN 48", "TURN 49", "TURN 50", "TURN 51", "TURN 52", "TURN 53", "TURN 54", "TURN 55", "TURN 56", "TURN 57", "TURN 58", "TURN 59", "TURN 60", "TURN 61", "TURN 62", "TURN 63", "TURN 64", "TURN 65", "TURN 66", "TURN 67", "TURN 68", "TURN 69", "TURN 70", "TURN 71", "TURN 72", "TURN 73", "TURN 74", "TURN 75", "TURN 76", "TURN 77", "TURN 78", "TURN 79", "TURN 80", "TURN 81", "TURN 82", "TURN 83", "TURN 84", "TURN 85", "TURN 86", "TURN 87", "TURN 88", "TURN 89", "TURN 90", "TURN 91", "TURN 92", "TURN 93", "TURN 94", "TURN 95", "TURN 96", "TURN 97", "TURN 98", "TURN 99", "TURN 100".

STUDENT SUCCESS STORY

EVAN CERNY

Academics:

- UWGB Nursing program
- Teacher Assistant for Anatomy & Physiology
- CNA certification
- 3.5GPA

Career Plans:

- Attends UW Green Bay and was an early entrance into the Nursing program.

WAUSAU EAST

A portrait of Evan Cerny, a young man with short brown hair and glasses, smiling. He is wearing a grey t-shirt with "WASHINGTON STATE" printed on it. The background behind him is a wall with various posters, including one for "BILLIE EILISH" and another for "HIT ME HARD AND SOFT".

STUDENT SUCCESS STORY

RHETT SCHNINDLER

Activities:

- 2 year Youth Apprenticeship at Newton Electric
- Completed 1 year of Accelerated Apprenticeship training online
- Enjoys spending time in the outdoors hunting & fishing

Career Plans:

- Employed full time with Newton Electric and receives paid training and education. Rhett enters the workforce with one year of adult apprenticeship completed.



WAUSAU WEST

STUDENT SUCCESS STORY

MAKRAY PALECEK

Activities:

- Football and National Honor Society
- GPA: 4.0
- 1 year Youth Apprenticeship at In The Lite Electric

Career Plans:

- Attend UWSP for Finance
- Internship at Northwestern Mutual



WAUSAU EAST

Innovative Pathways in Wausau

New! Wisconsin Seal of Biliteracy

The Wisconsin Seal of Biliteracy is an award given by a school/district to a graduating student in recognition of proficiency in English and at least one other partner language, and for global and sociocultural competence. Wausau is proud to offer French, German and Spanish classes starting in 8th grade in order to achieve proficiency upon graduation that is officially recorded on a student's transcript for future employers. Students may also earn the Seal in their heritage language.



Robotics & Automation

Address industry demand to increase knowledge and skill in robotics. Wausau East and Wausau West have recently added a Fanuc robot in each Tech Ed department and teachers have attended industry training. Students are introduced to basic robotic operations and maintenance. Students taking this class receive dual credit at NTC. *Student pathway: FAB LAB 1, Fab Lab 2, Robotics & Automation, Project Lead The Way (PLTW)*



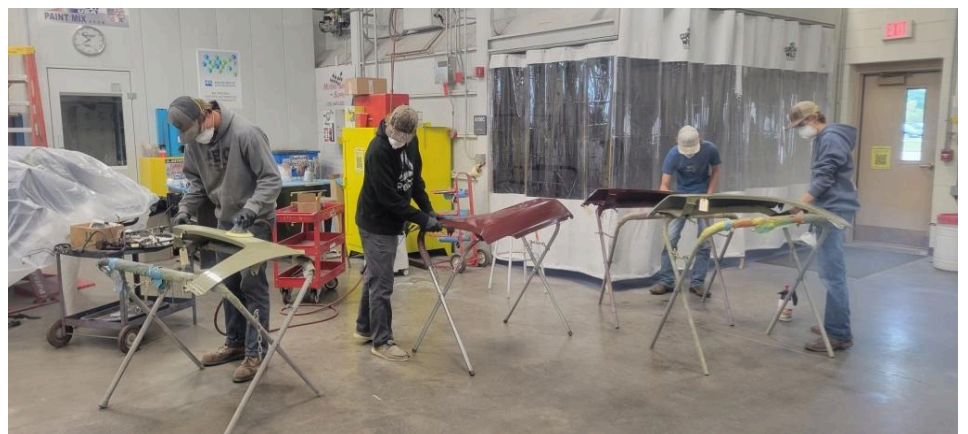
Aviation 101

This online and in person course is offered through Wausau Area Virtual Education (WAVE). Students complete an online curriculum and complete in person hours on a flight simulator taught by certified flight instructors at Wausau Flying Service located at the Wausau Municipal Airport. This course prepares students to take their first Knowledge and Skills test as one of the first steps in becoming a certified pilot.



Auto Collision & Repair

NTC in partnership with Wisconsin Automotive and Truck Education Association offers a college course in the evenings at Wausau East Automotive shop. Students are earning their technical certificate in Auto Collision and Repair.



Math & Construction Trades

Math & Construction class is offered to students in 9th or 10th grade and is co-taught with a math teacher and a building trades teacher. Students earn both math credit and an elective credit in the construction pathway. Students are building structures like mini homes for the community and at the same time preparing for the standardized math test their junior year.



Labor Market Information

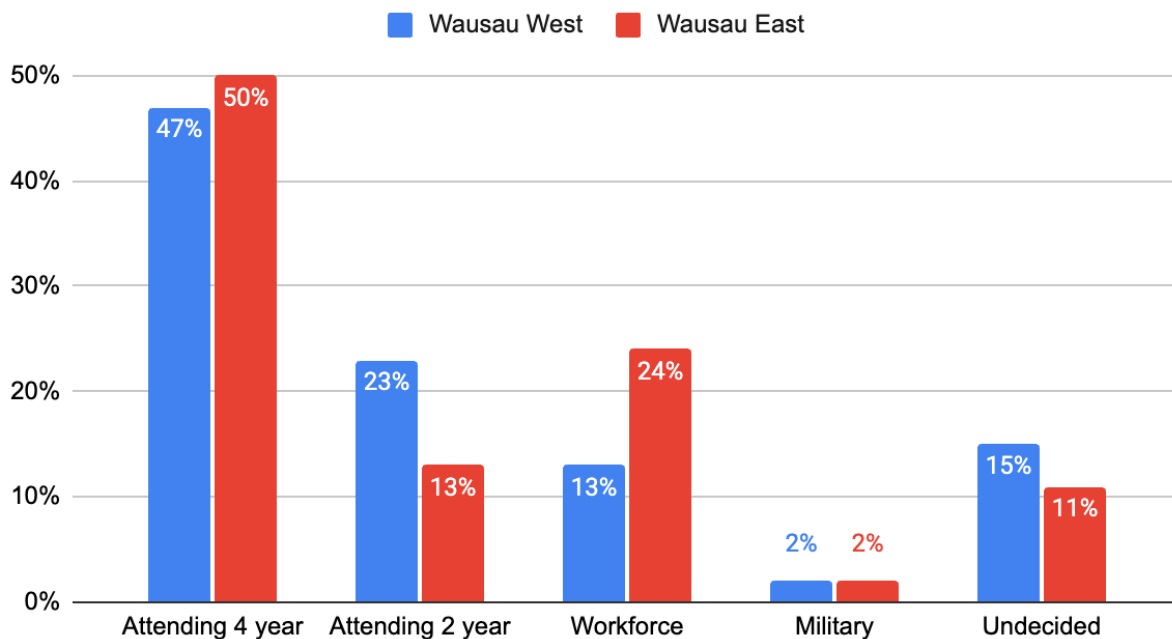
Local, regional, and state labor market information (LMI) is used to develop a local needs assessment to ensure the Wausau School District is offering career pathways, postsecondary options, and training opportunities that are aligned with our local and state economy.

LMI resources used in the Wausau School District include:

- [Wisconsin Labor Market Information Guide](#): Establishes long-term regional occupational trends and growth projections.
- [Wisconsin Workforce Development Wisconsin Platform](#): Provides real-time data on state and local labor market dynamics, industry demand, and wage metrics.
- [Wisconsin Projection Reports by Workforce Development Area](#): Offers localized employment projections segmented by career clusters to identify high-growth sector opportunities within the region.
- [WSD Perkins V Comprehensive Local Needs Assessment \(CLNA\) 2023-24](#): Translates labor market projections and internal CTE performance data into targeted operational goals and curriculum adjustments.

Post-secondary Education and Workforce Preparation

2026 East & West Senior Survey

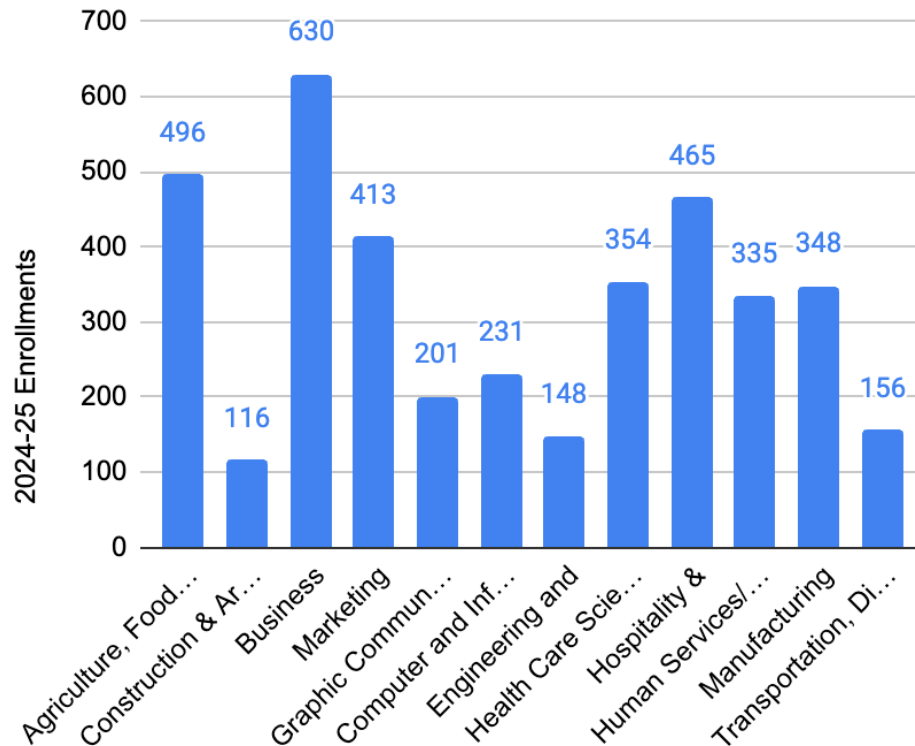


Career and Technical Education Participants

Definition: Students enrolled in a course in Ag, Business and Marketing, Family Consumer Science or Technology Education and Engineering or Health Science or IAC coded classes.

- 2023-24
 - 1609 out of 1637 students participated in a Career and Technical Education class (98.2%)
 - 100% of 9th graders participate in a CTE class.
 - 100% of 10th graders participate in a CTE class.
 - 97.5% of 11th graders participate in a CTE class.
 - 95% of 12th graders participate in a CTE class.
- 2024-25
 - 1170 out of 1300 students participated in Career and Technical Education classes (90%)
 - 100% of 9th graders participated in a CTE class.
 - 100% of 10th graders participated in a CTE class.
 - 74% of 11th graders participated in a CTE class.
 - 87% of 12th graders participated in a CTE class.

WSD CTE Pathway Enrollments, 2024-25



Career and Technical Education Concentrators

Definition: A secondary student in grades 11 or 12 who has completed (passed) a minimum of two CTE courses in a single career pathway throughout their high school career.

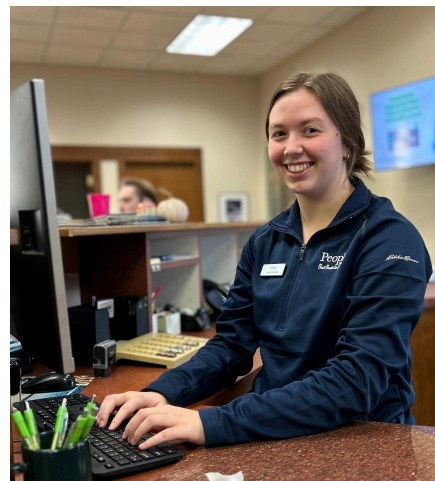
CTE Departments:

- Family and Consumer Science
- Business and Marketing Education
- Technology Education and Engineering
- Agriculture and Natural Resources

Work Based Learning (WBL), 110 Students participating in 2025-26

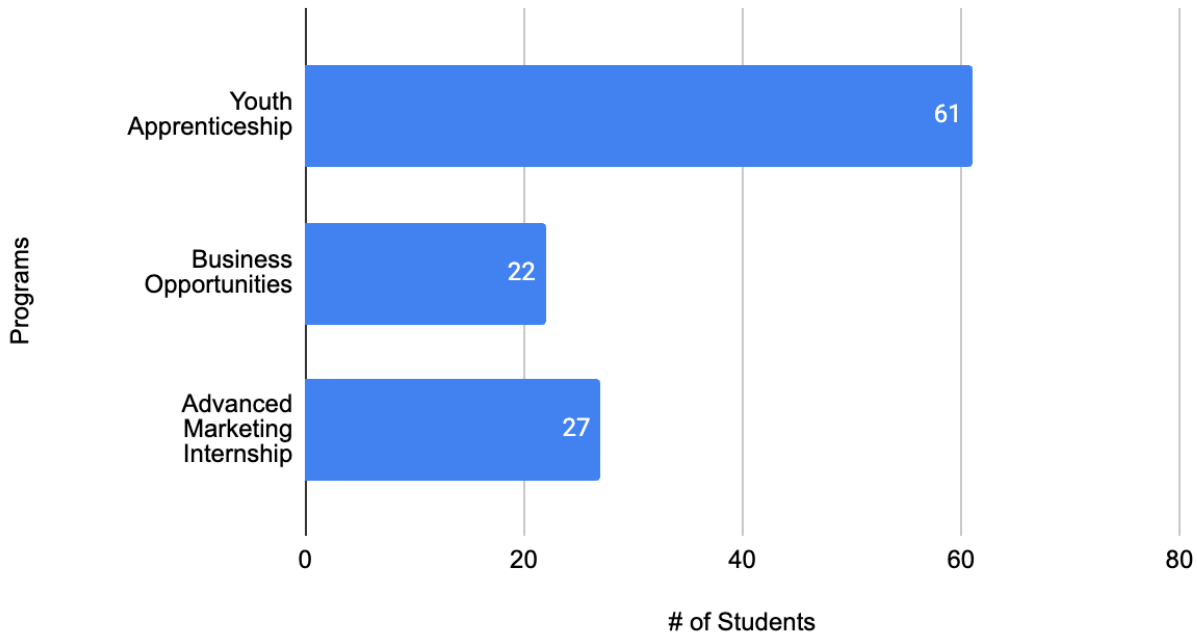
Definition:

- Sustained interactions (90 or 450 hours)
- Real workplace settings
- In-depth first-hand engagement
- Aligns with a course
- Student, employer, and school agreement form
- Evaluation completed by school and employer



*[Career and Education Wiseguide](#)

2025-26 Work Based Learning (East & West)



Industry-Recognized Credentials (IRC) - CTE Incentive Grant

2025-26: 144 students

- Microsoft Office Certifications
- Certified Nursing Assistant
- Early Childhood Education - Assistant Childcare Teacher & Infant Toddler
- Marketing Coop
- Union Brotherhood Construction Trades
- Technical Certificate - Diesel Technician
- DWD Youth Apprenticeship Completers
- Natural Resources- Ducks Unlimited Certification
- Fanuc Certified Robot Operator 1

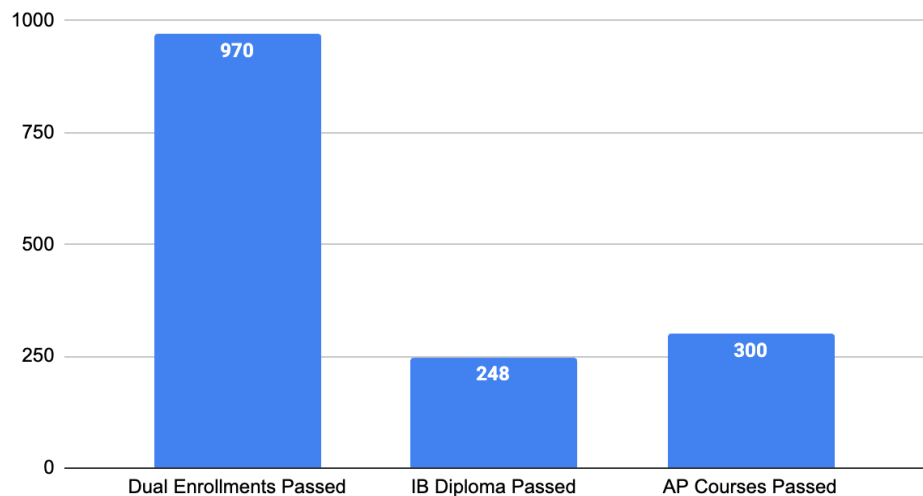


Advanced Credit Participation

Students enrolled in Dual Credit, IB, or AP classes earn Advanced Credits. Below is a graph describing advanced credit participation in 2024-25.

Dual Enrollment: 1006
AP Courses: 215
IB Courses: 269

2024-25 Advanced Credits Passed



WSD Dual Credit Classes with NTC

- Agriculture
 - Vet Science
 - Advanced Conservation and Horticulture
- Business/Marketing
 - Accounting II
 - Accounting IV
 - Advanced Marketing
 - Microsoft Office
 - Keyboarding
 - Management and Entrepreneurship
 - Personal Financial Management
- English
 - Speech
- Family and Consumer Sciences
 - Aspiring Educators
 - Child Development
 - Early Childhood Services/Careers with Kids
 - Foods and Nutrition II
 - Foods and Nutrition III
 - Foods Science
 - Health Occupations I
 - Careers with Kids
- Global Language
 - AP French
- Mathematics
 - Algebra III / College Math Topics
 - Pre-Calculus
 - Advanced Math
 - Intermediate Algebra
 - Probability and Stats
- Science
 - Medical Terminology
 - Bio IB I & II
- Technology and Engineering
 - Metals II - Machine Tool Applications
 - Introduction to Welding
 - Woods II - Fundamentals of Furniture Making
 - Graphic Communications
 - Fab Lab 1, 2 (PLTW)
 - PLTW Principles of Engineering (POE)
 - Intro to Robotics & Automation
 - Occupational Mechanics I
 - Occupational Mechanics II

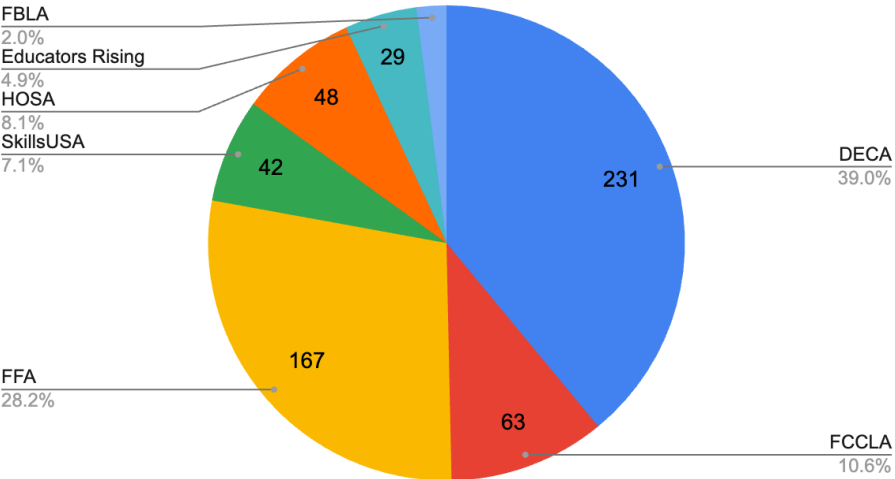
Career and Technical Student Organization Enrollments—CTSOs (East, West, WAVE)

564 students are participating in CTSOs in the Wausau School District.

CTSO Participation:

DECA	231
FCCLA	63
FFA	167
SkillsUSA	42
FBLA	12
HOSA	48
Educators Rising	29

CTSO Participation



Total	592
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Professional Development for Staff

The Wausau School District is committed to empowering all staff members to actively participate in the Academic and Career Planning (ACP) process. Our staff development framework aligns directly with our District Strategic Plan—specifically driving **Classroom Engagement** by making learning relevant, and fostering **Community Partnerships** that bridge classroom learning with regional higher education and workforce opportunities. To support our staff, the district provides structured professional learning through the following initiatives:

- Comprehensive Xello Training: All middle and high school (Grades 6–12) counselors and classroom teachers receive dedicated training on the Xello platform to facilitate student exploration, track ACP milestones, and guide annual course registration planning.

- **Dual Credit Educator Certification & Technical College Collaboration:** Prior to the start of each school year, all dual credit instructors participate in specialized training hosted by Northcentral Technical College (NTC). This collaboration ensures rigorous postsecondary curriculum alignment, grading consistency, and seamless credit articulation for our high school students.
- **Regional Career Readiness & Pathways Training (CESA 9):** Educators and counselors take advantage of regional professional learning offerings through CESA 9 focused on Regional Career Pathways implementation and the Wisconsin Career Readiness Standards.
- **Statewide Career Conferences & Professional Learning:** Staff actively attend major state events, including the Wisconsin Career Readiness Conference in Wisconsin Dells, as well as discipline-specific professional development conferences across Wisconsin. This keeps educators connected to emerging best practices, industry innovations, and workforce trends within their specialty areas.
- **Career Conversations:** Ongoing professional learning prepares educators to hold inclusive, culturally responsive career discussions that encourage every student to explore diverse postsecondary paths.
- **Subject-Area Career Integration:** Teachers across all academic disciplines receive instruction on embedding career relevance into daily coursework, helping students discover direct links between classroom content and real-world occupations and community industry partners.

Family Engagement

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

- Regularly informing families and caregivers about career readiness activities, presentations, and field trips through school newsletters, CTE postcards, and letters home.
- Family engagement opportunities include:
 - PT Conference - Career Fairs
 - Parent Teacher Advisory night
- Regularly informing families and caregivers about the progress of their student's academic and career planning.

<ul style="list-style-type: none"> ○ 10th grade meetings with counselors - East 11th, West 12th conferences, Junior Parent/Guardian Night ○ Career Fair and Student Achievement Nights 	<ul style="list-style-type: none"> ○ Art Shows & Cafe ○ Plant sale ○ Warrior Welcome Night ○ FAFSA Night ○ Parent/Teacher Conferences ○ Advisor/Advisee Night
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- Family ACP Presentation (Middle School) with

- UWSP and NTC Junior Parent Night

Community Partnerships

The Wausau School District is proud to collaborate with over 400+ business and community partners.

Wausau Region Chamber of Commerce Expo & Membership

Greater Wausau Youth Career and Hiring Fest: 116 businesses

- Boys & Girls Club of Wausau
- United Way of Marathon County
- Marathon County Park & Rec
- DC Everest School District
- Aspirus Hospital
- Connexus Credit Union



Central Wisconsin Manufacturing Alliance (CWIMA) annually hosts all 8th grade students at their **Heavy Metal Tour Day** in October.





Wisconsin Automotive and Truck Education Association (WATEA): 62 community members from the transportation industry

- Transportation Career Fairs and Expos
- Wheels to Work Program
 - Vehicle Donations
 - Technical support
- Student Scholarships
- Youth Apprenticeship Completers



Wausau Area Builders Association: 150 community members host Wausau East and West students annually at their **Build My Future** event. Students explore all careers available in the trades, transportation, banking, real estate, construction and more. Students get to try out different equipment and talk to professionals in various construction industries.





Northcentral Technical College partners with the Wausau School District through dual credit offerings, professional development for staff, school to career partnership meetings, career coaching for students, Youth Apprenticeship advising and student field trips.

NTC also provides industry connections through their advisory committees in which our staff participates:

Advisory Committees:

- Welding
- Machine Tool
- Transportation
- Auto/Diesel
- Marketing
- Early Childhood Education
- Agriculture
- Aviation 101
- Culinary



ACP Curriculum and Software Services

The Wausau School District uses the Academic and Career Planning process and various tools to ensure every student engages in and receives support with career planning, preparation, and decision-making. The following documents/links provide information about the ACP process, including curriculum, lessons, and activities.

Grade Level Appropriate Career
Connected Activities and Experiences:

K-5 Curriculum and Activities:
[K-2 Career Exploration #1](#)



[K-2 Career Exploration #2](#)

[3-5 Career Exploration #1](#)

[3-5 Career Exploration #2](#)

Grade 6-12 Curriculum and Activities:

[Horace Mann - Xello/ACP Lessons](#)

[John Muir - Xello/ACP Lessons](#)

[Highlander Heroes and Leadership Characteristics](#)

[Wausau East & Wausau West ACP/Xello Lessons](#)

[Wausau East Pathways & ACP activities](#)

Xello Software:

The Department of Public Instruction provides all districts with a career education software program called Xello. All students, families, and staff have access to this software that allows students to take interest and skill surveys, research and explore postsecondary options, watch videos, develop a career plan and portfolio, and build a resume.

In 2026, all grade 6-12 teachers were provided professional development on Xello software. Teachers learned about different tools, features, and supports that students have access to in order to navigate and research their individual career portfolios and experiences.

Individualized ACP Support

The Transition Coordinator works closely with students, staff, and IEP teams to help determine post-secondary transition goals and plans. The Transition Coordinator assures that all special education teachers are aware of the opportunities their students are taking part in that can influence the post-secondary transition plans associated with the IEP process.

Individualized support appropriate to each pupil's needs is provided through:

- Accommodations and/or modifications to support access to activities and instruction
- Personalized transition planning, such as career counseling, work experiences, job shadows, or individual support in the job development and career exploration process
- Workshops and conferences to learn about self-advocacy, independent living, age of majority, and financial literacy.
- The Division of Vocational Rehabilitation, which provides even greater opportunities for our students in career counseling, vocational assessment,

assistive technology assessments, transportation, and financial support for postsecondary options

- Training and programming offered through the PAES Lab and Project SEARCH

Access for All Students

High School Career Centers

All students and families in grades 9-12 have access to our high school Career Centers, which are staffed with a full-time Career Center Coordinator. Career Centers offer support in aptitude testing, career coaching, college and major/degree selection, college applications, financial aid support, scholarship applications, college essays, FAFSA applications, job shadows and searches, job applications, interview prep, resume and cover letters, volunteer opportunities, and youth and adult apprenticeship programs.

Career Exploration for all Students...

Many of the career-connected field trips in the WSD are provided for all students based on the grade levels that attend the event. Examples:

- All 4th grade students attend Food for America at a local farm
- All 6th & 7th grade students in WSD attend STEM Fest (MindTrekkers) at Northcentral Technical College
- All 8th grade students in WSD attend the Heavy Metal Tour in partnership with Central Wisconsin Manufacturing Alliance
- All 10th grade students in WSD attend the Greater Wausau Youth Career and Hiring Fest. The hosting school of the event also provides access for all of its grades 9-12 students to attend.

Perkins V Comprehensive Local Needs Assessment

The Federal Perkins V Comprehensive Local Needs Assessment process requires the WSD to address barriers to students from special populations participating in ACP activities. Each career pathway included in the Perkins grant sets goals and dedicates grant funding to address any gaps in supporting students in special populations.

Wausau School District ACP Team

2025 Wausau School District Academic and Career Plan Team

Nicole Melander, John Muir
Angela Diener, John Muir
Quillan Wiseman, Horace Mann
Robbie Grzadzielewski, Horace Mann
Ethan Cattanach, Wausau West
Taylor Wilkowski, Wausau West
Katie Gilles, Wausau East

Susan Hoelster, Wausau East
Heather Rasmussen, WAVE
Jon Winter, Longfellow
Scott Strand, Longfellow
Andy Grimm, Longfellow
Jon Tomski, Longfellow

Current Progress and Future Goals for Implementation

2026-27 Goals:

Goal: Student Participation and Pathway Completion

Work-Based Learning (WBL): Expand student participation in sustained WBL experiences (Youth Apprenticeships, Co-ops, Internships) by 10%, increasing from 145 students to 160 students.

Postsecondary Undecided Rate: Decrease the percentage of "Undecided" seniors on the Senior Survey from the current 11% (East) or 15% (West) baseline down to under 8% through targeted counselor/Career Center advising and increased career-connected learning activities.