



FUTURE READY

#WaunakeeWAY

WAUNAKEE COMMUNITY SCHOOL DISTRICT Education for Employment Plan

“Committed to Children...Committed to Community...Committed to Excellence”

INTRODUCTION | The Waunakee Community School District (WCSD) has a comprehensive K-12 plan to meet the Education for Employment standards. The plan as described below includes a narrative that parallels our index of specific activities to address college, career, and life readiness. A comprehensive E4E plan includes a specifically designed curriculum, work-based learning opportunities, strong industry partnerships, and a well-designed career and technical education (CTE) program.

WCSD VISION STATEMENT

The Waunakee Community School District is a collaborative learning community that works with students, staff, families, and the community to ensure that every student is ready for college and career; through a focus on data, research based best practices, and engagement with students to be active partners in their learning.

Career Readiness Vision



WCSD EQUITY STATEMENT

The Waunakee Community School District embraces the differences among our students, staff, and families. We work to provide a safe environment with access to resources, opportunities, and instruction for all students to reach their full potential in the classroom and beyond. We strive to create a culture of dialogue, acceptance, and inclusion. We are committed to engaging all students so that they may thrive academically, socially, and emotionally in an ever-changing multicultural society.

CAREER READINESS TEAM

Michelle McGlynn, CTE Coordinator	Timothy Schell, Director of Secondary Curriculum & Instruction	Kristina Puntney, MS Ag Education
Brian Borowski, HS Principal	Lisa Jondle, Director of Student Services	Pat Collins, Alt Ed Team
Mark Landis, HS Counselor	Anne Blackburn, Communications & Engagement Specialist	TBD - HS CTE Team
Ty Jury, MS Counselor	Janae Grunow, WIS Counselor	TBD - Student Rep
Dayna Worrell, AES Counselor	Joseph Line, HS Special Education Team	TBD - Student Rep
Melissa Hanson, HS English Team	Shad Fanta, MS Social Studies Team	Dr. Leslie Petty, WCSD Parent and Madison College Dean (School of Academic Advancement)



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Career Readiness Data

DISTRICT CAREER READINESS DATA 2024-2025

1,049 Career & Technical Education Participants

- Students who are enrolled in any of our six CTE Programs

488 Career & Technical Education Concentrators

- Students who have taken a minimum of two courses in a specific career pathway

335 Work-Based Learning Participants

- Students who have completed a minimum of one semester in an approved work-based learning program such as Employability Skills, Youth Apprenticeship, School-Based Enterprise, Supervised Agriculture Education, or an Internship Program

422 Dual Enrollment Participants

- Students who have completed a dual enrollment course

652 Career & Technical Education Student Organization Enrollment (MS & HS)

- Students who were paid members of one or more of our CTSOs

108 Students who Earned an Industry-Recognized Credential

- Through various courses and programs, students have the opportunity to earn an IRC such as a CNA, Microsoft Office Specialist Certification, Youth Apprenticeship Certificate, Associate Child Care Teacher Certificate, etc.

68 Employer Partners

- Local employers who have partnered with WCSD to provide career-based learning experiences for our students, professional development for our staff, or other mentoring opportunities in partnership with our district

503 Advanced Course Participants

- Students who completed at least one Advanced Placement course

79% Co-Curricular & Extra-Curricular Participation Rate

- Rate of participation at the high school for athletics, clubs, and organizations

97.9% Graduation Rate

- Average of the 4-year and 7-year cohort rates

Data retrieved from DPI WISEDash

For more WCSD Data, please view our most recent

[Redefining Ready Report Card](#)

WCSD Career & Technical Education Programs

- Agriculture Education
- Business & Info Technology
- Family & Consumer Science
- Health Science
- Marketing Education
- Technology Education & Engineering

WCSD Career & Technical Education Student Organizations

- DECA (Marketing)
- FBLA (Business)
- FCCLA (Family & Consumer Science)
- FFA (Agriculture)
- HOSA (Health Science)
- SkillsUSA (Tech Ed & Engineering)

WCSD Dual Enrollment Classes

- Accounting (Madison College)
- Biotech Career Apps (Madison College)
- Biotechnology (Madison College)
- Concepts of Entrepreneurship (Univ of Iowa)
- Education in a Pluralistic Society (Madison College)
- French V (UW Oshkosh)
- Intro to Education & Teaching (Madison College)
- Marketing 1 (Madison College)
- Medical Terminology (Madison College)
- Metal Fabrication (Madison College)
- MS Office for Business Applications (Madison College)
- Senior Mathematical Reasoning (Madison College)
- Spanish V (UW Oshkosh)
- Spanish VI (UW Oshkosh)
- Welding (Madison College)

CURRENT PROGRESS & FUTURE GOALS FOR IMPLEMENTATION

CURRENT PROGRESS

- Although a separate initiative, the previous three years of data collection to create a [Waunakee High School Redefining Ready Scorecard](#) helps to guide our work in Academic & Career Planning and analysis of key data points regarding career & academic readiness
- Implementation of an ACP Committee to discuss WCSD K-12 college, career, and life readiness which included work to build our WCSD Portrait of a Graduate, E4E Plan, and determine gaps in ACP strategies
- Addition of Middle School WYN (What You Need) Career Conversations which connect career professionals with students
- Celebration of ACP initiatives, K-12, as our district staff are already nurturing a culture of career and academic readiness through exploration and immersion in core and elective course instruction, career based learning experiences, and mentoring programs in many different student organizations

FUTURE GOALS

- Continue to meet as an WCSD ACP Committee throughout each school year at a frequency of 4 (four) times per year to update and add to our district E4E Plan and analyze data that may drive new initiatives as part of our work
- Annual collection of data from district staff on career based learning activities that support all students
- Social media and other public sharing of ACP celebrations, initiatives, and achievements to engage families and community members
- Increase parent/guardian communication and engagement on Middle and High School ACP activities
- Improve access and support for students of color and/or from special populations to engage in the ACP/Career Readiness process at WCSD (*10SP ACP Powerful Practice Goal)
- Improve ACP/Career Readiness Professional Development for all staff the WCSD (*6PD ACP Powerful Practice Goal)
- Create an ACP Graduate Profile (*3PROF ACP Powerful Practice Goal)
- Integrate ACP/Career Readiness into all classrooms (*18CLA ACP Powerful Practice Goal)
- Improve the individualized ACP/Career Readiness support WCSD provides to our students (*8IS ACP Powerful Practice Goal)



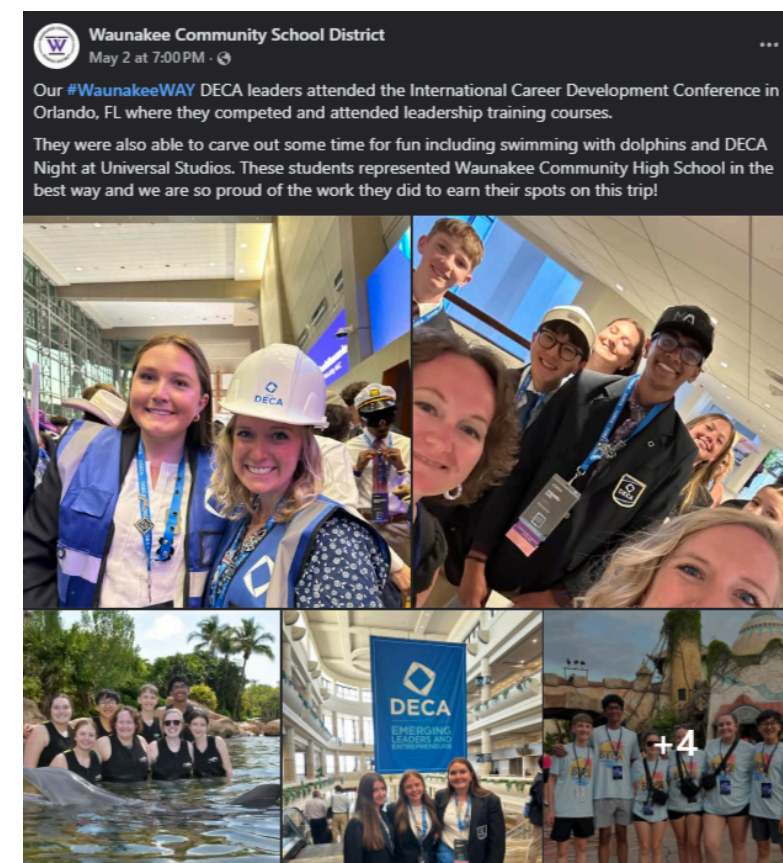
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WAUNAKEE COMMUNITY SCHOOL DISTRICT Education for Employment Plan

Career Readiness Success Stories

STUDENT SUCCESS STORIES



WCSD Youth Apprenticeship Growth

- 2014-15: 20 apprentices
- 2025-26: 90 apprentices



**350% Increase in student
access & engagement to pathway
experiences that lead to
high-skill & high-wage career paths**



Class of 2019 WCSD Alumni

Jason Tuschl

Construction Youth Apprentice
with Dave Jones, Inc. (2017-19)

From YA to RA, Jason was awarded

APPRENTICE OF THE YEAR IN 2024

Read the full story from ABC Wisconsin

"Youth Apprentice Today, Teacher Tomorrow"

*Eleri Davis credits Youth Apprenticeship Program for
advancing her future career in Education*

For Eleri Davis, stepping into Prairie Elementary as part of the Youth Apprenticeship (YA) program has been more than just a learning experience—it's been the beginning of her journey toward a future in education. Under the mentorship of Mrs. Frey, Eleri has embraced the opportunity to support students, develop teaching skills, and gain hands-on classroom experience before even starting college.

***Read the full article from the
Workforce Development Board of South Central Wisconsin***





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Career Readiness in the Waunakee Community School District

ACP CURRICULUM, SUPPORT, AND SERVICES

Grade Level Appropriate Career Readiness Activities and Career-Based Learning Experiences

- K-4: ACP Activities | [Career Based Learning Experiences](#)
- 5-6: ACP Activities | [Career Based Learning Experiences](#)
- 7-8: ACP Activities | [Career Based Learning Experiences](#)
- 9-12: [ACP Activities](#) | [Career Based Learning Experiences](#)
- 9-12: Alternative Education Career Based Learning Experiences

ACP/School Counseling Services

WCSD School Counseling Staff spend considerable time in small group, large group, and individualized activities to help support all students in their ACP journey.

- K-4 Counseling Services Related to ACP
- [5-6 Counseling Services Related to ACP](#)
- [7-8 Counseling Services Related to ACP](#)
- [9-12 Counseling Services Related to ACP](#)

Whole School Support

WCSD has implemented a meaningful process for connecting students to teachers and other school staff for assistance with the development and implementation of academic and career plans at each of our district buildings.

- Intervention & Connection Time at our K-4 elementary buildings
- Connect Time at our Intermediate School
- WYN "What you Need" Time at our Middle School
- Advisory/Homeroom and Contact Time at our High School

PREPARING FOR THE FUTURE

The ACP program at Waunakee Community School District 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 to all students in grades 7-12 that include pathway programs in Agriculture, Business, Family & Consumer Science, Health Science, Marketing, and Technical Education & Engineering. **WCSD offers over 70 courses** for students to pursue their interest, skills, and passion before high school graduation.
- Advanced Placement (AP) Courses allow students to enroll in rigorous, college-level courses while in high school. The potential for college credit is determined based on the AP exam score (generally a score of 3 or higher). To view WCSD Advanced Placement Courses offered, [Click Here](#). Cumulatively, the **Class of 2025 enrolled in 1,008 AP Courses** during their high school career.
- Students may participate in early post-secondary opportunities by enrolling in off-site courses at higher education institutions as allowed under state law to advance in their academic and career pathways. These opportunities may be accessed through the [Start College Now](#) program for Technical Colleges and the [Early College Credit Program](#) for UW System institutions, private non-profit higher education institutions, and tribally controlled colleges in the State of Wisconsin. High school students can access up to 18 credits of post-secondary opportunities prior to graduation. **In 2024-25, WCSD students earned 43 post-secondary credits** through the ECCP and SCN Programs.
- Dual Enrollment or Dual Credit offers a chance for high school students to earn college credit within the walls of the traditional high school. The high school teacher is approved by the partnering institution to teach a curriculum that is aligned with the college. Students earning a passing grade (college scale) will earn that grade on a college transcript from the partnering institution. **The WCSD Class of 2024 enrolled in 490 dual enrollment courses with 95% of students earning a C or better, giving students access to post-secondary credits.**
- Youth Apprenticeship (YA) is a 1 or 2-year program that gives juniors and seniors in high school the chance to explore a career area of interest. Students can spend part of their school day earning credit and wages while they gain valuable industry experience under the guidance of a local business mentor. **Since 2014-15, WCSD has supported 310 students who have been mentored by over 140 employer partners in 14 different career pathways.** To view the full graph, [Click Here](#).
- Industry Certifications are proof for students to show they have the advanced knowledge that industry is searching for as they fill necessary employment positions. Waunakee Community High School offers several different opportunities for students to earn industry certification. Students achieving a required score on industry certification tests will be eligible to be recognized by industry for the course work completed at the high school level. **Through WCSD programs, students have access to over 15 different Industry Related Certifications.**



Waunakee
**Neighborhood
Connection**



- The Employability Skills program offers students in 11th or 12th grade the opportunity to earn credit for working at an approved jobsite. Upon completion of the program, students are eligible to earn an Employability Skills Certificate from the State of Wisconsin Department of Public Instruction as proof that they have 21st Century employability skills. Each year, approximately **20 WCSD students earn this certificate.**
- WCSD has created and implemented various Internship opportunities in partnership with Warrior Media, Waunakee Neighborhood Connection, and with our own district teaching staff. Students can earn credit for their participation in these organized unpaid internships in career paths such as broadcast journalism, marketing, and education. **Since 2022, 71 WCSD students** have successfully completed an approved WCSD Internship Program and earned high school credit for their service.



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Career Readiness in the Waunakee Community School District

PREPARING FOR THE FUTURE (continued from previous page)

- Each fall, Waunakee Community High School sponsors a Co-Curricular Fair that is available during the school day for all students in grades 9-12. Each co-curricular and extracurricular club or organization, and athletic group has the opportunity to showcase and recruit student participation. WCSD believes that students involved in co- or extracurricular activities are one of the best investments that a school can make to help promote achievement, student engagement, and attitudes and habits that lead to post-secondary success. **WCHS offers nearly 120 different co- and extracurricular options for students. In addition, Waunakee Middle School offers over 30 different co- and extracurricular options for students.**
- WCSD provides all students with an opportunity to meet with various Institutes of Higher Education, including public and private colleges and universities, and technical colleges. Representatives from these institutions arrange to visit the high school counseling office where students and their families have the opportunity to sign up to meet with university representatives about programs, admissions, and other post-secondary questions. **In 2024-25, 52 colleges and universities** visited the high school to provide support for WCSD students in post-secondary planning.
- The Waunakee Community School District, like many other districts, often hosts military personnel and veterans as part of its educational programs and events. These visits can include presentations about military careers, guest speakers sharing personal experiences, and even classroom visits to teach about American history and civic engagement. Each year, **WCHS welcomes representatives from the Army, Marine Corps, Navy, Air Force, and the Coast Guard.**
- Interviewing skills are crucial for securing employment because they allow candidates to effectively communicate their qualifications, demonstrate their fit for the role, and make a positive impression on potential employers. These skills enable candidates to showcase their strengths, problem-solving abilities, and interpersonal skills, ultimately increasing their chances of getting hired. At WCSD, students in 8th grade Business classes participate in a mock interview with district staff members to practice interviewing skills. **In 2024-25, 140 8th grade students participated** in mock job interviews to develop important interviewing skills. Additionally, all students are required to complete our Career Workshop course during sophomore year. Part of our curriculum includes a Mock Interview event where community and industry professionals spend a half day at WCHS interviewing students to help them continue to develop these important skillsets. Annually, quarterly interviews are organized that engage **over 300 high school students.**

CAREER PATHWAYS

WCSD staff from all core and elective content areas collaborated to create local career pathway guides for students. All local pathways are published online for students, families, and school staff to access, and each pathway is included in the high school academic and course planning guide to reference during course registration. The Wisconsin Regional Career Pathways (RCP) approach is a statewide 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. For more information on RCPs, visit this [link](#).

Career Pathway Options for WCSD Students

- Agriculture, Food, & Natural Resources | [Local](#) & [Regional](#)
- Architecture & Construction | [Local](#) & [Regional](#)
- Arts, AV, Technology, & Communications | [Local](#)
- Business Management & Administration | [Local](#)
- Education & Training | [Local](#) & [Regional](#)
- Finance | [Local](#)
- Government & Public Administration | [Local](#)
- Hospitality, Tourism, & Lodging | [Local](#) & [Regional](#)
- Health Science | [Local](#) & [Regional](#)
- Human Services | [Local](#)
- Information Technology | [Local](#) & [Regional](#)
- Law, Public Safety, Corrections, & Security | [Local](#)
- Manufacturing | [Local](#) & [Regional](#)
- Marketing | [Local](#)
- Science, Technology, Engineering, & Math (STEM) | [Local](#)
- Transportation, Distribution, & Logistics | [Local](#)

LABOR MARKET INFORMATION

Labor market information (LMI) helps WCSD 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 US Labor Statistics [Click Here](#)
- To access Labor Market Information for Wisconsin [Click Here](#)
- To access the 2025 Workforce Profile for Dane County [Click Here](#)

PROFESSIONAL DEVELOPMENT FOR STAFF

The Waunakee Community School District supports the professional development of all staff by recognizing their contributions, providing relevant training opportunities, and fostering a learning community where everyone feels valued. This includes offering programs tailored to their needs, aligning with school priorities, and encouraging continuous improvement. WCSD supports both internal professional development opportunities and external options at the local, state, and national level. Examples of staff professional development for WCSD staff include:

- Xello online training on updates to software implementation and use in 5-12 classes and programs - Xello is the district platform for career exploration
- District wide Social & Emotional (SEL) training and support for K-12 staff members, including ad hoc committee work
- School counselor state conferences which include sessions on academic and career training
- Faculty meeting staff-led presentations on SEL and academic and career planning best practices
- Career & Technical Education State Conferences in Agriculture, Business/Marketing, Family & Consumer Science, Health Science, and Tech Ed & Engineering that offer sessions on academic and career planning, implementation, and curriculum integration
- Career & Technical Education National Conference offers comprehensive programming covering high-quality CTE and emerging trends in the field to provide district staff with a rich array of networking opportunities, an Expo, hundreds of concurrent program sessions, and numerous networking opportunities





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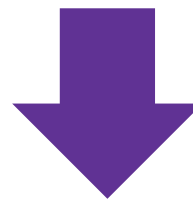
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Career Readiness is for ALL Waunakee Community School District Students

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:

- 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.
- 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.
- 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 who come from many different backgrounds and cultures.
- Every 9th grade student will meet as small groups with their high school counselor once during semester 1 to discuss their transition into high school and an overview of high school planning for the next three years.
- Every 10th grade student and their primary caretaker(s) meet with their high school counselor before course registration (January) to finalize their four-year plan and post-graduation planning.
- Middle and high school counselors meet frequently with Special Education caseworkers to discuss individual student needs for course programming, support courses, and other academic and career planning opportunities.
- The School to Career Coordinator works with both Special Education and At-Risk Staff to support students in special populations with career planning.
- Tools like Xello and Naviance support students in taking assessments, planning courses, exploring careers, and preparing for college or technical education.



CTE Participants

7.3% are SWD
Compared to 7.6%
SWD HS Enrollment
15.7% are SOC
Compared to 16%
SOC HS Enrollment

CTE Concentrators

7.3% are SWD
Compared to 7.5%
SWD HS Enrollment
14.1% are SOC
Compared to 16%
SOC HS Enrollment

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.

- The goal is to increase student engagement, self-awareness of strengths/interests, and awareness of postsecondary and career options.
- Services are age- and developmentally appropriate and provided to all students, including those with disabilities, English learners, gifted and talented students, and students in alternative or modified programs.
- Our District Equity Statement reinforces that students have access to resources, instruction, and opportunities to reach their full potential academically and in planning for careers.
- Licensed school counselors and the School to Career Coordinator work with students on academic planning, career exploration, and post-secondary goal setting.
- Counselors support students through individual meetings, group activities, and responsive services spanning academic, personal, and career development.
- The district implements a developmentally sequenced counseling curriculum aligned with academic and career planning to support students from kindergarten through high school.
- This ensures planning begins early and continues with increasing depth through the high school years.
- Academic and career planning services are made accessible to all students by adapting to individual needs. This includes support for students with IEPs, English learners, and those requiring additional academic or social-emotional support.



CAREER READINESS TECHNOLOGY

WCSD has implemented the use of both Xello and PowerSchool Naviance for career readiness exploration, planning, and immersion. Backed by research and recognized with awards, Xello is a trusted program that empowers students to take charge of their future. Through Xello, students reflect on their strengths and interests, explore post-secondary pathways, set goals, and update their plans as they grow and learn along the way. Naviance is a college and career readiness software provider that partners with high schools and other K-12 institutions to provide students with college planning and career assessment tools.



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Get Involved with WCSD and Career Readiness

FAMILY ENGAGEMENT

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

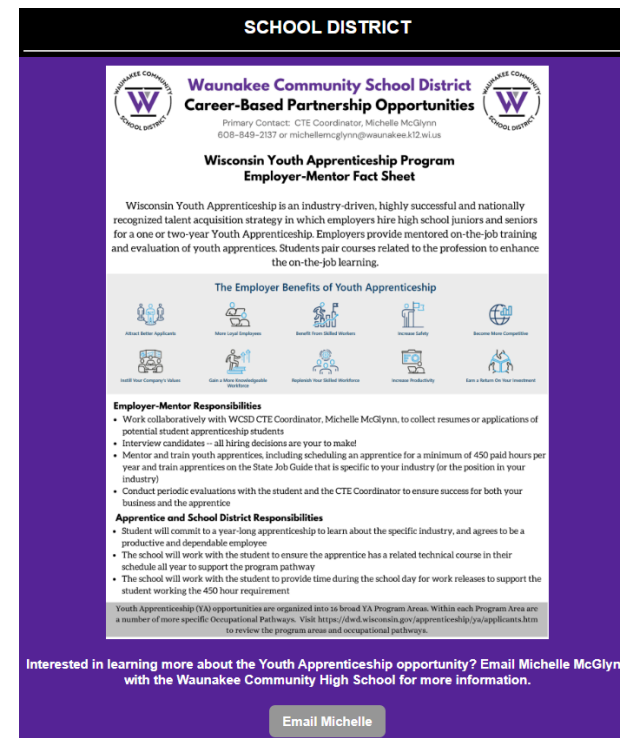
- Providing ways for families to participate in career readiness activities such as:
 - Prairie Elementary STEAM Night
 - 6th to 7th grade transition presentation to families
 - Middle School Career Chat Sessions
 - 8th grade student planning conferences with counseling staff
 - Future Freshmen Night
 - 10th grade ACP student/family meetings with counseling staff
 - CTE Showcase Event for students/families in grades 7-12
- Sharing information with WCSD families about student's academic and career planning through newsletters that are available weekly, monthly, or quarterly from each of our district buildings. Newsletters share ACP celebrations, upcoming activities or events, and opportunities for students to engage in various career based learning experiences. In addition, we regularly share information and celebrations via posts through our WCSD District social media channels, including a dedicated CTE social media account.
- As WCSD begins the process of developing our Portrait of a Graduate profile, parents/families will be actively engaged in the process to provide feedback on the profile so that our district can ensure that we are capturing a vision that encompasses all students
- *Share any other ways in which your district engages families and caregivers in the ACP process.*

For families who would like more information or would otherwise like to be involved with academic and career planning activities or programs at WCSD, please reach out to ACP Committee leaders:

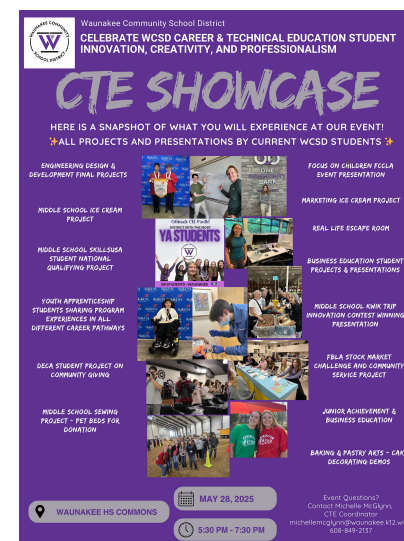
- Michelle McGlynn, CTE Coordinator | michellemcglynn@waunakee.k12.wi.us
- Tim Schell, Director of Secondary Curriculum & Instruction | timschell@waunakee.k12.wi.us
- Anne Blackburn, Communication & Engagement Specialist | anneblackburn@waunakee.k12.wi.us
- Lisa Jondle, Director of Student Services | lisa.jondle@waunakee.k12.wi.us

WCSD BOARD OF EDUCATION APPROVAL

March 2026 – pending



Waunakee Chamber of Commerce
Weekly Update which includes
business engagement options



COMMUNITY PARTNERSHIPS

Waunakee Community School District is proud to collaborate with hundreds of business and community partners in K-12 academic and planning initiatives and programs.

- The development of the WCSD Education for Employment Plan included input from Dr. Leslie Petty, Dean at Madison College as part of our ACP District Committee
- Our district actively seeks feedback from community, industry, and higher education partners when regularly evaluating our career readiness activities, CTE programs, and initiatives through Advisory Boards and industry engagement at conferences, trainings, tours, and other events
- Our employer partners work diligently to mentor and train our students who are enrolled in various work based learning experiences such as Youth Apprenticeships, Employability Skills, Warrior Media Internships, WNC Internships, and Future Educator Internships. Some of our strongest partners in work based learning experiences are Home Again Assisted Living, Waunakee Vet Clinic, UW Health, Westphal & Co. Electric, One Community Bank, Warrior Media, Waunakee Valley Senior Living, Dave Jones, Inc., Walgreens, May Vision, First Choice Dental, Endres Manufacturing, and more
- WCSD is the proud recipient of the Wisconsin Economic Development Corporation Fab Lab Grant for three consecutive years which provided us the opportunity to design and execute a state-of-the-art Innovation Center. Part of that process included fundraising with our local community to purchase industry standard equipment approved for student use in a Fabrication Lab; we received generous donations (in-kind and financial) from Westphal & Co. Electrical Contractors, Hovde Properties, Badgerland Erectors, Endres Manufacturing, NAMI, Findorff, Ace Hardware, Mobile Glass, Hellenbrand Water, Tormach, D&S Dental, Clack Industries, Peter Fish, Scott & Misty Lewis, among several others
- Junior Achievement of Wisconsin, Wisconsin Institute of CPA's, and Wisconsin Business World all partner with our Business & Marketing Education team to offer student training, simulations, and scholarship opportunities
- The University of Wisconsin Madison, Madison Technical College, and ABC Supply (Wisconsin Registered Apprenticeships) spend time each year with our 11th grade students and their families at a post high school planning event to share post-secondary opportunities
- St. John's Catholic School partners with our Innovation Center to provide activities for their students to engage with our staff and students in hands-on projects each year
- The Waunakee Chamber of Commerce provides support to help the WCSD communicate with local partners on K-12 career readiness opportunities

Community Partners who are interested in more information should contact: Michelle McGlynn, CTE Coordinator | michellemcglynn@waunakee.k12.wi.us