



Northern Ozaukee School District

Introduction

We believe that a student's Academic and Career Planning (ACP) is crucial for future success. NOSD students are provided a comprehensive career readiness program that fosters their knowledge, exploration, planning and execution of their individual ACP. This programming is presented in a collaborative manner that engages families, community members, academic, industry and organization partners, and other stakeholders.

All students are supported to walk the Warrior PATH, our graduation portrait, that guides their development of critical success skills, dispositions and experiences that foster future success. This approach culminates in our two required, full semester courses for our 9th and 10th grade students and our recommended senior capstone course (Class of 2028 and beyond) that elevates our ACP instruction to a level not often found in high schools.

CAREER READINESS MISSION/VISION

The mission of the Northern Ozaukee School District is to educate young men and women to develop strong character and prepare them for the future.

Our graduates are supported to walk the Warrior PATH throughout their school career. Please click on the following link to learn more about the progressive steps that students take on their journey.

[The Warrior PATH](#)

CAREER READINESS TEAM

The NOSD Career Readiness Advisory Team is made up of the following members:

- Elementary Principal
- Middle School Principal
- High School Principal
- Elementary/Middle School Counselor
- High School Counselor
- Middle School CTE Teacher
- Middle School Teacher
- High School CTE Teacher
- High School Learning to Succeed Teacher
- High School Learning to Lead Teacher
- Youth Apprenticeship Representative

- Higher Ed Representative

NOSD Industry Advisory Panel is made up of the following members:

- OMS/OHS CTE Teachers
- High School Principal
- District Superintendent
- District Director of Business Services
- School Board Representative
- Various Industry Representatives

DISTRICT CAREER READINESS DATA

The primary goal of the Warrior PATH is to promote and support our students attainment of College and Career Readiness as a graduate. The following document illustrates our progress:

- [College & Career Ready - Benchmarks](#)
- [College & Career Ready - Data](#)

STUDENT SUCCESS STORIES

Northern Ozaukee School District is committed to helping every student discover their strengths, purpose, and vision for future success, however that is defined. We appreciate the opportunity to serve our students and families throughout their educational journey. Providing them opportunities to develop their career readiness is an important part of our mission. The following stories provide a glimpse of how our students walk their own Warrior PATH.

- **Ozaukee Youth Apprenticeship (OYA)**
 - Ozaukee High School has been an active partner with OYA for many years. We consistently engage 15-20% of our Juniors and Seniors in the program. This represents a minimum commitment of 450 hours of paid work per student in a personally selected career area. Often these youth apprenticeships lead to engagement in adult apprenticeships and highly rewarding, lucrative careers.
- **Dual Credit Partnerships - MPTC & LTC**
- **Learning to Succeed/Lead Panels**
 - Industry Panel
 - [The Power of School Partnership Article](#)
 - Alumni Panel
- **8th Grade Seminar**
 - 8th Grade Seminar focuses individual 8th grade student ideas and passions onto topics of their choice. The idea of student choice is an important aspect of learning that is often missing in schools across the country. In addition to the structure of the core subjects and exposure to the arts, we need to give students the tools they will need to become lifelong learners. This course is designed to give students the opportunity to direct their own learning, as they research something they have wondered about, wanted to learn more about, or have a passion for. At the end of the school year, all of our students present their final work in its many and varied forms at an 8th Grade Seminar.
 - [Warrior Connection: The Power of the Seminar Process in Student Growth](#)

- [Ozaukee Youth Entrepreneur Event](#)

- Over 60 youth vendors participated in the first Ozaukee Youth Entrepreneur Event held in February 2025.

LABOR MARKET INFORMATION

Discerning an appropriate path requires students to develop an accurate understanding of career needs

- The Career Readiness Team reviews the following sources of labor market information on an annual basis.
 - [Wisconomy](#)
 - [K-12 LMI Guide](#)
 - [M7 Data Link](#)
- Education, health services, and professional and business services sectors are most in demand within Ozaukee County as projected through 2026.
- This information is shared with various educators and staff that incorporate it into lesson plans.
- Students are introduced to labor market trends in middle school ACP lessons.
- Students utilize Xello (District ACP software) within grades 9 - 11 Learning to Succeed/Lead and Economics courses to understand what occupations in their interest areas are in high demand.



Manufacturing skills are focused on in our CTE courses and soft skills are introduced at the middle school level and developed at the high school within grades 9-10 Learning to Succeed/Learning to Lead courses.

POSTSECONDARY EDUCATION AND WORKFORCE PREPARATION






The ACP program at Northern Ozaukee School District ensures every student is prepared for life after high school no matter what path they plan to take. Our tools to help prepare them come in various forms. Links to each option are found below:

- **Career and Technical Education (CTE) Courses**
 - [Business and Technology](#)
 - [Family & Consumer Science](#)
 - [Technology Education](#)
- **College-Level Coursework**
 - [College-Level Coursework](#)
 - [Start College Now & Early College Credit Program](#)
- **Career-Based Learning Experiences**
 - [Ozaukee Youth Apprenticeship \(OYA\)](#)
 - [Certified Work-Based Learning](#)

- **Industry and Organization-Level Learning**

-  Industry Recognized Certifications (IRC's)
-  Career & Technical Student Organization (CTSO)

- **Career Pathways**

-  NOSD - Advanced Manufacturing Career Pathway Map Template 2024-2027.docx
-  NOSD - Architecture and Construction Pathway Map.pptx
-  NOSD - Business Administration Career Pathway Map Template 2024-2027.docx
-  NOSD - Direct Patient Care Pathway Map Template 2023-2026.pptx
-  NOSD - M7 Regional Education & Training Pathway Map.pptx

PROFESSIONAL DEVELOPMENT FOR STAFF

The Northern Ozaukee 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:

- OMS and OHS staff are provided updates on the status of our career readiness programs through our Wednesday professional development. We update them on the scope and sequence of our career readiness courses and key resource individuals that provide individual career services.
- Our Learning to Succeed and Learning to Lead courses engage a variety of our teaching and support staff in the presentation of career related information. This approach enhances our staff awareness of the career readiness resources available to students.
- A number of collaborative, cross discipline efforts have been utilized in the past several years to increase teacher awareness of career information across various academic areas.
- OES, OMS and OHS Staff are provided a yearly document that outlines the entire scope of career readiness activities that are delivered and made available to our students.

FAMILY ENGAGEMENT

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

- Providing families with an annual document that describes the full array of career readiness services that are provided by the District. This document is shared every September to help families be informed and prepared to take advantage of all the District has to offer.
- Providing families with a variety of opportunities that engage them in shared career readiness experiences.
 - Interactive career experience events (Health Career Experience Night at CUW, 8th Grade Seminar Night and Youth Entrepreneur Event)
 - Student led career readiness projects (Learning to Succeed Career Research Presentation, Learning to Lead Business/Service Projects)
 - Course led career discussions (6th Grade Career & Business Projects, Learning to Succeed Family Lessons)
- Connecting with families through annual informational sessions at various levels and through individual ACP discussions that focus on student career and educational plans and how to engage them in the most appropriate academic and career experiential options to support their goals.




COMMUNITY PARTNERSHIPS

The Northern Ozaukee School District is proud to collaborate with numerous business and community partners.

- In a desire to enhance collaboration with many of our business and industry partners we sponsor two different celebrations of our CTE department and invite all of our partners to attend. These events include time to gather feedback and direction from our partners on a variety of topics related to ACP/CTE including information on the latest trends and standards.
- In addition, our district is actively engaged in utilizing the Ozaukee Youth Apprenticeship program and the many business and industry partners involved with it. Our Business Teacher is also a board member for OYA and actively collaborates with our many partners.
- Our CTE department also engages in several fundraising projects and activities throughout the year that incorporate many of our local business and industry partners. These activities not only financially support our programs, but increase engagement and awareness of our students with the greater professional community.
- Business and Industry professionals that are interested in partnering with our district should contact one of the following individuals:
 - James Peter, CTE Teacher - jpeter@nosd.edu
 - Travis Kornely, CTE Teacher - tkornely@nosd.edu


ACP CURRICULUM AND SUPPORT

Academic and Career Plan

-  Career Readiness Programming 5K - 5
-  Career Readiness Programming 6 - 8
-  Career Readiness Programming 9-12

ACP Support by School Counselors

Our two school counselors coordinate the NOSD ACP programming. They either provide or co-teach all of the ACP related curriculum. They also provide all direct ACP related conferences. The complete list of school counselor provided ACP services are provided below:

-  ACP Support Services Provided by School Counselor

Whole School Support of ACP Process

Career Ready education is focused on helping students make authentic, relevant connections between their academic courses and ACP goals. The Warrior PATH provides a framework at all levels to engage all stakeholders in the ACP related development of all students. This results in a holistic approach that helps students see academic and career learning as fully connected. Specific examples of this connected approach are:

- OMS students (6th grade) engage in a semester-long course that integrates career awareness with an understanding of basic business elements. This course is a collaborative approach between the primary teacher and the school counselor, and provides students with the best of both staff members expertise.
- Seventh grade students engage in the Explore Your Future partnership with Lakeshore Technical College that involves them in a comprehensive career awareness activity focused around their identified career areas of interest.
- Eighth graders also participate in a semester-long course entitled Middle School Seminar. The course focuses on individual 8th grade student ideas and passions on topics of their choice.

The idea of student choice is an important aspect of learning that is often missing in schools across the country.

- The Learning to Succeed (gr. 9) and Learning to Lead (gr. 10) series of required courses engage students in a comprehensive career readiness sequence that engages a large amount of our high school staff, community members and business/industry partners. These courses focus on experiential learning and reflective processes that authentically engage students in active career readiness programming.
- The PATH of a Warrior will culminate in a recommended Senior Capstone Course (beginning with the Class of 2028) that will engage seniors in reflective, experiential activities that will blend the student's academic and career goals. It represents the student's best understanding of how they plan to incorporate their current learning with their future aspirations.

INDIVIDUALIZED ACP SUPPORT

The Warrior PATH has been created to allow all students the opportunity to be career ready upon graduation. This commitment requires a significant level of individual attention to meet the needs of every student. Methods utilized to deliver this level of service are:

- Access for all students to engage in the full array of career readiness options is an important element of the PATH of a Warrior. Our required course approach engages all students in active acquisition of the learning elements. Through the use of specialized staff, support personnel, partner agencies, curriculum modifications, targeted groupings and language barrier reductions, we strive to support all students in their acquisition of personal, appropriate career readiness goals.
- When communicating with families of English Learners, students with an IEP, and students at-risk of graduating, we engage a team of specialized staff that maximize our ability to connect in the most appropriate and effective manner. We also utilize support agencies when appropriate to offer an additional level of support. This approach acknowledges the value and need of multiple partners to insure that each family is having their individual needs met.
- Accessing partnerships with agencies and organizations that can offer a diverse presence that helps all of our students and families feel welcomed and heard is an important element. We look to increase our utilization of District and community families that can increase understanding of the various resources available to our various learners and their families.

ACCESS FOR ALL STUDENTS

A central tenet of the Warrior PATH is ensuring that all students are able to successfully traverse it while on their journey at NOSD. As a community, we are focused on supporting our students to overcome obstacles and challenges that make the process more difficult. Specific examples of this specialized support include:

- Partnering with county and regional agencies to offer an extra level of support for opening the door to career readiness activities.
- Utilizing added specialized support and groupings in our educational approach to help students attain their ACP goals.
- Providing increased individual attention to understanding and meeting unique needs and eliminating barriers to involvement.
- Our SPED students will receive all aspects of our ACP programming with accommodations made to address specific needs. Collaboration with support agencies (DVR, DWD, WIOA EmployMENT NOW) will allow for additional offerings that will enhance our ability to provide the most appropriate levels of support.

ACP SOFTWARE TOOL/CAREER READINESS TECHNOLOGY

NOSD utilizes Xello as the primary instructional tool to assist student development of their ACP Portfolios. Xello provides students with a rich amount of career related information and resources in a student-friendly format that inspires their engagement. Students begin formal work in Xello in 6th grade. Parents are encouraged to “participate” with their child through the parent portal, opened by a direct student invitation. Student access to Xello can be obtained at the following Link:

- [Xello Student Login](#)

CURRENT PROGRESS AND FUTURE GOALS FOR IMPLEMENTATION

The PATH of a Warrior is a new District-wide vision that serves to focus our efforts on specific career readiness goals. We have actively been engaging in training at the CESA level to utilize best practices that base our actions around research-based data that is shown to predict college and career success.

We are demonstrating our commitment through the required course approach for the 9th & 10th grade students with the intent of these students choosing to culminate their ACP journey through a Senior Capstone Course. This access for all approach demonstrates the priority placed on supporting every students’ personal ACP aspirations.

MOST RECENT DATE OF BOARD APPROVAL

This plan was formally approved by the Northern Ozaukee School District Board of Education on July 14, 2025.