



Marathon High School

Introduction

ACP is intended to equip students and their families with the tools necessary to make more informed choices about postsecondary education, training, careers for life after high school. It is part of DPI's overall vision for every student to graduate high school academically, socially, emotionally, and life ready.

Career Readiness Vision

CAREER READINESS MISSION/VISION

Mission Statement: To foster learning, life skills, and character for all.

Vision Statement: An exceptional district, ensuring diverse programs and experiences for the success of all students.

CAREER READINESS TEAM

David Beranek, Principal
Jennifer Aune, School Counselor
Ryan Winkler, School-to-Career Coordinator/Business Teacher
Wayne Kroeplin, Technical Education Teacher
Richard Parks, Superintendent

The district is also partnering with CWMA, Central Wisconsin Manufacturing Alliance:
Conney Edmondson-Executive Director CWMA
Rebecca Sonnetage-Executive Vice-President Marketing and Communications County Materials
Mark Snyder-SR Trucking
Amy Ebeling-Ruder Ware

Career Readiness Data

DISTRICT CAREER READINESS DATA

Career Readiness Summary for State Report

The Marathon School District demonstrates a strong commitment to career readiness, in the 2023-2024 school year identified in CTEERS data, with 83.5% of students (238 out of 285) participating in Career and Technical Education (CTE) programs. Of these, 76 students are CTE concentrators, actively pursuing focused pathways in preparation for post-secondary education or careers. Key career readiness achievements include:

AS reported by staff for 2023-2024

- **Student Organization Engagement:**
 - FFA: 45 students (16%)
 - FBLA: 78 students (27%)
 - Skills USA: 4 students (1.4%)
 - 2023-2024 CTE Concentrators: 41 (15%)
- **Work-Based Learning and Employability Skill Development:**
 - 13 students completed State Co-op Education Skill Standards - DPI Employability Skills programs.
 - 10 students participated in supervised agricultural experiences.
 - 4 students completed Youth Apprenticeships with certificates, and 1 student is continuing their apprenticeship. (Verification pending on additional Youth Apprenticeship completion.)
 - In the 2023 school year 4 % of students participated in work-based learning.
- **Career Pathways:**
 The district offers the following career pathways aligned with industry standards:
 - [Business Admin](#)
 - [Manufacturing](#)
 - [Information Technology](#)
 - [Transportation](#)
 - [AFNR](#)
 - [Archi and Construction](#)

These data points highlight a district-wide focus on equipping students with technical, leadership, and employability skills, ensuring they are well-prepared to meet the demands of today's workforce.

CURRENT PROGRESS AND FUTURE GOALS FOR IMPLEMENTATION

*During the 2024-2025 school year, the district's Academic and Career Planning (ACP) team conducted a comprehensive review of the ACP process and continued its development efforts. Upon realizing that ACP resource time was not being implemented with fidelity, and in anticipation of the Department of Public Instruction's (DPI) upcoming changes to online platforms, the team made a strategic decision to introduce a **required Employability Skills course** for all students. This course will incorporate the state's employability skill standards to ensure consistency and depth in career readiness education.*

In addition to the new course, the district will continue offering robust career readiness opportunities, including:

- **Classroom Activities:** Designed to align with career exploration and skill development.
- **Career-Based Field Trips:** Providing students with hands-on exposure to various industries.
- **School-to-Career Program:** Supporting students in transitioning from education to the workforce.
- **School Counselor Support:** Ongoing guidance in career exploration and individual development.

These activities will be tracked in beginning in the 2024-2025 school year by Counselors and staff.

Looking ahead, the district's goal is to monitor the effectiveness of the required Employability Skills course and annually review the ACP plan. Regular updates will be made to further enhance career readiness goals and ensure that all students are well-prepared for their future endeavors.

During the 2024-2025 school year Dave Beranek, Wayne Kroeplin, and Rick Parks will work with CWMA to review school based manufacturing programs with the intent of developing and launching a class by the 2025-2026 school year.

Career Readiness in the School District of Marathon

ACP CURRICULUM, SUPPORT, AND SERVICES

K-5

Junior Achievement

- Learning activities that focus on financial literacy, work and career readiness, and entrepreneurship. This results in an enriched learning experience that helps students connect what they learn in school and the world outside the classroom.

Class counseling

- Students learn skills correlated with academic success such as organization, focusing, and goal-setting
- The activities focus on building relationships, which has been proven to enhance learning
- There are self-reflection activities that promote learning and a growth mindset

Career Exploration Through Expedition Experts

- Students learn various careers through guest speakers referred to as 'experts'
- Experts discuss their job duties and expectations and reflect on how they relate to school expectations
- Experts discuss the levels of education needed to perform their job

6-8

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

- 8th Grade Heavy Metals Tour through NTC
- 6th & 7th Grade STEM Fest through NTC
- 8th Grade Xello career planning
- Education Counseling Conferences
- Career Exploration Through Fieldwork Exposure

9-12: Career Readiness Activities

All students in grades 9-12 are developing Academic and Career Plans guided by parents, teachers, and school counselors. This plan is a step-by-step process that leads students through a series of tasks that provide direction towards career decisions.

- 10th & 11th Grade Wisconsin Education Fair
- 10 & 11th Grade Career Fair
- 10th Grade Build My Future
- Career and Education Counseling Conferences
- Career and College Representative Visits
- Employability Skills Course

ACP/School Counseling Services

Share how school counselors support the ACP process, including SEL/Employability Skill Development and ACP Conferences.

- The School Counselor helps students understand their strengths, weaknesses, interests, and values, which are fundamental for making informed decisions about their future.
- The School Counselor assists students in setting realistic and achievable goals, and provides strategies for staying motivated and focused on their plans.
- The School Counselor leads ACP conferences, creating a safe and supportive environment for students, families, and other stakeholders to discuss academic and career goals.
- The School Counselor offers guidance on course selection, college and career exploration, financial aid, and other relevant topics while also connecting students to resources like college and career fairs, workshops, and mentors to expand their knowledge and opportunities. The school counselor monitors students' progress towards their goals and provides ongoing support and encouragement.

Whole School Support

- Students participate in regular career conversations to discuss their career interests, academic goals, and postsecondary plans with an adult. These happen every year when scheduling with students with a greater focus during the 11th and 12th grade years with personal meetings with students and parents planning for the future.

- Teachers in all subject areas help students in their classes understand how the content they are learning connects with various careers and career readiness skills.

Xello is used to administer career assessments and personality inventories to help students identify potential career paths.

PREPARING FOR THE FUTURE

The ACP program at Marathon 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 in the school district
- Courses that provide advance placement and/or advanced standing at NTC associate degree program upon graduation from high school.
- [Early College Credit Program and Start College Now](#)
- Postsecondary education preparation
- [Youth apprenticeship or other job training and work experience](#)
 - Students work with our CTE Coordinator to complete YA and other job trainings.
- Instruction in skills related to employment
 - Every student at Marathon High School must complete Employability Skills and Personal Finance.
 - Inclusion of Xello in classrooms allows students to explore careers that match their interests , abilities, and values.
- The district offers college preparation programs, college application workshops, and financial aid counseling.
- School counselors and teachers work together to help students navigate the college application process and make informed decisions about their post-secondary education.
 - The school counselor meets with all students and parents both their junior and senior years reviewing post secondary options and how to navigate next steps.

CAREER PATHWAYS

The Marathon School District is dedicated to preparing students for post-secondary success through robust Career and Technical Education (CTE) programs and career pathways. During the 2023-2024 school year:

- **Career Pathways:**
The district offers the following career pathways aligned with industry standards:
 - *Business Administration*
 - *Advanced Manufacturing*
 - *Information Technology*
 - *Transportation, Distribution, and Logistics*

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.

Marathon is in central Wisconsin and **High-demand** occupations in Central Wisconsin with projected growth and good wages.

- Manufacturing

- Healthcare

Marathon City is home to three large Manufacturing industries/factories; Marathon Cheese, Menzner Lumber, and County Materials. Currently the school district is working with Central Wisconsin Manufacturing Alliance with a focus on increasing the student access to manufacturing and workplace skills and opportunities.

- [Department of Workforce Development](#)
- [Marathon County Workforce Profile](#)
- [WI DPI Regional Career Pathways](#)

Your Regional Career Pathway Coordinator can provide this information for you. Or you can use <https://jobcenterofwisconsin.com/wisconomy/pub/publications#cpd> Under the Publications Heading, to find Wisconsin County Profiles and choose the county(s) your district serves.

PROFESSIONAL DEVELOPMENT FOR STAFF

The Marathon 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:

At the start of each school year the school counselor meets with the entire staff to review the ACP Plans. She also uses the resource time for students throughout the year to meet with students regarding career and academic pathways, scheduling, sets up college visits, and college/military/technical school reps to meet with students, holds sessions on scholarships, and filling out college/technical school applications.

- *Provide staff with information about career readiness programs and resources available in the district and who students can go to for more intensive career advising is provided to all educators each year.*
- *Career readiness professional learning is provided to all educators regularly on how to conduct equitable and inclusive career conversations with students.*
- *Career readiness professional learning is provided regularly on how teachers in all subject areas can help students understand how the content they are learning connects with various careers.*

Career Readiness is for ALL of our Students

INDIVIDUALIZED ACP SUPPORT

- The Marathon School 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. The school district works with DVR and other county resources as students with disabilities are transitioning out of high school. During the last year of the IEP these specialists work with the school and family to plan for the student. Some students also use the Project Search through CESA9 and Aspirus hospital as a 5th year of school working on job skills.
- The Marathon School 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. School staff in charge of EL and SPED students along with the school counselor share information with parents. This may happen as part of the IEP review or in the annual parents meetings.
- The Marathon School District makes an effort to seek out diverse community, industry, and higher education partnerships so that students are more likely to interact with adults that come from many different backgrounds and cultures. Teachers in our Technology Education, Agriscience, and Business programs call and work with people in their related industries for support in the classroom, speakers, mock interviews, and guidance on workforce needs. The school administration is working with CWMA

to extend manufacturing in the area as well.

- Individual student meetings with school counselor in grades 9, 10, 11 & 12
- Advisory support from classroom teachers
- Life, career and/or College Readiness surveys as part of XELLO have been used in the past for 9th and 10th grade students. This will be moving into the required course in the 2025-2026 school year.

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.

CAREER READINESS TECHNOLOGY

Students in grades 6-12 use the web-based career learning program, Xello

Get Involved

FAMILY ENGAGEMENT

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

- Regularly informing families and caregivers about career readiness activities via Skyward, monthly newsletter, mailing, and/or emails.
- Providing multiple ways for families and caregivers to participate in career readiness activities.
 - Parents attend junior and senior year student conferences.
- Regularly informing families and caregivers about the progress of their student's academic and career planning. Regularly informing families and caregivers about career readiness activities via Skyward, monthly newsletter, mailing, grades for required ASCP class - "Employability Skills" and/or emails.
- Update parents throughout the school year on the progress of their child's academic and career planning
 - Academic Report Cards and Progress Monitoring

Please contact Jennifer Aune, School Counselor, with any questions. 715-443-2226

COMMUNITY PARTNERSHIPS

The School District of Marathon is proud to collaborate with **local businesses** and community partners.

- Our district actively seeks feedback from community, industry, and higher education partners when regularly evaluating our career readiness activities, programs, and initiatives. Teachers in our areas speak to individuals in the areas they represent as well as partnerships like the CWMA.
- Highlight Career-based Learning Experiences that are offered using the school website and facebook pages as well as mass emails to parents.
- Students have access to job shadows and work based experiences at local businesses. Our School to Career advisor, Ryan Winkler works with local businesses to maintain communication and opportunities for students.

MOST RECENT DATE OF BOARD APPROVAL

2/12./2025