



# EDUCATION FOR EMPLOYMENT PLAN 2022-23



## **Vision**

We challenge minds, build relationships and nurture individual growth to prepare all students for post-secondary success.

## **Mission**

To inspire and prepare our students to live creative, fulfilling and responsible lives.

## **Slogan**

Where knowledge and inspiration meet to create the future.



## Table of Contents

Education for Employment Introduction .....	4
Academic and Career Planning .....	5
Eau Claire Area School District Strategic Plan .....	7
Eau Claire Area School District EMLSS Framework .....	8
Community Profile and Labor Market Needs .....	8
a. 2017 Graduating Class Career Interests .....	8
b. Skills Gap Survey Data .....	9
Collaboration and Partnerships .....	10
a. Families .....	10
b. Business and Industry .....	10
c. Educational Institutions .....	10
d. Workforce Development and Youth Apprenticeship .....	12
Career and Technical Education .....	15
a. Elementary School Level .....	15
b. Middle School Level .....	15
c. High School Level .....	16
d. Postsecondary Opportunities .....	17
e. Access and Support for All Students .....	19
English Learners .....	20
Culturally Responsive Practices and Trauma Sensitive Schools .....	20

## Education for Employment Introduction

The Eau Claire Area School District is committed to developing a passion for lifelong learning. We do this by ensuring that every student sees the relevance in what they are learning to their personal, academic, social and career goals. Engaged students are more likely to pursue rigorous learning experiences that challenge their understanding and develop their unique talents in ways that would otherwise not be possible. It is our collective work with a comprehensive, developmental and an equitable lens, that ensures all students graduate from ECASD community, college, career, and life ready. By doing so, every graduate will be informed of all post-secondary options such as college/university, technical college, military training, workforce skill development and much more.

The Eau Claire Area School District (ECASD) is required by the Wisconsin Department of Public Instruction to update its Education for Employment Plan to meet the requirements of Wisconsin ss.121.02/PI-26. This process focused on the direct requirements of Chapter PI 26: Education for Employment Plan and Program.

This plan has been reviewed and revised to update programing and opportunities and integrate Academic and Career Planning requirements. A team working on Academic and Career Planning also relied on program information and data from multiple sources. ECASD leaders synthesized work and voices from the District's many stakeholders.

### Purpose of Education for Employment Plan:

“Education for Employment” programs and services have been implemented in the ECASD with the following objectives:

- a. Prepare elementary and secondary pupils for future employment.
- b. Ensure technological literacy; to promote lifelong learning.
- c. Promote good citizenship.
- d. Promote cooperation among business, industry, labor, post-secondary schools and public schools.
- e. Establish a role for public schools in the economic development of Wisconsin.

### Purpose of Academic and Career Planning (ACP):

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

## ECASD Academic and Career Planning Overview

### **Awareness:** Elementary Students will...

- Learn about the world of work through K-5 classroom lessons.
- Participate in career presentations.
- Explore career opportunities through self-assessments.
- Develop problem solving, critical thinking and communication skills.
- Practice conflict resolution skills.

### **Exposure:** Middle School Students will...

- Begin an Academic and Career Plan.
- Explore Programs of Study.
- Complete skill and interest inventories.
- Develop awareness of how course selections align with potential career interests.
- Understand graduation requirements.
- Learn how to use school resources to update Academic and Career Plan.
- Apply time and task management skills.
- Use technology to manage career information that inspires educational achievement.

### **Preparation:** High School Students will...

- Continue working on Academic and Career Plans.
- Maintain rigorous academic course work.
- Explore and practice essential career skills.
- Participate in post-secondary experiences such as: Youth Apprenticeship, Project Lead the Way, Start College Now, Advanced Placement Courses and Transcribed Credit Courses.
- Gain first-hand knowledge from local career professionals.
- Learn about the job market to make informed career and post-secondary decisions.

Please click [here](#) to view ECASD ACP Brochure.

## Social and Emotional Learning (SEL): Community, College, and Career Important Connections

For our students to achieve success in school and become community, college, career and life ready they must be taught both the academic skills in core subject areas such as Reading and Math along with the social and emotional learning skills listed below.

- Social Awareness
- Self-Management
- Social Awareness
- Relationship Skills
- Responsible Decision Making

Please click [here](#) to see how SEL and Employability Standards connect.

ECASD is invested in providing a variety of classroom and community opportunities that connect academics and social and emotional learning. Please click [here](#) to see WI DPI's **2022 SEL Workforce Readiness Guide** for more information.

## ECASD Learner Profile Development (In-Progress)

Our goal is for every ECASD graduate to enter an individualized post-secondary option with the fundamental skills necessary for success while contributing to the advancement of our workforce, local economy, and community. ECASD's Portrait of a Graduate: Learner Profile (Draft 1 dated 7.23.2021), school and community work groups identified the following Essential Competencies:

- Independent Citizen
- Global Contributor
- Communicator and Connector
- Critical Thinker (Analyst)
- Continuous Learner
- Resilient Innovator

Portrait of a Graduate: Learner Profile Essential Literacies Draft 1 include:

- Social and Emotional Literacy
- Information Literacy
- Digital Literacy
- Cultural Literacy

Please click [here](#) to view ECASD Portrait of a Graduate: Learner Profile Process video.

Please click [here](#) to view ECASD Portrait of a Graduate: Learner Profile Essential Literacies and Essential Competencies defined.

## Eau Claire Area School District Strategic Plan

The mission of the Eau Claire Area School District is *“To inspire and prepare our students to live creative, fulfilling, and responsible lives.”* The Eau Claire Area School District’s vision is to *“Challenge minds, build relationships and nurture individual growth to prepare all student for postsecondary success.”* In this pursuit, the School Board has adopted five strategic priorities to focus District work.

The following Education for Employment Plan incorporates each of the five strategic priorities to ensure all students are prepared for postsecondary success.

1. Academic Achievement
  - a. Articulate and align a culturally relevant, rigorous and engaging curriculum and assessment system PreK-12.
  - b. Implement a clearly defined system for goal setting and shared accountability for student achievement and for the development of the whole child.
  - c. Prepare every student to be college or career ready - able to think critically, solve problems, communicate effectively and work collaboratively with others.
2. Student Social and Emotional Growth
  - a. Maintain safe and supportive learning environments.
  - b. Develop District guidelines and expectations for students to take responsibility for their own learning and behavior.
  - c. Provide experiences and instruction that address the needs and the growth of the whole child.
3. Collaborative Cultures
  - a. Clearly define roles, responsibilities, reporting relationships, decision-making processes and resource allocations.
  - b. Support Professional Learning Communities (PLC) structures and professional learning.
  - c. Promote and support strong staff and student relationships.
4. High Quality Staff

- a. Create a District-wide professional development strategy that acknowledges and supports staff collaboration and leadership.
- b. Implement a collaborative system for educator effectiveness that incorporates professional dialogue focused on student learning.
- c. Focus professional development on the long-term implementation of a few, high quality strategic initiatives.

## 5. Partnerships with Families and Community

- a. Develop a District-wide communication plan that assures all communications are streamlined, timely and transparent.
- b. Collaborate with parent and community partners on District and school level goals and priorities.
- c. Identify and implement innovative partnerships focused on assuring post-secondary success of Eau Claire Area School District graduates.

## Eau Claire Area School District EMLSS Framework

ECASD is operationalizing an Equitable Multi-Level System of Supports Framework (EMLSS) to provide equitable services, practices and resources to every learner based upon responsiveness to effective instruction and intervention. Schools provide varying types of supports at differing levels of intensity to proactively and responsively adjust to the needs of the whole child. These include the knowledge, skills and habits learners need for success beyond high school, including developmental, academic, behavioral, social and emotional skills.

- ECASD EMLSS Foundational Components include: organizational structures, strong-shared leadership, positive culture, and family and community partnerships.
- ECASD EMLSS Key Features include: collaboration, guaranteed and viable curriculum, high quality instruction, balanced assessment, family engagement.
- ECASD School Board adopted an [Equity Statement](#) on March 1, 2021.

## Community Profile and Labor Market Needs (*Strategic Priorities 1, 3 & 5*)

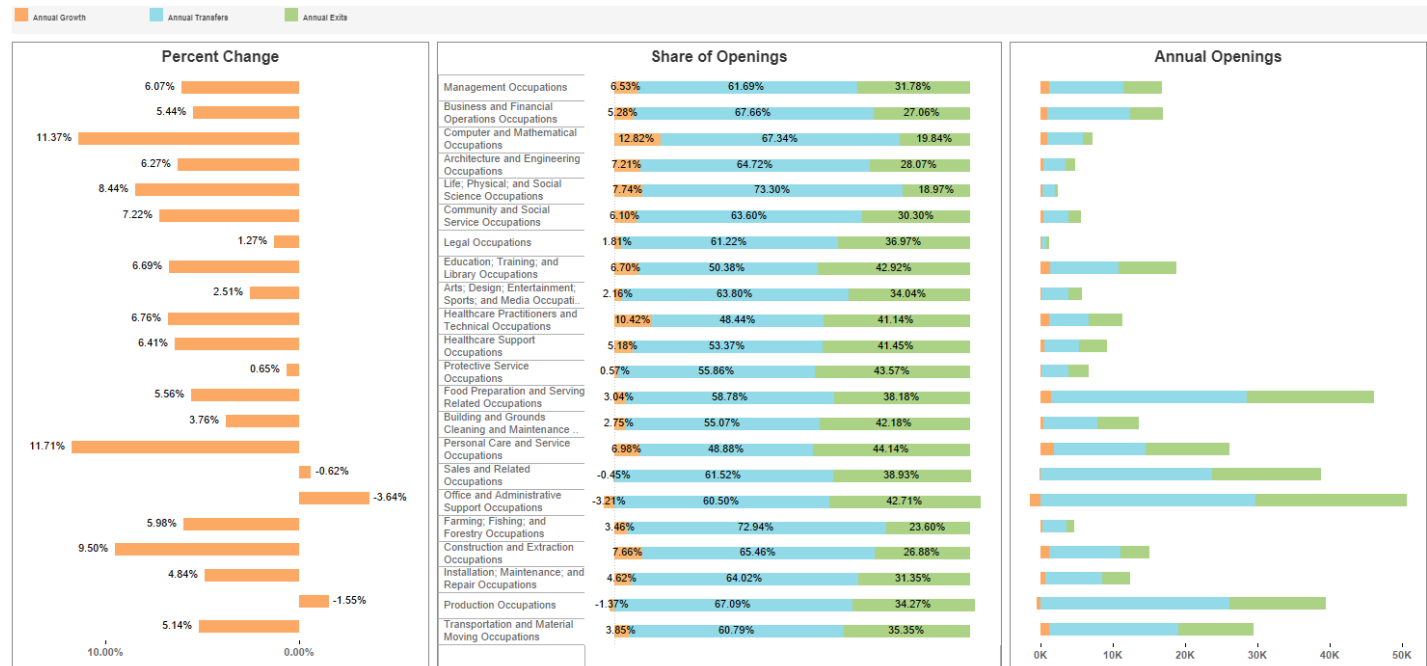
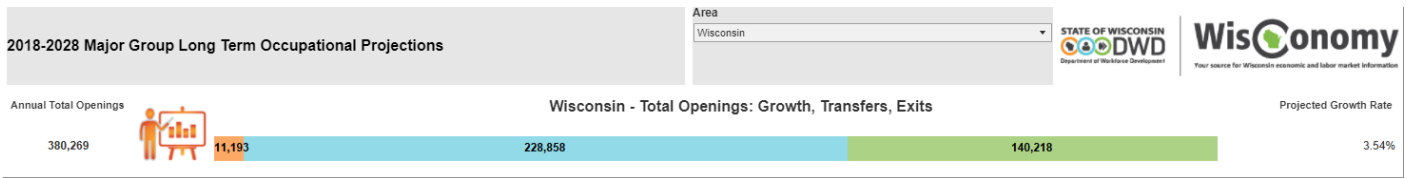
The Eau Claire Area Economic Development Corporation's Critical Talent Committee collaborates with area businesses and the regional Department of Workforce Development to survey area employers to identify patterns regarding their needs. One goal of this partnership and collaboration is to strengthen the labor market in the Chippewa Valley.

## WisConomy Sate of Wisconsin Department of Workforce Development

Eau Claire is part of West Central WDA 8:

<https://www.jobcenterofwisconsin.com/wisconomy/pub/occupation.htm#Viz>





Key: **Orange** Annual Growth, **Blue** Annual Transfers **Green** Annual Exits

## Chippewa Valley Workforce Demands Survey

Historically, these survey results are discussed with area businesses at the Critical Talent Committee meetings as well as various Eau Claire Area Chamber of Commerce committee meetings. Below is the most recent copy available of the Chippewa Valley Workforce Demands Survey. Covid has interrupted some of this work.

### [Chippewa Valley Workforce Demands Most Recent Survey 2018](#)

Results of this survey (formally known as the “Skills Gap Employer Survey”) have aided in many initiatives throughout the region. Examples include the addition of several engineering programs within the University of Wisconsin System and grant programs for in demand careers to lessen the barriers for individuals wanting to enter the workforce. It has also encouraged partnerships such as partnering with Momentum West to facilitate and promote internship and apprenticeship opportunities to the emerging workforce in our K-12 schools.

For more information about Wisconsin's Workforce Development initiatives contact: Scott Hodek, Office of Economic Advisors Section Chief via phone at (715) 836-2997 or email at Scott.Hodek@dwd.wisconsin.gov

## Collaboration with Partnerships (*Strategic Priorities 1, 2, 3, & 5*)

The Eau Claire Area School District will work in partnership with families to engage them in the PreK-12 Academic and Career Planning (ACP) process. Relevant information will be available on the District website as well as school sites for families to use. Building newsletters and updates will also include information on Academic and Career Plans throughout the school year.

ACP is intended to equip students and their families with the tools necessary to make more informed choices about postsecondary education, training, careers and 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.

- Individual assistance and communication will be offered by counselors, teachers, administrators, and other school staff regarding Academic and Career Plans throughout a student's Pre-K – 12<sup>th</sup> grade experience.
- As Academic and Career Planning is implemented, building principals, teachers and school counselors will develop efficacy in communicating student career goals with families resulting in increased staff-family collaborations.

## Business and Industry

### **Eau Claire Area Chamber of Commerce**

The Chamber's role, led by its Workforce Development Committee, is to serve as an action committee and support employers as they work to solve their immediate and long-term talent and workforce challenges. Below you find a list of several key Eau Claire Chamber of Commerce programs and/or activities:

- Promote our area's unique assets and value in attracting and retaining talent.
- Approach workforce as a critical supply chain issue. Serve as a catalyst to identify root cause barriers. Then, convene stakeholders to tackle specific opportunities and challenges.
- Support local, regional and state workforce initiatives that have a direct impact on regional employers.
- Participate and collaborate with other entities where the Chamber's knowledge and resources can provide value to achieving important goals.

- View all our Workforce Initiatives through the lens of the Chamber’s Diversity, Equity and Inclusion Initiatives so that we can continue to provide solutions to workforce barriers.
- Stay informed of Workforce policy and participate in advocacy opportunities.

### **Middle School Employer Tours**

The Chamber partners with Junior Achievement and area schools to take 8th grade students through career exploration by touring employers in the area. The students start out with curriculum from Junior Achievement and finish the day spending time at two different employers in the area learning about company culture and career opportunities in the Chippewa Valley.

- **Youth Leadership Eau Claire** – This program develops leadership skills for juniors from both District high schools. The students in this program are selected through an application process.

**Workforce Solutions Summit:** The Chamber of Commerce sponsored this event for local educators, HR and business leaders to understand the changes in the workforce due to Covid and to develop a plan to attract and retain the best talent/employees. This annual event is designed to bring area employers together with practical solutions they can implement to solve immediate and long-term challenges.

The EC Chamber works to develop the future workforce through K-12 and post-secondary institutions to expose students to career opportunities in Eau Claire County. EC Chamber will continue to focus and support development opportunities for employees in this region’s industry leaders. Below is a list of programs and/or opportunities:

- Internships
  - Middle School Employer Tours
  - ThinkEauClaire.com
  - Western Wisconsin Wage Survey
  - Youth Apprenticeships
  - Workforce Solutions Summit
- **Internships and Work-based Learning Opportunities for Students:** The Chamber works with its partners to connect area K-12 and college students with opportunities with employers and career opportunities in the Chippewa Valley throughout the year.

## Workforce Development Partnership and Committee

This group works on several issues surrounding the development of the region's workforce capacity. Eau Claire Area School District representatives provide feedback on their work and discuss how projects connect with one another in the Eau Claire community. Through this committee an internship partnership has been developed between the University of Wisconsin - Eau Claire, the Chippewa Valley Technical College, and the Eau Claire Area School District to identify potential internship businesses and connect them with student candidates.

## Youth Apprenticeships

- The Eau Claire Area School District collaborates with the Department of Workforce Development, as well as local business and industry, to place students in Youth Apprenticeship and internship positions. Youth Apprenticeships offers several career programs to pursue. The options may vary depending on the availability of the employers from year to year. Each program has a variety of different options for specialization, which are called "Pathways".
- YA "Pathways" are listed below:
  1. Agriculture, Food, & Natural Resources
  2. Architecture and Construction
  3. Arts, A/V Technology, & Communications
  4. Finance
  - ~~5. Health Sciences~~
  6. Hospitality & Tourism
  7. Information Technology
  8. Manufacturing
  9. Science, Technology, Engineering, & Math (STEM)
  10. Transportation, Distribution, & Logistics
  11. Marketing
- **There are several new Youth Apprenticeship pathways that will be introduced in 2022-2023 for students to check out:**
  - Aviation (1. Aviation Maintenance Fundamentals; 2. Airframe and Powerplant; and 3. Avionics)
  - Health (Phlebotomist)
  - Supply Chain (Supply Chain Assistant)
  - Utilities (1. Utilities Field Technician and 2. Gas Distribution Technician)

## Youth Apprenticeships Interview Days

Eau Claire Area Youth Apprenticeship Consortium is excited to partner with Eau Claire Area High Schools to pair students with employers through the Youth Apprenticeship (YA) Program. Each year Youth Apprenticeship interviews are held in the Spring, with students who are ready to enter the workforce! Interviews will be held in person at Memorial High School on Tuesday, March 15, and North High School on Thursday, March 17, 2022.

Students and employers sign up for interview time slots. Students may sign up for more than one employer if they wish to interview for two different businesses. Students are encouraged to sign up for only businesses related to the career interest they designated on their application.

### **Interviews are held for the following Career Pathways:**

Agriculture, Food & Natural Resources Architecture & Construction Finance Health Science Hospitality, Lodging & Tourism Information Technology Science, Technology, Engineering & Math (STEM) Transportation, Distribution & Logistics.

Overall, the Youth Apprenticeship program offers positions in a wide variety of businesses and industry partners in the surrounding area. Students hired through YA receive a certificate, modified school schedule if they choose, and quality work experience in the field of their choice. For many of the students, this will be the first big step in pursuing their future careers. Students who take the initiative have the opportunity to add a key credential to their resume!

## ECASD Youth Apprenticeship Marketing Position

The Youth Apprenticeship Marketing position is new to ECASD this year. The primary function of this position is to provide marketing assistance for the Office of Teaching and Learning. In this role, the student will have the opportunity to further their education and earn an industry relevant certification while gaining real-world experience in the high demand field of marketing and project management. In this role the student will also be helping drive the work of the Youth Apprenticeship program of ECASD and help every student graduate College and Career Ready!

## Educational Institutions

Cooperative Educational Services Agency 10 (CESA 10):

- Eau Claire Area School District staff members work with the Cooperative Educational Services Agency 10 for consulting and resources.
- The Eau Claire Area School District collaborates with John Goodman, Fiscal Agent, on its annual Carl Perkins Grant.

## Career and Technical Education for the 21st Century Act (Perkins V)

One of the most significant changes introduced in the Strengthening Career and Technical Education for the 21st Century Act (Perkins V) is the requirement that local grant applicants conduct a comprehensive local needs assessment (CLNA) and update it at least every two years.

The CLNA is a process that ensures local CTE program decision-making is data-driven and informed through robust stakeholder engagement. The six focus areas of the comprehensive local needs assessment include:

1. Performance on federal indicators.
2. Recruitment, retention, and training of faculty and staff.
3. Progress toward improving access and equity.
4. Alignment to labor market needs.
5. Size, scope, and quality of programs offered.
6. Progress toward implementing career pathways.

A variety of data sets are analyzed using a root cause analysis strategy with stakeholders. A number of resources are sought out as well in this process including the National Alliance for Partnerships in Equity (NAPE) tools. ECASD is presently conducting a thorough CLNA process taking several months to complete and is due Spring of 2022.

#### Postsecondary

- Eau Claire Area School District staff members have collaborated with the Chippewa Valley Technical College to develop advanced standing and transcribed credit agreements.
- The Eau Claire Area School District is a member of the CVTC's High School Connections Team.
- The Chippewa Valley Technical College provides a liaison that visits both of the Eau Claire Area School District's high schools weekly to help students make decisions about postsecondary programming and to make that transition.
- Start College Now: "Start College Now" will allow high school students the opportunity to take college courses at Wisconsin Technical Colleges. Statute [38.12 \(14\)](#) lays out all the aspects of the program.
- The Eau Claire Area School District has partnered with Chippewa Valley Technical College to create Academic Academies. These academies allow a student to enroll in a dual credit course that is instructed by CVTC faculty and programmed exclusively with Eau Claire Area School District students. These courses are scheduled to not conflict with traditional high school course programming.
- The Eau Claire Area School District partners with the University of Wisconsin - Eau Claire (UWEC). UWEC continues to provide resources to support the success of all students.

Early College Credit Program: The Youth Options statute ([118.55](#)) was renamed the Early College Credit Program (ECCP). The ECCP statute allows Wisconsin public and private high school students to take one or more courses at an institution of higher education for high school and/or college credit. Under this section, "institution of higher education" means an institution within the University of Wisconsin System, a tribally controlled college, or a private, nonprofit institution of higher education located in the state.

## Career and Technical Education

### Elementary School Level

At the elementary level, District students take part in various in-school simulations for entrepreneurship and many elementary schools have key partnerships with local businesses that provide resources, as well as tours for students.

Students take part in various in-school simulations for entrepreneurship and many elementary schools have key partnerships with local businesses that provide resources, as well as tours for students. Junior Achievement is also an integral part of the district's elementary schools. Many elementary students are also given the opportunity to learn basic work skills, like customer service, while “employed” at the in-school financial institution.

At the elementary level, many of our schools have partnerships with various Junior Achievement programs and work closely with business mentors to achieve career awareness for District elementary students. Career awareness is also built into the curriculum, where appropriate, particularly in the areas of Science, Language Arts and Social Studies. Additionally, career awareness and exploration activities through Xello, which is a universal career software program, is presented by ECASD School Counselors in grades K-5.

### Middle School Level

Eau Claire Area School District Middle School Career and Technical Education courses are listed below.

Grade Level	Title	Duration
6	Computer Applications	Semester
8	Family and Consumer Science	Semester
8	Family and Consumer Science: Exploration	Semester
8	Business Exploration	Semester
8	Engineering and Design	Semester
8	Gateway to Technology: Design and Modeling/Automation and Robotics	Semester
8	Advanced Computer Application Coding	Semester

As a part of their Computer Applications class in 6th grade, middle school students are required to establish a Xello online account and to participate in career inventories. Xello is the technology platform students use to document and learn more about careers and postsecondary options. This will be part of the individual Academic and Career Plan for all students.

In addition, all 7th grade students attend Career Venture in May to develop an understanding of career opportunities in the Chippewa Valley. This program is coordinated by Workforce Resources each spring to promote career exploration. 7<sup>th</sup> Grade also receives career information using Xello in Social Studies Class.

As part of the Family and Consumer Sciences class in 8th grade, students are involved in a career exploration unit that continues the use of Xello. Students learn how to use school resources to update their Academic and Career Plans, which includes exploring Programs of Study and understanding graduation requirements.

Middle school students also have the benefit of an in-school financial institution at Northstar Middle School. At this level the student “employees” learn about the financial industry and can practice basic employability skills, such as getting to work on time and teamwork. Junior Achievement units also appear in the middle school program at all three middle schools. (These have been put on hold in MS due to Covid.)

### High School Level

Eau Claire Area School District High School Career and Technical Education courses are listed below.

Course #	Title	Credits
1306	Entertainment Technology	1.0
1309	Aerospace Engineering	1.0
1310	Introduction to Electricity and Residential Wiring	0.5
1312	Digital Electronics	1.0
1318	Introduction to Engineering Design	1.0
1320	Civil Engineering and Architecture	1.0
1324	Principles of Engineering	1.0
1328	Photography I	1.0
1330	Photography II	1.0
1332	Printing Graphics I	1.0
1334	Printing Graphics II	0.5
1341	Metals/Welding I	1.0
1342	Welding II	1.0
1346	Woodworking I	1.0
1348	Woodworking II	1.25
1349	Construction I	0.5
1352	Recreational Small Engines	0.5
1354	Vehicle Care	0.5
1356	Automotive Mechanics I	1.0
1358	Automotive Mechanics II	1.0
1369	Introduction to Computer Hardware	0.5
1386	Computer Science Essentials	1.0
1370	Computer Hardware	.75
1378	Cartoon Animation	0.5
1382	Video Game Development	1.0



High school students will continue working on their Academic and Career Plan developed in middle school. Students will use Xello to explore various career interests and continue postsecondary planning. Students can participate in various postsecondary experiences, such as Advanced Placement courses, Start College Now, Early College Credit Program, Youth Apprenticeship, CVTC High School Academies, and internships.

School counseling services are planned and provided by District professional school counselors in conjunction with supervising administrators and other licensed staff. To deliver the District's equitable programs and services, these staff members will seek the input of students, parents and guardians, and other community members or individuals, as appropriate. The general goals and functions of the school counseling program are to assist students in the areas of Academic Development and Planning, Personal/Social/Emotional Development, and Career Development and Planning. These three areas are defined in the Wisconsin Comprehensive Counseling Model.

### Postsecondary Opportunities

The Eau Claire Area School District has the following transcribed credit agreements with the Chippewa Valley Technical College (CVTC).

High School Course	CVTC Course Credit	CVTC Program
0128 Intro to Animal Science 0130 Introductory Soils 0132 Intro to Horticulture	006-180 Intro to Animal Science 093-116 Introductory Soils 001-121 Intro to Horticulture	Agriscience Technician (Animal Science Emphasis) 10-006-03A
Accounting Concepts (0300) Intro to Accounting (0302) Accounting I (0303)	101-105 Intro to Accounting 101-111 Accounting I	Accounting 10-101-1
Microsoft Office Suite I (0304)	103-102 Microsoft Office Suite	Accounting 10-101-1
Marketing I (0322) Marketing II (0324)	104-102 Marketing Principles 104-140 Professional Sales	Marketing 10-104-3
Careers With Children (0426)	307-148 Foundations of Early Childhood Education	Early Childhood Education 10-307-1
Welding II (1342) Automotive Mechanics I (1356) Automotive Mechanics II (1358) Computer Hardware (1370)	442-313 Welding Automotive Technician 404-335 Automotive Fundamentals and 404-336 Basic Vehicle Maintenance 404-337 Automotive Electricity	

	150-143 Computer Hardware	
Financial Services Internship (1608) Graphic Arts/Printing Internship (1614) Health Internship (1610) Hospitality, Lodging & Tourism Internship (1612) Information Technology Internships (1618 or 1620)	Based on degree or technical program	Related associate degree or technical program
Agriculture & Natural Resources Internship Classroom Component (0106) Agriculture & Natural Resources Internship Work Component (0108) Auto Technician YA Position (1600) Drafting & Design (1604 or 1606) Auto Collision YA Position (1602) Drafting & Design YA 1604 or 1606) Auto Technician YA (1600)	Based on degree or technical program	Related associate degree or technical program
Business Internship Classroom Component (0336) Business Internship Work Component (0338)	Based on degree or technical program	Related associate degree or technical program

The Eau Claire Area School District has the following transcribed credit agreements with the Wisconsin Indianhead Technical College (WITC).

High School Course	WITC Course Credit	WITC Program
Woodworking II (1348)	32410300 Cabinet and Furniture Making I	Technical Program

### Work-Based Learning

- High school students have access to a variety of learning activities. The District provides a comprehensive work-based learning program including Department of Workforce Development Youth Apprenticeship and Department of Public Instruction Co-op programs. Currently there are 14 different work-based learning internship programs available for students.
- Junior Achievement also offers many connections with the community. Other industry certifications such as Project Lead the Way are also available. Students interested in

nursing can accelerate their programming through the Chippewa Valley Technical College's Academic Academies.

## Access and Support for All Students

### Students with Special Education Services

- All students PreK-12 will have access to district universal Academic and Career Planning.
- Students that qualify for special education services have an Individualized Education Program (IEP) that is developed, reviewed, and revised by their IEP Team annually. Beginning at age 14, an Individualized Postsecondary Transition Plan (PTP) is added to the IEP to focus on post high school, college and career readiness.
- Transition planning is the process of helping students with IEPs and their families think about life after high school; and to identify long-range goals designing their high school experience.
  - ✓ To learn more please reference ....[ECASD-Transition-Guide.pdf](#)
  - ✓ ECASD employs two Transition Coordinators to support students ages 14-21 with IEP's and their families through the transition process. The Transition Coordinators are located at each high school.
    - The Transition Coordinators work to provide work-based learning opportunities through programs such as business tours, job shadows, partnerships with Division of Vocational Rehabilitation, Goodwill Industries, Sodexo, and Project SEARCH.
- Special education programming and supports may include instruction in vocational, independent living, community experience, and self-advocacy when needed.
- ECASD supports community-based transition options for adult students – GATEWAYS, Life without Limits, and Project Search. These programming options support individualized needs in the areas of vocational skills, community participation, independent living skills and self-advocacy.
- When needed, student plans are supported in connection with outside agencies, such as Division of Vocational Rehabilitation, Workforce Resource, and other vendors/partners that support career counseling, work experience, job placement, job coaching, etc.

- Several partnerships between ECASD and adult agencies that support people with disabilities in the areas of employment and independent living help to provide a smooth transition from school to adulthood. Some of these partnerships include the Division of Vocational Rehabilitation, Aging and Disability Resource Center, Job Center of Wisconsin, Workforce Resource, Center for Independent Living, Long Term Care providers, and local businesses.
- Transition Coordinators serve as co-chairs on the Eau Claire County Communities on Transition (CCoT) team. This team is a group of stakeholders who have made the commitment to collaborate around identifying barriers to transition planning, to organize the support needed and develop solutions for youth with disabilities in the local county they serve.

## English Learners

- The District offers inclusionary, pull-out, or push-in delivery models through content-based structured English immersion. This is taught by certified instructors of English Learners with the support of bilingual assistants.
- The District currently has a Hmong School/Community Liaison, interpreters in multiple languages in elementary and secondary schools, and a strong partnership with the Eau Claire Hmong Mutual Assistance Association.
- The District collaborates with El Centro de Conexión de Chippewa Valley to support Spanish-speaking students.
- Differentiation and the use of bilingual staff are used to assist students in career awareness, exploration, and preparation.
- All communications to parents/guardians regarding Academic and Career Plan will be translated or delivered with a bilingual staff if the family requests this on the District home language survey.

## Culturally Responsive Practices, Trauma Sensitive Schools and Equity Training

- In District high schools, the District supports clubs such as Multicultural Club, Hmong Club, Japanese Club, Spanish Club, German Club, French Club, Amnesty International Club, Gay-Straight Alliance, and Hmong American Peem Tsheej Club.
- The District provides a Freshman Mentoring Program (Link Crew) for all 9th grade students. This program is led by juniors and seniors.
- The District monitors the achievement gaps for various sub-groups of students using risk ratio data. Teachers are aware of the achievement gaps as well as strategies for closing the gaps.
- District staff has and will continue to embed Culturally Responsive Practices into daily instructional practices.

- All secondary staff are trained in Youth Mental Health First Aid. Youth Mental Health First Aid is designed to teach parents, family members, caregivers, teachers, school staff, peers, neighbors, health and human services workers, and other caring citizens how to help an adolescent (age 12-18) who is experiencing a mental health or addictions challenge or is in crisis.
- A comprehensive plan to address District disproportionality identification is being implemented via EMLSS Framework
- 8 Hours of equity training required for all ECASD staff.
- Hourly Staff On-Demand Professional Development Opportunities Provided Including Trauma Sensitive Schools, Supporting Neurodiverse Students, Suicide: The Ripple Effect, Project Success, Autism Internet Modules, and Accessibility Support for Universal Learning.

School Board approval for the plan was completed by the board on: