KOHLER
SCHOOL DISTRICT

SCHOOL DISTRICT OF KOHLER - PI-26 Academic & Career Plan

Academic and Career Planning, or ACP, is a student-driven, adult-supported process in which students create and cultivate their own unique and information-based visions for post-secondary success, obtained through self-exploration, career exploration, and the development of career management and planning skills. The Wisconsin Department of Public Instruction requires public school districts to provide academic and career planning services to students in grades 6 through 12.

Our Mission & Vision

Every day at Kohler Schools we inspire inquiry; engage hearts, minds and bodies; and provide supports to ensure all students can achieve success.

ACP Team Members

Team Member	Role
Natasha Rowell	Middle/High School Principal
Courtney Nachreiner	High School Counselor
Choi Maner	Science Teacher
Kristin Romanoski	Math Teacher
Kira Schutzkus	Social Studies Teacher
Colleen O'Laughlin	Business Education Teacher
Melisa O'Connor	Middle School Counselor
Rachel Holk	Middle School Social Studies Teacher

School District Demographics

The School District of Kohler is located in Kohler, Wisconsin and serves a student population of approximately 774 students from Sheboygan County. The elementary school serves approximately 366 students in grades K-5. The middle school serves 177 students in grades 6-8. The high school serves 231 students in grades 9-12. The district serves approximately 16% minority students and approximately 3.4% economically disadvantaged students.

Labor Market Information

Labor market information (LMI) can help 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. The outlook for the state's economy is positive, although the ramifications of new viral strains are yet to be determined. Wisconsin's GDP is on the verge of overtaking pre-COVID levels and state job numbers have returned to 96% of pre-pandemic levels. A few industries' employment, such as manufacturing, construction and professional business services, are back near or over pre-pandemic levels.

2025 Sheboygan County Profile

Employment by Industry

	2023 Avg Monthly Employment	5-year Change	5-year % Change	% of Total Employment
Total, All Industries	60,435	-1,170	-1.9%	100.0%
Manufacturing	21,941	507	2.4%	36.3%
Education and Health Services	11,150	395	3.7%	18.4%
Trade, Transportation, and Utilities	9,097	-1,476	-14.0%	15.1%
Leisure and Hospitality	5,465	57	1.1%	9.0%
Professional and Business Services	3,598	-581	-13.9%	6.0%
Financial Activities	2,961	85	3.0%	4.9%
Construction	2,596	181	7.5%	4.3%
Public Administration	1,503	-108	-6.7%	2.5%
Other Services	1,253	-114	-8.3%	2.1%
Natural Resources and Mining	602	-74	-10.9%	1.0%
Information	268	-44	-14.1%	0.4%

Source: Quarterly Census of Employment and Wages, Bureau of Labor Statistics.

Labor Market information for Sheboygan County indicates that industry will increase in Education & Health Services, Construction, and Financial Activities over the next five years. Manufacturing continues to serve as the largest industry sector of employment and demonstrates a small increase in job opportunities.

Family Engagement

The School District of Kohler engages parents in academic and career planning by:

- Informing parents in each school year about what academic and career planning services their child receives
- Providing parents with multiple opportunities during each school year to participate in their child's academic and career planning
- Updating parents throughout the school year on the progress of their child's academic and career planning
- Distribution of the *Blue Bomber News* newsletter monthly to parents/families

- New Student and Freshman Orientation annually in August
- Individualized Junior Planning meetings with students and their parents in November/ December
- College 101 Night annually in April
- MS Rising 6th grade orientation annually in May and an Orientation annually in August
- Financial Aid Night annually in October
- Informational YA sessions for Parents

Postsecondary Education & Workforce Preparation

Kohler High School supports students' career and college readiness through a variety of opportunities:

- Career and technical education provided in the school district
- Initiation of Middle School Junior Achievement program
- Youth Apprenticeship or other job training and work experience
- Job Shadow opportunities through Inspire Wisconsin
- Advanced Placement and Dual Credit Opportunities include AP Language, AP Literature, AP Calculus AB, AP Biology, AP Physics 1, AP US Government, AP Pre-Calculus, and dual credit Intermediate College Algebra
- Start College Now and Early College opportunities available by application

Professional Development for Staff

The following professional development is provided to staff to assist staff with delivering academic and career planning services to pupils in grades 6 to 12:

- Monthly Faculty Meetings are used to discuss course sequencing, dual enrollment, student organization offerings, and career based learning opportunities.
- Monthly Professional Development days

Community Partnerships

The School District of Kohler collaborates with multiple businesses and partners in the region. These relationships have been developed in part through strong partnerships with some of our leading community organizations, such as: Kohler Company, Kohler Company Wellness, Kohler Foundation, Kohler School Friends, Kohler Credit Union, Kohler Performing Arts Organization, Children's Hospital of Wisconsin, Inspire WI, Lakeshore College, University of Wisconsin Green Bay (UWGB), Lakeland University, Sargento, Village of Kohler, Young Women's Professional Leadership Council, Mental Health America (MHA), Safe Harbor, and the NEWYA Youth Apprenticeship in partnership with CESA 7.

ACP Curriculum, Supports, & Services

The School District of Kohler supports students in academic and career planning, through:

- Access to a formal process for connecting pupils to teachers and other school staff for assistance with the development and implementation of each pupil's academic and career plan through structured ACP programming monthly at both the middle school and high school
- ACP meetings with student and school counselor twice a year to discuss ACP goals and develop future plans
- College and Career Fair held bi-annually
- College and Military Representative meetings during advisory
- Reality Store - a budget simulation will begin being held bi-annually
- Guest Speakers in CTE classes
- Industry Tours via CTE classes
- Maywood Park to do macroinvertebrate studies and water quality testing
- Anatomy Lab via Marquette University
- Hands on Healthcare at Bellin College
- Career and Leadership Days at Lambeau Field
- Junior Achievement Finance Park

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.

ACP Process

All students in Kohler MS/HS participate in Academic & Career Planning in grades 6-12:

- Students engage in structured Academic and Career Planning (ACP) activities during advisory on the first Wednesday of each month at the high school and once per month during Bomber Time at the middle school.

- School counselors provide ongoing ACP and school counseling services to support student goal setting and career exploration.

- Students participate in individual ACP meetings with their school counselor twice per year to review progress, set goals, and refine future academic and career plans.

- Teachers and staff are accessible through the ACP process to assist students in connecting coursework, career interests, and postsecondary goals.

ACP Software

Wisconsin State Statute 115.28(59) requires that school districts be provided computer software to be used statewide to provide academic and career planning (ACP) services to pupils in grades 6 to 12. Since August 2019, Xello allows students to access a personal account provided by the school. Students can use this software to take career-related assessments, explore online career and college profiles, and get information about financial aid and employment.

The Kohler School District utilizes the Naviance CCLR platform for students to access as part of their ACP services.

Current Progress in ACP

During the 2024–25 school year, Kohler High School launched its first Reality Store, a hands-on financial literacy experience designed to help students build essential skills in financial planning, goal setting, decision making, and career exploration. The event will now be offered biannually in collaboration with the Kohler College and Career Day Expo, held this year on Friday, November 14th, further strengthening the district's commitment to real-world, career-connected learning within the Academic and Career Planning (ACP) process.

Future Goals for Implementation

As a district, we are deeply committed to continuously enhancing our Academic and Career Planning (ACP) process to ensure every student graduates prepared for success in their postsecondary goals. The following goals outline our next steps in building a comprehensive, dynamic ACP program:

1. Develop a Comprehensive ACP Scope & Sequence
We will design and implement a district-wide ACP scope and sequence that provides a cohesive framework for career readiness instruction across all grade levels. This document will outline grade-specific lesson plans and identify the key employability skills—such as communication, collaboration, and problem-solving—that students will develop throughout their K–12 journey.
Target Implementation: 2026–2027 School Year

2. Launch a School Counseling Social Media Initiative
To increase visibility and community engagement, we will introduce an "ACP Tidbit" campaign across district social media platforms. This ongoing initiative will highlight student success stories, showcase classroom and counseling activities, and celebrate staff and community partnerships that bring career readiness to life.

3. Expand Middle School Leadership Opportunities
We will continue to grow our middle school leadership initiatives, including participation in the Empower Leadership program with the Green Bay Packers and the Junior Achievement 3rd Annual Stock Market Challenge. These experiences provide students with valuable opportunities to build confidence, teamwork, and real-world leadership skills.

MOST RECENT DATE OF BOARD APPROVAL: November 12, 2025