



Freedom  
Area  
School  
District

# Academic & Career Planning

## 2026-2027 Plan

Academic and Career Planning (ACP) is a part of Wisconsin's Education for Employment (E4E) program outlined in s. 121.02(1)(m) Wis. Stats., and is sometimes referred to as (administrative rule) PI26.

Approved by the Freedom Board of Education on: April 20<sup>th</sup>, 2026



# FREEDOM AREA SCHOOL DISTRICT VISION AND MISSION STATEMENTS

**THE FREEDOM AREA SCHOOL DISTRICT - WHERE EXCELLENCE IS NOT ONLY  
OUR GOAL, IT IS OUR TRADITION.**

The mission of the Freedom Area School District is to develop in our youth a continuing desire to learn. To this end, educational programs which fit the appropriate developmental abilities, needs, and interests of our students will be provided on an equal basis. With this goal in mind, appropriate ACADEMIC, COGNATIVE, EMOTIONAL, PHYSICAL, SOCIAL and VOCATIONAL skills will be developed in our students.

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## INTRODUCTION TO WISCONSIN ACADEMIC & CAREER PLANNING

**A**cademic 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. Family engagement is also stressed in the ACP initiative throughout the 6-12 experience.

The Wisconsin Department of Public Instruction (<http://dpi.wi.gov/acp>) in the PI-26 legislation requires public school districts to provide academic and career planning services to students in grades 6 through 12. Each school district must provide evidence of their implementation of PI-26. This documentation was created as evidence of implementation.

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## PI - 26

The Freedom Board of Education “shall provide access to an education for employment program approved by the state superintendent”. The purpose of education for employment programs is to prepare elementary and secondary pupils for employment, to promote cooperation between business and industry and public schools, and to establish a role for public schools in the economic development of Wisconsin. This chapter defines education for employment programs, describes the process for approval of education for employment plans, and establishes approval criteria for education for employment plans, and establishes approval criteria for education for employment programs.

The PI-26 Administrative Rule pertains to students in grades 6-12, includes developing a long-range plan with school district sta and community stakeholders, requires posting this plan to the district’s website, and requires that this plan be reviewed annually.



# ACADEMIC & CAREER PLANNING FRAMEWORK

At Freedom Middle and High School, each student develops and annually updates an individualized Academic and Career Plan designed to reflect their academic, career, personal, and social goals. Students utilize Xello as the district's Academic and Career Planning software platform. Through Xello, students complete interest inventories, explore career pathways, research postsecondary options, access labor market information, build resumes, and document academic and extracurricular experiences.

The platform allows students to actively engage in career exploration beginning in middle school and transition into more focused planning and preparation during high school. Students can update their plans annually, track progress toward graduation requirements, and align coursework with career interests. The system also allows students to download and retain their Academic and Career Plan beyond graduation.

Academic and Career Planning services at Freedom extend beyond software use. Students receive structured instruction, grade-level career activities, and individualized conferences with school counselors and staff. A formal process ensures students have access to teachers, advisors, and administrators for support in developing and implementing their plans. For students with disabilities, the Academic and Career Plan developed in Xello is made available to the Individualized Education Program (IEP) team and may inform transition planning services.

Through the integration of Xello and personalized staff support, Freedom Middle and High School ensures that Academic and Career Planning is comprehensive, developmentally appropriate, and aligned with Chapter PI 26 requirements.

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## LABOR MARKET ALIGNMENT

Labor market information is intentionally embedded into career research activities, course planning discussions, financial literacy instruction, and individual ACP conferences. Students are provided access to accurate national, regional, and state labor market data so they can make informed decisions about postsecondary education, training, and employment.

[Labor Market Information Guide](#)

[Outagamie County Workforce Profile](#)



# LONG-RANGE PLAN DEVELOPMENT

Freedom's Education for Employment long-range plan is approved by the School Board and developed in collaboration with school counselors, administrators, teachers, career and technical education staff, and community stakeholders. The district actively analyzes local, regional, and state labor market information to ensure that programming aligns with workforce needs. This analysis includes reviewing high-demand and high-wage occupations, projected job growth, workforce shortages, and required education and training pathways.

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## FAMILY ENGAGEMENT OPPORTUNITIES

Freedom recognizes parents and guardians as essential partners in the Education for Employment program. At the elementary level, families are informed about career awareness activities occurring in classrooms. Beginning in middle school and continuing through high school, parents are informed annually about ACP services their child receives and are provided multiple opportunities to participate in course registration meetings, ACP conferences, and informational events such as financial aid and postsecondary planning sessions. Information regarding ACP end E4E can be found in the student handbook.

Throughout the school year, families receive updates regarding academic progress and postsecondary planning. The district annually notifies parents of the Education for Employment program and the information and opportunities available to students, including programs offered through technical colleges.

Opportunities throughout each school year:

- In Person Back to School Registration
- K - 5 Open House
- 6 - 8 Open House
- 6<sup>th</sup> Grade Bootcamp
- Middle School Showcase Night
- Freshman Orientation Night for 8<sup>th</sup> Graders
- Summer Freshman Student/Parent Educational Conferences
- Junior Student/Parent Educational Conferences
- Youth Apprenticeship Informational Meetings



# PROFESSIONAL DEVELOPMENT

To ensure consistent implementation across grade levels, Freedom provides ongoing professional development for staff. Training includes ACP implementation, integration of career connections into academic instruction, interpretation of labor market data, financial aid updates, and strategies to promote equitable access to postsecondary opportunities.

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## COMMUNITY PARTNERSHIPS

The district maintains active partnerships with local businesses, workforce development agencies, technical colleges, universities, apprenticeship programs, and military representatives. These partnerships support career fairs, hiring events, guest speakers, industry tours, job shadows, internships, and youth apprenticeship placements. Through these collaborative efforts, Freedom strengthens the connection between classroom instruction and real-world workforce needs.

Community Partnership Opportunities:

- Annual Freedom Career Fair
- Inspire WI
- Future Fox Cities Career Fair - Juniors
- Mini-Courses - 7<sup>th</sup> Grade
  - Enrichment activities for students to discover new potential careers
- Campus visits & tours

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## ACCESS FOR **ALL** STUDENTS

ACP is for ALL students grades K-12 in the Freedom Area School District, regardless of individual situation. Accommodations will be provided to students in need of assistance.

In grades 6-12, all students have the opportunity to participate in:

1. Advisory ACP Activities
2. Student, Parent, and School Counselor Planning Conferences and Presentations
3. Completion of their Xello Portfolio
4. Freshmen Orientation
5. Additional Services are provided when appropriate through community organizations
6. 6th Grade Bootcamp
7. Junior Year Future Fox Cities Career Fair
8. Freedom High School Annual Career Fair
9. Career Preparation through Special Education Services and IEP Meetings



# CAREER AWARENESS, EXPLORATION & PREPARATION

Freedom provides a developmentally appropriate progression of career readiness experiences across grade levels in alignment with PI 26.

## **Elementary School (K–5): Career Awareness**

At the elementary level, students participate in career awareness activities integrated into classroom instruction. Students learn why people work, explore different types of jobs within their community, and begin to understand workplace expectations such as responsibility, teamwork, and problem-solving. Instruction helps students recognize the connection between effort in school and future opportunities. Guest speakers, community connections, and classroom discussions introduce students to a wide range of occupations and the education and skills required for those roles.

## **Middle School (6–8): Career Exploration**

At the middle school level, students move from awareness to exploration. Students complete interest inventories and begin identifying how their personal strengths and preferences align with career clusters. Instruction emphasizes understanding the continuum of careers across various work environments, required education levels, and workplace responsibilities. In eighth grade, each student develops a Four-Year High School Academic Plan aligned with emerging interests and future goals.

## **High School (9–12): Career Planning and Preparation**

At the high school level, programming shifts to focused planning and preparation. Students conduct in-depth career research aligned to personal preferences and intended postsecondary outcomes. Instruction includes career decision-making, practical application of academic skills, applied technologies, economics, entrepreneurship, and personal financial literacy. Students have access to career and technical education coursework and opportunities to earn postsecondary credit through partnerships with technical colleges and other institutions.

School-supervised work-based learning experiences, including youth apprenticeship, internships, job shadows, and employment experiences, provide students with authentic opportunities to apply skills in workplace settings. Students receive instruction and guided practice in developing professional behaviors and employability skills necessary to obtain and retain employment.

[FASD K - 12 Scope & Sequence](#)

[Wisconsin Youth Apprenticeship](#)

[FHS Career Pathway Planning Guide](#)



# DUAL ENROLLMENT OPPORTUNITIES

Freedom High School currently partners with three post-secondary institutions to offer dual credit courses that are taught by Freedom faculty who have received acknowledgment and credentialing to teach content that has been deemed as eligible for credit both at Freedom and the credentialing institution. The three current partners are Fox Valley Technical College (FVTC) through their transcribed credit program, the University of Wisconsin - Oshkosh through their Cooperative Academic Partnership Program (CAPP), and the University of Wisconsin - Green Bay through their College Credit in High School (CCIHS) program.

## Dual Enrollment Partnership Offerings:

- Animal Science - FVTC: 10-006-140
- Microsoft Office Suite - FVTC: 10-103-120
- Introduction to Business - FVTC: 10-102-112
- Introduction to Accounting - FVTC: 10-101-107
- Basic Interior Design - FVTC: 10-304-125
- Math with Business Apps - FVTC: 10-804-123
- Programmable Logic Controllers - FVTC: 10-628-151
- Quantitative Reasoning - FVTC: 10-804-135
- College Technical Math - FVTC: 10-804-113
- Metals 3 - FVTC:
  - GMAW Techniques 1 10-442-123
  - Weld Print Reading 10-621-108
  - Weld/Metal Fab & Intro to Safety 10-621-105
  - Welding Symbols 10-621-114
- FIN 182: Intro to Personal Finance - UW-Green Bay
- Math 104, Precalc 1 - UW-Green Bay
- Math 202, Calculus & Analytic Geometry - UW-Green Bay
- CAPP English 101 - UW-Oshkosh
- CAPP English 214 - UW-Oshkosh
- CAPP Spanish 204 - UW-Oshkosh
- CAPP Music Theory - UW-Oshkosh
- CAPP Biology 105 - UW-Oshkosh

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# ADVANCED PLACEMENT OPPORTUNITIES

## Advanced Placement Offerings:

- AP Psychology
- AP US History
- AP Statistics
- AP Chemistry
- AP Calculus
- AP PreCalculus



# WISCONSIN EARLY COLLEGE CREDIT PROGRAM & START COLLEGE NOW

**GRADE:** 11- 12

**CREDIT:** 1 college credit = 0.75 high school credits

**PREREQUISITE:** Satisfactory attendance and graduation status

**DESCRIPTION:** The Wisconsin Youth Options program allows public high school juniors and seniors who meet certain requirements to take post-secondary courses at a UW institution, a Wisconsin technical college or one of the state's participating private nonprofit institutions of higher education. Approved courses can count toward high school graduation as well as for college credit.

The program opens the door to greater learning opportunities for motivated students who are considering a technical career, wishing to begin college early, or those who want to prepare themselves to enter the workforce immediately after high school graduation.

Under these programs a student will not have to pay for a college course if the school board determines the course qualifies for high school credit and is not comparable to a course already offer in the school district. If the course is approved by the school board, the student can receive both high school and college credit upon successful completion of the course. A student who successfully completes high school graduation requirements will earn a high school diploma regardless of whether the requirements were met while attending high school or college. The student/parent will be required to reimburse the school district for tuition, fees, book, and material cost if the student fails or fails to complete a course as determined by administration

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## FUTURE GOALS

Freedom School District currently provides structured career awareness activities in elementary grades and comprehensive Academic and Career Planning services in grades 6–12. Four-year academic plans are developed in grade 8 and reviewed annually. Resume development begins in early high school and continues through graduation. Work-based learning opportunities and community partnerships continue to expand, and comprehensive counseling services are offered to all students 4K - 12.

Future goals include strengthening elementary career awareness integration, increasing participation in youth apprenticeship and internship experiences, expanding middle school career exposure opportunities, enhancing business partnerships, improving integration of labor market data into instruction, and refining systems for tracking pupil postsecondary outcomes.