

BUSINESS ENGAGEMENT RESOURCE GUIDE



Engaging today's students for
tomorrow's workplace.

PLEASE ACCEPT OUR INVITATION

This Resource Guide is designed to invite and encourage employers in the Fox Valley area to connect their career opportunities with educators, students, and parents of the Appleton Area School District. We believe our young people are the greatest resource available to fill the talent needs of your future workforce. Classroom to Career is your opportunity to connect your brand, your workplace culture, and your rewarding career opportunities with AASD students.

Our classrooms and staff are open to your ideas and visits from your organization. We want to work with you to find ways for our teachers to connect the classroom experiences with real-world workplace applications of math, science, communications, social science, the arts – all the knowledge and skills that relate to careers in our community.

We look forward to bringing the workplace to our teachers and students and wherever possible, bringing them to your workplace.

We also want to create mentoring, job shadow, and internship opportunities that will connect our students with professionals and specialists in the workplace. These relationships will allow students to gain valuable, first-hand experience, insight, coaching, and role modeling related to career and workplace expectations.

We hope this Resource Guide will be a helpful tool to get you started on the important journey of connecting today's students with your workplace of tomorrow.



Superintendent



Engaging today's students for
tomorrow's workplace.

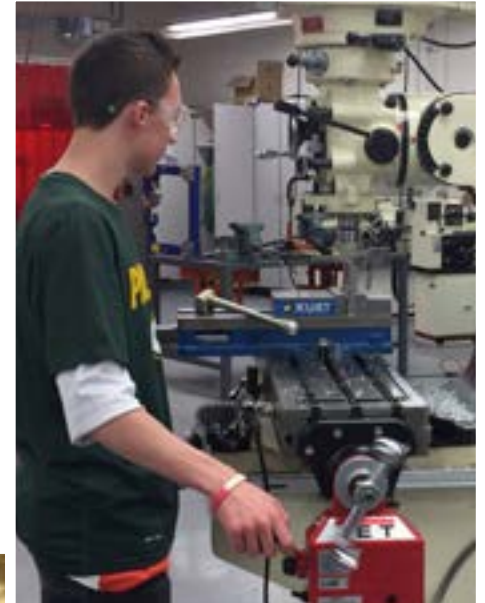


CLASSROOM TO CAREER BUSINESS ENGAGEMENT RESOURCE GUIDE

Creating Opportunities to Connect With Your Future Workforce

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CLASSROOM TO CAREER OPPORTUNITIES FOR BUSINESS

Classroom to Career (C2C) is designed to connect students with career options that align with their interests, abilities, and personal goals. C2C works best when students have first-hand opportunities to see and experience career options.

Students benefit when they can interact with workplace personnel both in the classroom and at the workplace to see and hear about careers of interest to them and also to learn directly from people in these career fields.

Student experiences can vary in level of business engagement. They can benefit from people coming into the classroom or career launch studios to interact with students. More in-depth opportunities for students include workplace experiences like job shadowing, mentoring, or internships.



Engaging today's students for tomorrow's workplace.

The key is to create personal connections between students and people in the careers they are interested in.



REASONS YOUR BUSINESS SHOULD BE INVOLVED

- The labor gap in our region will reach 50,000 jobs by 2024
- The Fox Valley area is challenged to retain our graduates to fill the many position being vacated by the continuing retirements of baby boomers
- Companies are recruiting from longer distances and at increased costs to find professional and technically skilled workers
- The cost of finding and bringing in talent from outside the local area is higher than finding local talent.
- A majority of your employees have and will come from the Fox Valley area
- The competition for good talent will increase as businesses continue to grow in the area
- Businesses with strong connections with schools create awareness and relationships with students who are likely to become future employees

Recruiting and hiring is taking longer.
Here's sampling from a DHI Group, Inc. study.

Industry	Average number of working days to fill job openings		
	2008	2017	% Change
Manufacturing	21.6	30.9	+43%
Financial Services	27.6	46.2	+67%
Education	22.0	28.9	+31%
Health Services	36.4	48.3	+32%

*DHI-DFH MEASURE OF NATIONAL MEAN VACANCY DURATION,
January 2001 - December 2017*

Fox Valley Regional Data - 1:4:25

For every job that requires a Master's degree there are 4 jobs that require a Bachelor's degree and 25 that require an Associate's degree or Certificate.
(National is 1:2:7)

SOURCE: Fox Cities Chamber of Commerce



BENEFITS FOR YOUR BUSINESS

The active engagement of business in **Classroom to Career** helps create win-win opportunities for business, students, teachers, and the community.

- Positive positioning of your company with school/students
- Connecting directly with teachers and students
- Community name recognition and goodwill; positive PR
- Assessment and identification of students for potential long-term employment
- Increased employee loyalty
- Influence the shaping of curricula to meet your company's employment needs.
- Direct line of communication to teachers and parents of students for recruitment.
- Employees become role models and/or mentors for students.



THE CASE FOR AASD CAREER BASED LEARNING CURRICULUM

High school graduates who fail to complete a post-secondary training or degree program are likely to have nearly identical financial and occupational outcomes as high school dropouts.

Source: _____

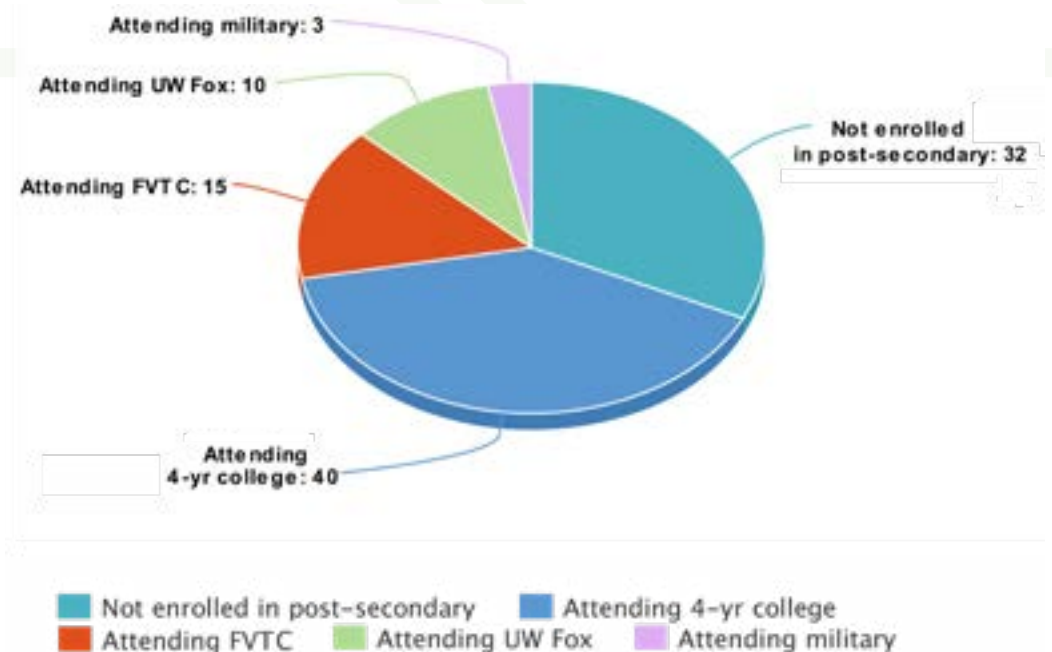
In Wisconsin 55% of high school graduates enroll in post secondary school.

WISEdash 2016-17 data

The University of Wisconsin System's 4-year graduation rate is 38%.

UW System Information Memorandum 2017-2018. 2013 cohort data

AASD Student Graduate Data - 2018

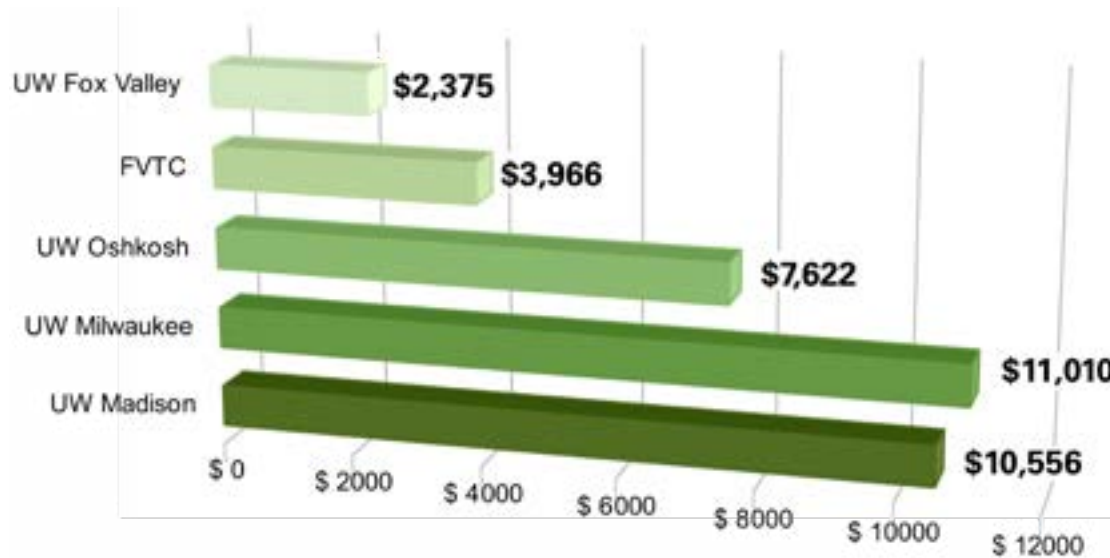


REPORT OF INITIAL COLLEGE OF ENROLLMENT
(First time enrollment in a postsecondary institution after high school graduation.)
APPLETON AREA SCHOOL DISTRICT / 5500390 Date of report: 5/31/2018

THE CASE FOR AASD CAREER BASED LEARNING CURRICULUM

Students in Wisconsin leave school with the third highest amount of debt in the country, about \$29,000.

College Tuition
(excludes room, board, books, fees)



College data, First Financial Bank, 2018

- Researchers estimate by 2020, 65% of jobs will require postsecondary education.
- BY 2024 US Dept. of Labor projects 23% of all jobs will require 4-year degree or higher.

WHAT IS CLASSROOM TO CAREER?

The active engagement of business in **Classroom to Career** helps create win-win opportunities for business, students, teachers, and the community.

Classroom to Career:

- Established by the Appleton Board of Education as a Pk-12 Career Based Learning Goal: *All students in the AASD will experience a dynamic Academic Career Plan. This plan evolves from PK-12 learning experiences, both in and out of school, that support employability skills, career awareness, exploration, planning and training.*
- This is a bold new goal requiring significant culture change across all stakeholders within AASD, including all AASD staff, parents, students, local businesses, and the community at large.
- Is a **continuum of activities and experiences both in and out of the classroom** beginning in Pre-K through 12th grade
- **Allows students to develop their self-awareness and a personalized academic and career plan (ACP)**
- Is a **student-driven, adult supported process** requiring parents, local businesses, and educators to collaborate so that all students take ownership of their career aspirations
- Provides **all students will graduate with a game-plan for reaching their future career** and a support system to help throughout the process



Many new Classroom to Career resources are available to students, parents, and businesses.



Academic and Career Planning AN ONGOING PROCESS

At each grade level, students will utilize the Xello software tool to implement their goal setting and planning by developing and/or revising their personal Academic & Career Plan (ACP) with guidance from adult mentors (staff, counselors, parents).

This is meant to be a gradual process that builds from one year to the next and supports the unique development of each student. Student goals and plans are expected to change annually based on their personal experiences.

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6TH GRADE STUDENT OUTCOMES

- ✓ Understand definitions and terms related to Academic & Career Plan
- ✓ Complete MatchMaker and Learning Styles in Xello
- ✓ Save 4 careers based on Xello assessments
- ✓ Select My goal: for after high school



7TH GRADE STUDENT OUTCOMES

- ✓ Explore each of the 16 Career Clusters
- ✓ Save 4 Careers and 1 Career Cluster into Xello after completing the About Me assessment inventories
- ✓ Reflection on who am I, including interests, skills and strengths.
- ✓ Reflect on Goals and Plan in Xello



8TH GRADE STUDENT OUTCOMES

- ✓ Complete Xello components:
 - ✓ About Me
 - ✓ Explore Options
 - ✓ Goals & Plans
- ✓ Complete Self-reflection and share career interests with an adult
- ✓ Understand graduation requirements
- ✓ Develop a high school four year course plan to reflect the ACP
- ✓ Prepare for, participate and reflect upon the 8th Grade Career Expo
- ✓ Reflect on Goals and Plan in Xello



9TH GRADE STUDENT OUTCOMES

- ✓ Update the Xello Assessments to identify any key changes that could affect goals or plans
- ✓ Identify an adult mentor/advisor from their ACP personal network
- ✓ Be exposed to the concept of post-secondary options based on students interest, abilities, workforce need and financial feasibility
- ✓ Participate in Career and Service Based Learning Opportunities
- ✓ Reflect on Goals and Plan in Xello



10TH GRADE STUDENT OUTCOMES

- ✓ Conduct structured research on 1 of 3 identified careers of interest
- ✓ Build Experiences (work, volunteer, education and life) to begin creating a resume
- ✓ Complete at least one job shadow in identified career interest area
- ✓ Reflect on Goals and Plan in Xello



11TH GRADE STUDENT OUTCOMES

- ✓ Evaluate and search postsecondary opportunities
- ✓ Review assessment results and how they support post-secondary choices
- ✓ Understand financial aid opportunities
- ✓ Participate in a real-world exposure within identified career focused area
- ✓ Seek out School Counselor for specific post high school advisement
- ✓ Reflect on Goals and Plan in Xello

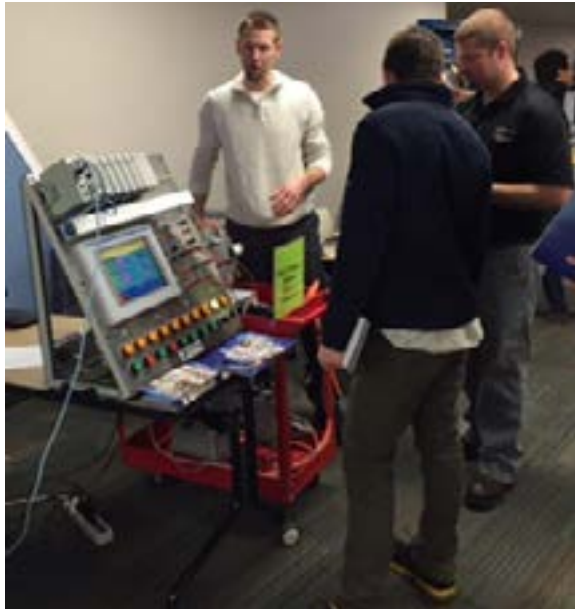


12TH GRADE STUDENT OUTCOMES

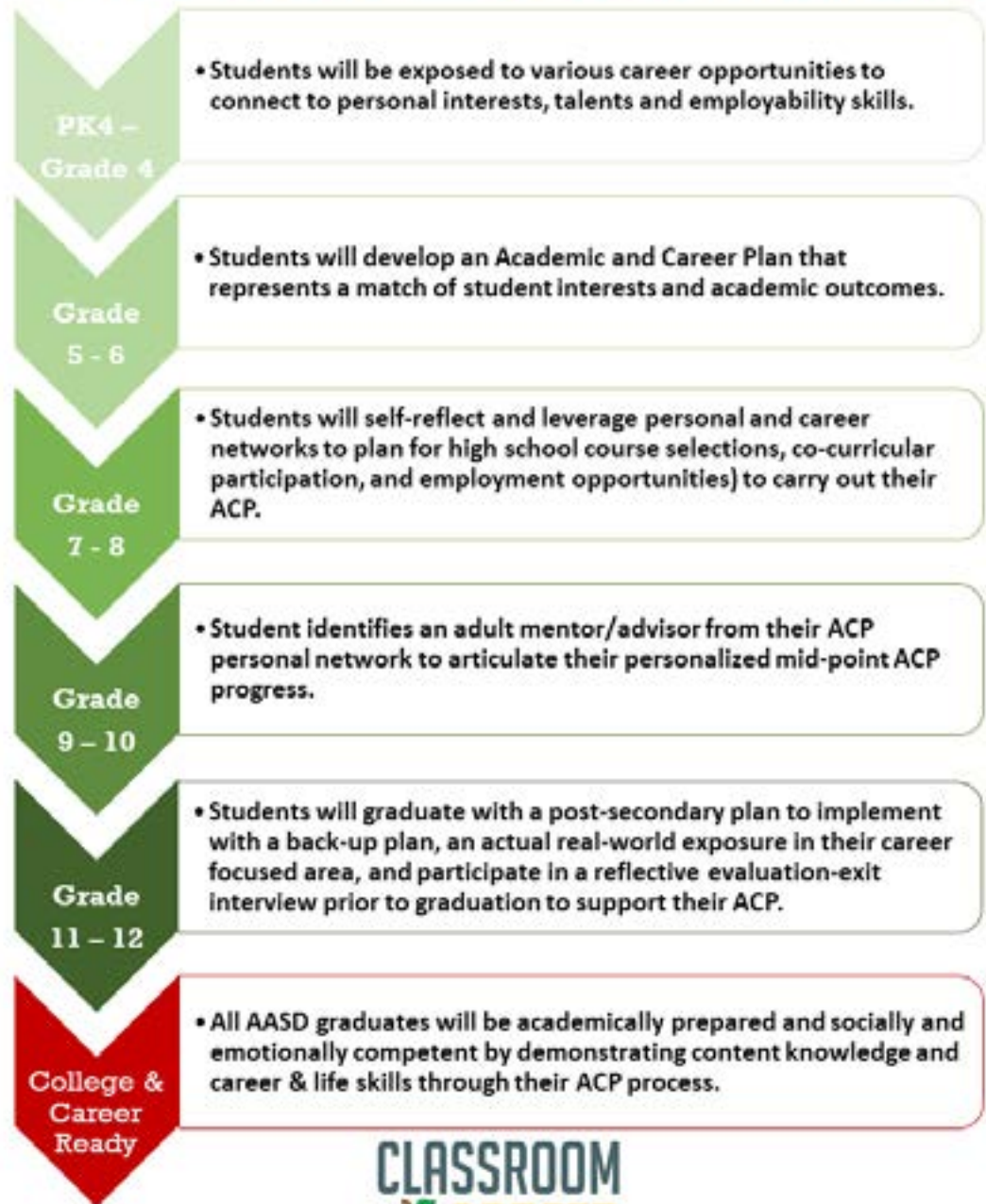
- ✓ Participate in a real-world experience within identified career focused area
- ✓ Develop a financial plan to support postsecondary transition.
- ✓ Develop a backup plan
- ✓ Journal a reflective evaluation-exit interview reflecting on Goals and Plan
- ✓ Successfully complete the PFM course
- ✓ Resume reflecting CBL experiences

HOW DOES CLASSROOM TO CAREER WORK?

Academic and Career Planning became a state requirement for all students grades 6-12 in 2017. Classroom to Career supports this process.



Career Based Learning PK – 12 Benchmarks



**CLASSROOM
TO CAREER**

CLASSROOM TO CAREER RESOURCES

The current resources listed below are described in more detail in later sections.

- **Xello** – Career exploration and preparation software suite designed to help students discover the unique pathway that’s right for them and each student defines and continually refines his/her interests, skills, and career aspirations into a personal portfolio. ([page 17](#))
- **Your Future Fox Cities** – website to help match students and teachers with businesses who want to provide career exploration experiences. ([page 18](#))
- **Classroom to Career portal** – up to date district information for parents, students, teachers, and business about career based learning. ([page 19](#))
- **Career Launch Studios** – interactive career exploration center in each high school ([page 20](#))
- **Launch Hour Events** – series of lunch and learn events for student at company locations. ([page 21](#))
- **Student Leadership Program** – community program designed to equip students with skills to explore future careers. ([page 22](#))
- **Youth Apprenticeship** – integrates school-based and work-based learning while students are employed by local businesses ([page 23](#))
- **Business Advisory Boards** – Business advisors from a wide range of business are recruited to help guide the various classroom to career activities. ([page 24](#))



CREATE YOUR CLASSROOM TO CAREER ENGAGEMENT PLAN

STEP 1: Self-assessment - determine business readiness

[A template](#) for this readiness review is available.

Start with an honest assessment of your company's current engagement with schools – students, teachers. The assessment should be done by a cross-functional group of managers, including human resources, operations, and leaders from key areas of the company having difficulty finding talent. One or two meetings will be needed to collect and document the following:

- What is the current level of commitment and support of top leadership to create strong classroom to career connections?
- What are you currently doing that is working for you?
- What experiences have you had in the past relating your careers to students? (good and not so good)
- What career fields are most difficult for you to fill? Can you think of ways to get students interested in these careers?
- What has kept you from being more engaged with students?
- What do you want to accomplish with our involvement?
- Who needs to be involved in moving your company's classroom to career efforts forward?
- What kinds of resources are you willing to commit? (staff, time, money)
- Who will be your company champion accountable building and maintaining our relationship with schools?



CREATE YOUR CLASSROOM TO CAREER ENGAGEMENT PLAN

STEP 2: Getting started

Using the information from your readiness assessment, establish a Classroom to Career action team. (This may be the same group and/or additional persons identified during your readiness assessment.)

- **Review the [Classroom to Career Employer Involvement Guide](#) [see 2-page matrix of engagement activities]** The guide provides a matrix of engagement activities from simple, easy-to-do activities (such as company tours and guest speakers, etc.) to more in-depth student career engagement (mentoring, internships, etc.). Based on your readiness assessment, you can identify ways you want to be involved.
- **Contact Rita O'Brien, Career Based Learning Coordinator, Appleton Area School District.** She will help align your goals and plans with resources and opportunities within the district. Invite her to meet with you to answer questions and to help make your first steps to engage with students successful ones. Email obrienrita@asds.k12.wi.us or call 920-832-6157 ext. 2187.
- **Provide Rita with the name, title, and contact information for your company's primary contact for Classroom to Career engagement.**
- **The key is to start with things your company is committed to doing and are judged to have a likelihood of success.**
- **Don't let your company size deter you.** Regardless of business/company size, you can still have a big impact for your company and for students. Smaller companies often are more nimble and can find ways to get things done more quickly and creatively than larger corporations. For their part, larger corporations often have many layers of management and administrative complexities and consensus-building processes, which lengthen the decision-making process. But they often have more resources to work with when carrying out priorities. Large or small, use your size to your advantage.




What will it cost?

There are two kinds of costs which you control. The first is time – time for employees to give company tours, to mentor, to job shadow, make classroom presentations, etc. The second cost is money you may spend to host events, pay wages for internships and apprenticeships, financial and in-kind donations. All costs can be planned for and budgeted in support of your Classroom to Career engagement strategy.


Employer Involvement Guide

(Click to get more detail)

Appleton District Career Based Learning Board Goal
All students in the AASD will experience a dynamic Academic Career Plan. This plan will evolve from PK-12 learning experiences, both in and out of school, that support employability skills and career awareness, exploration, planning and training.



Engaging today's students for tomorrow's workplace



AASD Career Based Learning Benchmarks		Employer Involvement Guide: How To Get Engaged				
AWARENESS	Students will be exposed to various career opportunities to connect to personal interests, talents and employability skills	Career Expo 2-4 hours Staff a booth or meet with a group of students to share career information; advice on pursuing a career; career knowledge needed; and career roles and responsibilities.	Committee Member 2-40 hours Participate in a variety of workforce development and education preparatory committees.			
		Themed Project 24+ hours Assist teachers in designing a multidisciplinary learning activity. Potentially provide feedback on student work.	Job Shadow 2-8 hours Provide an opportunity for students to observe, discuss and participate in daily routines and activities of a particular job.	Mentor/Coach 2-15 hours Offer support, guidance, motivation, and assistance to students as they explore careers. This may occur in face-to-face, virtual, or asynchronous venues or a combination.	Online Discussion Forum 2-15 hours Answer student questions about careers, offer advice, share your experiences or otherwise support students using virtual tools.	Competition Judge 2-8 hours Judge presentations or competitions and provide constructive feedback regarding student mastery of targeted competencies.
EXPLORATION	Students will develop an Academic and Career Plan that represents a match of student interests and academic outcomes. Students will also self-reflect and leverage personal and career networks	Resume Development 1-2 hours Review resumes and provide constructive feedback to students.	Mock/Video Interview 1-2 hours Provide students with constructive feedback regarding their interviewing style and how they responded to interview questions.	E-Portfolio 2-4 hours Review student's collection of artifacts and provide constructive feedback.	Industry Project 2-15 hours Collaborate with teachers to integrate specific, authentic industry tasks into curriculum.	School-Based Enterprise 2-15 hours Help prepare students for the transition from school to work or post-secondary education by providing work experience, typically run on school grounds.
		Service Learning 2-90 hours Support students in designing and implementing meaningful projects at local for-profit businesses, government agencies, and non-profits.	Employability Skills Certificate 90+ hours Provide on-the-job paid work experience along with career exploration and planning opportunities.	Leadership Skills Certificate 90+ hours Provide leadership or service experience along with career exploration and planning opportunities.	Practicum 2-4 hours Provide an opportunity for students to complete a short-term project in a professional setting.	Teacher Externship 2-4 hours Provide an opportunity for students to complete a short-term project in a professional setting.
PREPARATION	Student identifies an adult mentor/advisor from their ACP personal network to articulate their personalized mid-point ACP progress	Clinical Experience 4+ hours Provide an opportunity for students to perform tasks in a supervised, authentic setting.	On-The-Job Training 45+ hours Provide employee training and serve as an instructor of hands-on training.	Internship 45+ hours Provide paid or unpaid experiential learning integrating knowledge and theory learned in the classroom with practical application and skill development in a professional setting.	Youth Apprenticeship 450 - 900 hours Provide paid on-the-job training based on statewide youth apprenticeship curriculum guidelines.	Exit Interview Reflection 1-2 hours Provide students with constructive feedback regarding their academic and career plan.
		Service Learning 2-90 hours Support students in designing and implementing meaningful projects at local for-profit businesses, government agencies, and non-profits.	Employability Skills Certificate 90+ hours Provide on-the-job paid work experience along with career exploration and planning opportunities.	Leadership Skills Certificate 90+ hours Provide leadership or service experience along with career exploration and planning opportunities.	Practicum 2-4 hours Provide an opportunity for students to complete a short-term project in a professional setting.	Teacher Externship 2-4 hours Provide an opportunity for students to complete a short-term project in a professional setting.
TRAINING	Students will graduate with a post-secondary plan to implement with a back-up plan, an actual real-world exposure in their career focused area, participate in a reflective evaluation-exit interview prior to graduation to support their ACP	Clinical Experience 4+ hours Provide an opportunity for students to perform tasks in a supervised, authentic setting.	On-The-Job Training 45+ hours Provide employee training and serve as an instructor of hands-on training.	Internship 45+ hours Provide paid or unpaid experiential learning integrating knowledge and theory learned in the classroom with practical application and skill development in a professional setting.	Youth Apprenticeship 450 - 900 hours Provide paid on-the-job training based on statewide youth apprenticeship curriculum guidelines.	Exit Interview Reflection 1-2 hours Provide students with constructive feedback regarding their academic and career plan.

OTHER WAYS TO BE INVOLVED

- Participate in Career Day presentations
- Conduct sessions in [Career Launch Studios](#)
- Serve on [school-business advisory boards](#)
- Sponsor and coach student projects
- Host a [Launch Hour event](#) at your company
- Provide tutors for schools
- Sponsor a career club, e.g. young architects, engineering club, etc.
- Provide a meeting place or facility to use for career engagement activities
- Donate surplus material or equipment
- Work with students on community projects



CLASSROOM TO CAREER RESOURCES

Xello is a software suite designed to help students discover the unique pathway that's right for them using an investigative, discovery-based learning process that opens minds to exciting possibilities.

How students benefit from Xello

As each student uses **Xello** with support from parents, teachers, and guidance counselors he/she will

- Gain knowledge through assessments and reflection
- Identify and explore a wide range of career fields that align with his/her personal profile
- Define and continually refine his/her interests, skills, and career aspirations into a personal portfolio
- Form a vibrant, visual roadmap that's easy to update and share

How businesses can benefit from data provided by Xello

It's in the career exploration component of **Xello** where businesses can play an important role. **Xello** has the potential to provide businesses the opportunity to position their career fields more closely with students whose talents, interests, personality, and learning style align with the characteristics that fit those careers.

By segmenting students using different criteria you will be better able to

- Offer career exploration experiences to groups of students who are more likely to fit your careers
- Position your company with a future workforce here in the Fox Valley
- Help students graduate with a better sense of self-awareness, career direction and motivation
- Assist teachers in developing learning experiences relating to real-world talent requirements

Build Self-knowledge



Students define their interests, skills, preferences and aspirations so they can explore the opportunities right for them.

Explore Options



Students learn about career possibilities and educational pathways by exploring rich, engaging content and lessons.

Create a Plan



Students create dynamic, actionable plans that outline the steps needed to achieve school, career and life goals.

Learn & Reassess



As students gain experience, knowledge and skills, they can reassess and change their plans for the future.

Your Future Fox Cities

“[Your Future Fox Cities](#)” was developed to help address the local workforce challenges of today and tomorrow.

We have teamed up with schools to enable businesses to engage directly with educators and students to provide real-life experiences which will help guide students as they consider their career options.

- A streamlined process for connecting local schools to area employers
- An online platform to tell business stories directly to students and educators
- Improvement in student outcomes - such as academic, attendance, graduation rates and more
- Cultivate connections to relate classroom learning to the real-world
- Gain an understanding of labor market needs and career pathway opportunities



Classroom to Career

Classroom to Career is a strategy to strengthen opportunities for students to connect with local businesses to raise student awareness and prepare them for their future employment.

Traditionally determining college and career readiness has focused on course work grades and test results. The Appleton Area School District has worked to identify additional indicators of a student's readiness for post-high school course work and the world of work.

It is our intention to develop opportunities for our students to get direct involvement with our businesses and community both in and out of the classroom.



Engaging today's students for tomorrow's workplace.

Parents
Learn
More

Students
Learn
More

Businesses
Learn
More



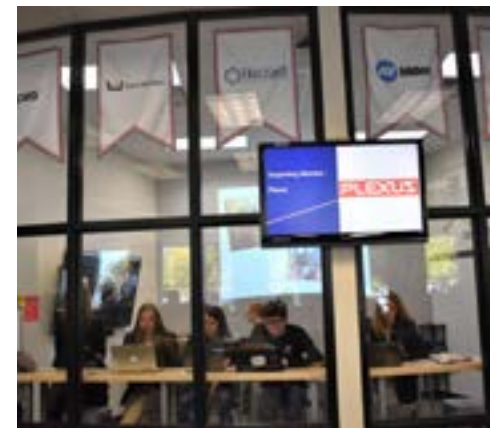
Career Launch Studios

A Career Launch Studio is located in each of the three Appleton high schools – East, North, and West. The studios are staffed by business professionals who work with teachers, students and business to create career preparation engagement opportunities. Each studio is a physical and virtual space where students, parents, teachers, and business can engage with one another to further student career exploration and planning.

- Each studio is staffed by persons from the business community
- Each studio is supported in part by financial contributions from businesses and career-based learning grants
- Each studio is also supported by volunteers from local businesses who serve as career advisory resources and mentors
- Studios will have career planning resources, but will primarily focus on creating opportunities for students, parents, teachers, and businesses to interact with one another

KEY ELEMENTS:

- Studios will be adept at creating interactions and activities which motivate students, parents, teachers, and businesses to work together in support of CBL benchmarks
- Studios accessibility may include evening hours to allow parent & business participation
- Studios will be accessible to students of all abilities
- Studios will share best practices and innovations with the each other
- Businesses, parents, students and teachers will assist in the development of the studios and in the evaluation of their effectiveness



Career Launch Studios

This wheel illustrates the interactive nature of the career launch studio.

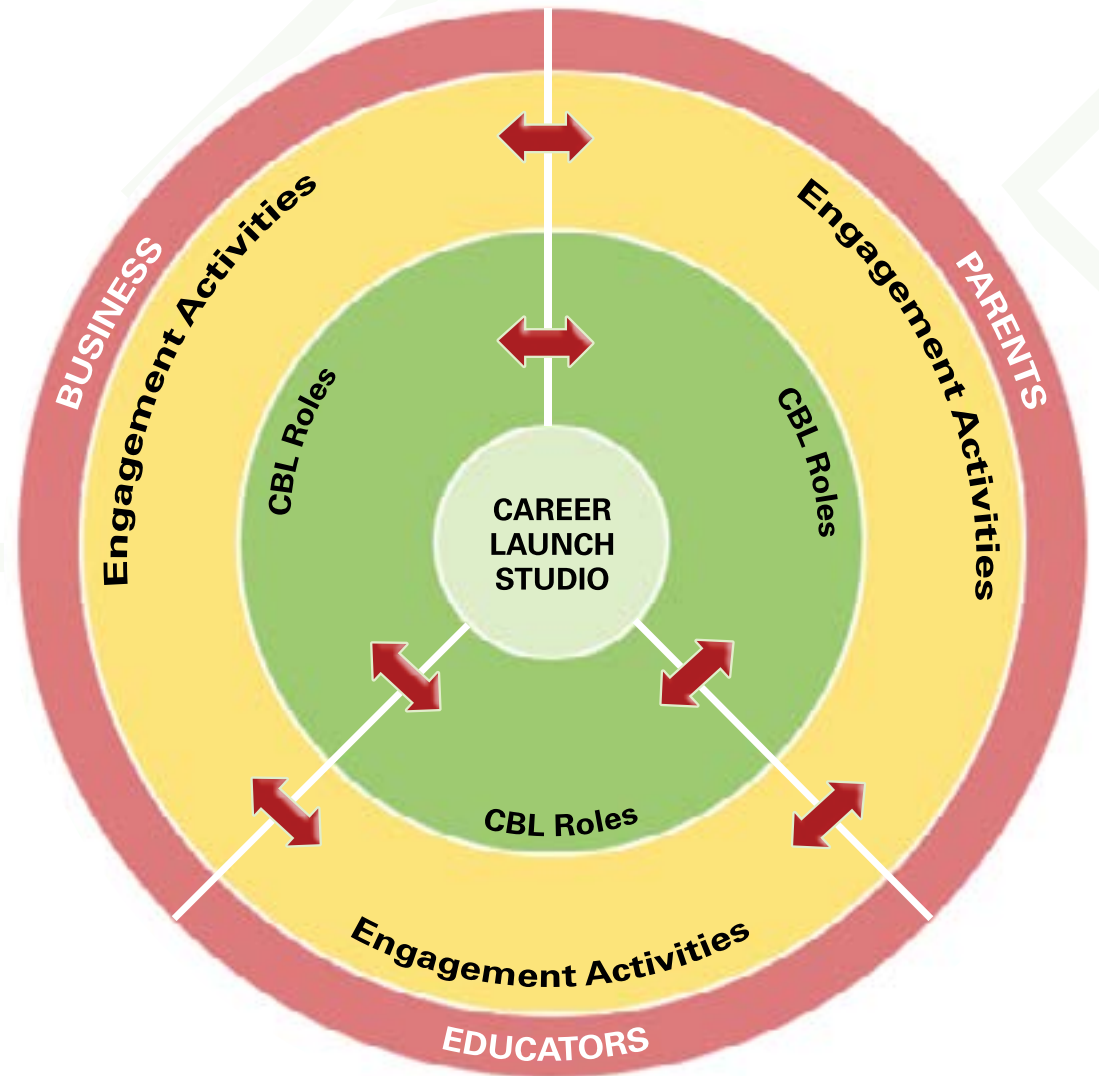
The center (the studio) is where students are able to interact with educators, parents, and businesses to further their career exploration and planning.

Business, parents, and educators will help to develop their respective roles and their activities within the studio. The arrows between business, parents and educators shows there is interaction between and among the three influencers.

Technology will play an important role in making the studio interactive with business.

Companies will be able to conduct virtual tours, career discussions, and other interactive events by video connecting their place of business to a targeted studio audience.

Students and educators will be able to interact in real time with people in career fields throughout the country and the globe.



Launch Hour Events

[Launch Hour](#) is a series of career exploration lunch and learn events for students with interest in specific careers. Businesses plan and lead events at their company locations. Attendance is limited. Interested students can register online.

Events have taken place in a variety of career fields within industries such as healthcare, supply chain, telecommunications, and manufacturing.

If your company is interested in sponsoring a Launch Hour event, contact Classroom to Career Coordinators at C2CConnectEast@asd.k12.wi.us



[Sign Up](#) [Current Events](#) [Media Gallery](#) [Partners](#) [Contact](#)



Student Leadership Program

The [Student Leadership Program \(SLP\)](#) is a community program designed to equip students with skills to explore opportunities beyond the classroom to meet future local workforce needs through career and industry tours, interactive leadership workshops and community service. SLP reaches over 1,000 students annually in four communities.

SLP began in 2008 as a partnership between Gulfstream and the Savannah-Chatham County Public School System. In 2014, SLP expanded outside of Savannah to Brunswick, Georgia through a partnership between Gulfstream and the Glynn County School system.

Building on the success of SLP in Brunswick and Savannah, in 2015 the program expanded to Appleton, Wisconsin through a partnership with the Appleton Area School District, Fox Cities Chamber of Commerce, and several area businesses.

SLP reaches 150 high school sophomore and junior students each year in Appleton.

SLP Program Goals:

- Provide opportunities for students to explore career and post-secondary education options after high school to meet local workforce needs.
- Develop leadership skills for students to use in peer, informal and formal leadership roles within their school and community.
- Create a multi-year collaborative initiative between local public-school system, businesses, nonprofit organizations and parents to prepare students for their future.



Open the Door to Your Future

Youth Apprenticeship (YA)

Youth Apprenticeship (YA) integrates school-based and work-based learning to instruct students in employability and occupational skills defined by Wisconsin industries.

Local programs provide training based on statewide youth apprenticeship curriculum guidelines, endorsed by business and industry. Students are instructed by qualified teachers and skilled work site mentors.

Students are simultaneously enrolled in academic classes to meet high school graduation requirements, in a youth apprenticeship related instruction class, and are employed by a participating employer under the supervision of a skilled mentor.

This is a Junior or Senior year high school opportunity.

Contact

Finance; Health Science; Hospitality and Tourism

North High School and West High School

Terri Berlowski

berlowskiterri@asd.k12.wi.us

East High School

Ginger Sturdivant

sturdivantvirg@asd.k12.wi.us

Agriculture, Food and Natural Resources:

Architecture and Construction; Arts, A/V Technology

and Communications; Information Technology;

Manufacturing; STEM (Science, Technology, Engineering and Math); Transportation

All High Schools

Peter Worley

worleypeter@asd.k12.wi.us

Wisconsin Youth Apprenticeship

Wisconsin's Youth Apprenticeship program is a part of a statewide School-to-Work initiative. It is designed for high school students who want hands on learning in an occupational area at a worksite along with classroom instruction.



Business Advisory Boards

Maintaining a dynamic relationship with the business community is vital to the success of Classroom to Career initiatives. A close working relationship will assure the real world of work is brought into the classroom and the career exploration and planning of students. AASD has established business advisory boards to help connect the classroom to the workplace.

The advisory boards are made up of business representatives from a wide range of industries and career clusters.

Businesses interested in serving on advisory boards should contact Rita Obrien, Career Based Learning Coordinator. Email obrienrita@aad.k12.wi.us or call 920-832-6157 ext. 2187.



Senior Business Advisory Board

The purpose of the Senior Business Advisory Board is to support and monitor the career-based learning Board of Education goal, strategize and prioritize site opportunities/problems/concerns. The Board provides business-focused leadership by bringing new ideas into district level discussions to support the career-based learning goals.

East High School Business Advisory Board

The East High School Business Advisory Board meets monthly to plan Classroom to Career engagement activities for teachers and students at East. Activities can occur at East's campus or in local business settings.

North High School Business Advisory Board

The North High School Business Advisory Board meets monthly to plan Classroom to Career engagement activities for teachers and students at North. Activities can occur at North's campus or in local business settings.

West High School Business Advisory Board

The West High School Business Advisory Board meets monthly to plan Classroom to Career engagement activities for teachers and students at West. Activities can occur at West's campus or in local business settings.