



The Lincoln Academy

Board reviewed/approved: 8/5/26

Introduction

The exploration of college and career pathways begins in K4 at The Lincoln Academy. We intentionally cross-curricular career connections, beginning a scholar's journey of interests and goal setting that leads to self-selected career paths and the creation of Individualized Plans starting in K4. This is important because it allows scholars to learn about careers before they form biases about different pathways. Scholars begin taking exploratory courses in middle school and then continue taking elective and dual credit courses in high school that align with their interests. Scholars complete high school by participating in work-based learning and presenting their Individualized Learning Plan Portfolios, which include artifacts that demonstrate academic rigor, career exploration, and character development.

Career Readiness Vision

CAREER READINESS MISSION/VISION

The Lincoln Academy will be the premier K4-12 school in the state of Wisconsin, providing college and career pathways for scholars to lead happy, choice-filled lives. We are committed to an equitable environment with rigorous instruction, joyous interactions, and strong community partnerships. The Lincoln Academy will graduate 100% of scholars from high school ready to pursue a career, enroll in college, or enlist in the armed services and live purposeful lives filled with choices and opportunities.

CAREER READINESS TEAM

Dr. Kristi Cole-CEO
Kari Flitz-Chief Instructional Officer
Laura Benisch-Chief Career and Partnerships Officer
Yolanda Rivera-Chief Compliance Officer
Heather Wilson-SPED Director
Keith Morris-Work-Based Learning Coordinator
Erin Wolf-School Counselor
CTE Teachers

Career Readiness Data

DISTRICT CAREER READINESS DATA

[TLA's Portrait of a Graduate](#)

2025 Graduation Class:

- 100% of scholars were identified as Career and Technical Education Participants
- 100% of scholars were identified as Career and Technical Education Concentrators
- 100% of scholars participated in Work-based Learning (Worked 20,300 hours)
- A variety of Career-based Learning Experiences offered: panels, career chats, mock interviews, industry field trips/tours, job shadows, Craftsman with Character, Internships/Youth Apprenticeship
- 96% of scholars participated in Dual Enrollment (Earned 460 college credits)

- Completed 2300 Service Learning Hours
- Scholars earned 42 Industry-recognized credentials
- Post-Secondary Plans
 - 47% 2-year/technical/training
 - 30% 4-year
 - 15% workforce
 - 8% military
- 175+ business partners

CURRENT PROGRESS AND FUTURE GOALS FOR IMPLEMENTATION

The Lincoln Academy will continue to graduate 100% of scholars from high school ready to pursue a career, enroll in college, or enlist in the armed services and live purposeful lives filled with choices and opportunities.

Career Readiness Success Stories

SCHOLAR SUCCESS STORIES

[Website](#)
[In the News](#)
[TLA Blog](#)
[Year in Reviews](#)
[Facebook](#)
[LinkedIn](#)
[Youth Apprenticeship Spotlights](#)

Career Readiness in the School District of The Lincoln Academy

ACP CURRICULUM, SUPPORT, AND SERVICES

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

- K-12: Career Readiness Software ([Xello](#)) & [Scope and Sequence](#)

School Counseling Services

- The College and Career Counselor and Work-Based Learning Coordinator each meet with scholars yearly to discuss future plans and develop a map that will help support their growth in that pathway.
- The College and Career Counselor supports scholars in selecting coursework, applying to colleges, and registering for courses both during high school and for post-secondary education.
- The Work-Based Learning Coordinator assists scholars in developing a resume, applying for jobs, and preparing for job interviews. All scholars are required to complete work-based learning before graduation, so once they are hired, job coaching continues throughout the time the scholar is employed. Many of these job opportunities turn into future careers for our scholars.

Whole School Support

- Starting in 4K, scholars start talking about careers. Each year, they complete an Individualized Learning Plan and write a mission statement. Two artifacts a year are put into their portfolio that they present in 8th and 12th grade.
- Career lessons are taught bi-weekly as part of Social Studies in all grades
- As a school, we focus on one career pathway a month. Panels, guest speakers, field trips, and job shadows all tie to that pathway for that month.
- All scholars in middle school and 9th grade attend a college visit
- 10-12th grade scholars participate in our college and career fair
- Scholars in grades 6-12 attend at least one career panel and one industry field in their career pathway area of focus
- Scholars participate in regular career conversations to discuss their career interests, academic goals,

and postsecondary plans with adults.

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

PREPARING FOR THE FUTURE

The ACP program at The Lincoln Academy School District ensures every scholar is prepared for life after high school, no matter what path they plan to take. Here are links to our [Course Offerings Guidebook](#) (9-12) and [Middle School Exploratory Course Offerings](#) (6-8), which lay out what we do to prepare scholars:

- 35 Career and Technical Education courses are offered
- 7 Advanced Placement courses are offered
- 15 Dual Credit courses are offered
- Scholars may take up to 18 credits through the Early College Credit Program and Start College Now
- Participation in [Work-Based Learning](#) is required for graduation
 - [\(Work-Based Learning Program Handbook\)](#)
- 12 scholars participated in Health Occupations Scholars of America (CTSO)
- 31 Middle School Exploratory courses are offered

LABOR MARKET INFORMATION

Labor market information (LMI) helps our school district develop cutting-edge Career and Technical Education programs by uncovering the skills scholars will need in the future. In addition, LMI can help scholars understand which jobs are most likely to be available and well-compensated. The Lincoln Academy regularly reviews and analyzes local, regional, state, and national labor market needs and the education and training requirements for occupations that will fill those needs. Staff attend trainings, participate in focus groups, and committees, ensuring our school stays up to date with the most current job market trends.

To access Labor Market Information for Rock County, [Click Here](#)

When determining which career pathways to focus on as a school, we utilize labor market data, scholar interest, and employer feedback. We tie our course offerings to scholars' interests and local job needs, ensuring that scholars can obtain a living-wage job after high school and/or be prepared for post-secondary training.

Here is a [link](#) to our career pathways

PROFESSIONAL DEVELOPMENT FOR STAFF

The Lincoln Academy is committed to supporting our entire staff to be engaged in the career readiness process.

- Each year during our August Academy, new and returning staff receive training on our three pillars, one of which is Career Exploration.
- Career readiness professional development is provided regularly on how teachers in all subject areas can help scholars understand how the content they are learning connects with various careers.
- Career readiness professional learning is provided to all educators regularly on how to conduct equitable and inclusive career conversations with scholars.

Career Readiness is for ALL of our scholars

INDIVIDUALIZED ACP SUPPORT

Starting in K4, scholars complete an Individualized Learning Plan (ILP) each year. This plan is completed at the beginning of the year and then reviewed mid-year. In the plan, scholars develop a mission statement, list strengths, areas for growth, and future goals. In addition to the ILP, scholars have a portfolio that they add a minimum of two artifacts to each year. Scholars have paper portfolios through grade 5 and then transition to a

digital portfolio in middle school and high school. In 8th and 12th grade, scholars present their portfolios to a panel of a teacher, administrator, and community member.

Starting in middle school, scholars meet with the Chief Career and Partnerships Officer yearly to discuss their future career plans. This conversation helps guide the career-based activities that the scholar is invited to participate in. Starting in high school, the College and Career Counselor meets with the scholars to help plan out their high school courses and develop a post-secondary plan. The Work-Based Learning Coordinator also meets with all scholars yearly to develop their plan to participate in work-based learning. Once the scholar is placed in a work-based learning experience, the scholar and the Work-Based Learning Coordinator meet monthly.

ACCESS FOR ALL SCHOLARS

At The Lincoln Academy, we provide individualized support appropriate to each scholar's needs.

- The Lincoln Academy provides modifications, accommodations, and enhanced support for career readiness activities to maximize engaged participation from English Learners, scholars with an Individual Education Plan (IEP), or scholars at-risk of not graduating.
- Our English Learner staff support communication with scholars, families, and caregivers of English Learners.
- We work closely with Special Education Staff to ensure scholars with special needs have equal opportunity and access to career exploration activities. If the scholar is a child of disability, the scholar's academic and career plan is made available to the scholar's IEP Team. The scholar's IEP Team will take the scholar's academic and career plan into account when developing the scholar's IEP goals and transition plans.
- The College and Career Counselor works closely with scholars at-risk of graduating, ensuring they see pathways to future success and connection to what they are doing now in high school
- The Lincoln Academy makes an effort to seek out diverse community, industry, and higher education partnerships so that scholars are more likely to interact with adults who come from many different backgrounds and cultures.
- All scholars complete Work-Based Learning at The Lincoln Academy
 - Pathways to Independence has been created to support scholars with special needs, providing hands-on job skills for scholar transition

CAREER READINESS TECHNOLOGY

The Lincoln Academy uses Xello lessons to support career readiness in grades K5-12.

Get Involved

FAMILY ENGAGEMENT

The Lincoln Academy engages families and caregivers in academic and career planning by:

- Regularly informing families and caregivers about career readiness activities through weekly newsletters, website, and social media avenues.
- Inviting families and caregivers to participate in career readiness activities as guest speakers, field trip chaperones, and mentors.
- Regularly informing families and caregivers about the progress of their scholar's academic and career planning through meetings with the College and Career Counselor
- Actively seeking feedback from scholars, families, and caregivers twice a year through our parent and scholar surveys

COMMUNITY PARTNERSHIPS

The Lincoln Academy is proud to collaborate with over 175 business and community partners.

- Our district actively seeks feedback from the community, industry, and higher education partners when regularly evaluating our career readiness activities, programs, and initiatives.
- We collaborate with local businesses and schools to develop career exploration activities for scholars.
- Participating in local economic and chamber meetings provides many networking opportunities
- Local businesses share information about skills gaps and job opportunities
- The Lincoln Academy has a strong Steering Committee that meets twice a year
- Our community partners are always welcoming our scholars through career chats, industry field trips, job shadows, jobs, and lifelong careers.