

Gibraltar Secondary School

Academic & Career Planning Handbook



Gibraltar Area School District Vision and Mission Statements

Vision Statement: Gibraltar Schools, in partnership with family and community, will ensure excellence in educating every child to become a responsible citizen who is service minded and empathetic and can contribute to our interconnected world.

Mission Statement: We are driven for excellence in ACADEMICS, ACTIVITIES, ARTS, and ATHLETICS. We provide learning environments with instructional best practices that promote social, emotional, physical and intellectual growth.

NON-DISCRIMINATION STATEMENT / EQUAL EDUCATIONAL OPPORTUNITIES

It is the policy of the Gibraltar Area School District that no person may be denied admission to school in this district or be denied participation in, be denied the benefits of pupil service, recreational, or any other program or activity because of the person's sex, race, national origin, ancestry, creed, pregnancy, religion, marital or parental status, sexual orientation, or physical, mental, emotional, or learning disability or handicap as required by Wis. Statute 118.13. U.S.C. § 1681 as defined by Title IX (2024), Title VI of the Civil Rights Act of 1964 (race, color and national origin), Section 504 of the Rehabilitation Act of 1973 (handicap), and the Americans with Disabilities Act of 1990 (disability). The school district shall provide appropriate educational services or programs for students who have been identified as having a handicap or disability, regardless of the nature or severity of the handicap or disability. The school district shall provide for the reasonable accommodation of a student's sincerely held religious beliefs with regard to examinations and other academic requirements. The school district encourages informal resolution of complaints under this policy. A formal complaint procedure is available to address allegations of policy violations in the school district. Any questions concerning this policy should be directed to Dr. Brett Stousland, District Administrator, Gibraltar School 3924 Hwy. 42, Fish Creek, WI 54212, 868-3284 extension 215. Any individual who is interested in learning more about a particular board policy or has other comments or questions can contact Lauren Ward, Elementary Principal and 4K Director, at 868-3284, extension 283. School Board Policy 2260.

Gibraltar Area School District Demographic Information

The Gibraltar Area School District is located in Fish Creek, Wisconsin and serves the communities of Gills Rock, Ellison Bay, Sister Bay, Ephraim, Fish Creek, Egg Harbor, and Baileys Harbor, all of which reflect a tradition of support for academic, athletic, and cultural achievement. A high percentage of the residents are self-employed business people and many residents are involved in service occupations. Located in Northern Door County, tourism is the main economic base of the communities. Governed by its own Board of Education, the district serves approximately 300 students in grades 6-12.

Introduction to Wisconsin Academic & Career Planning (ACP)

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. 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.

PI-26

The Gibraltar 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 staff and community stakeholders, requires posting this plan to the district’s website, and requires that this plan be reviewed annually.

Labor Market Information (LMI)

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. To access Labor Market Information for Door County [Click Here](#)

Employment Change by Industry in Door County

	2021 Average Monthly Employment	1-year Numeric Change	1-year Percent Change	2-year Numeric Change	2-year Percent Change	Percent of Total Employment
Construction	701	19	2.8%	47	7.2%	5.2%
Education & Health Services	2,291	91	4.1%	-1	0.0%	17.2%
Financial Activities	355	-1	-0.3%	-53	-13.0%	2.7%
Information	141	19	15.6%	-35	-19.9%	1.1%
Leisure & Hospitality	2,932	413	16.4%	-97	-3.2%	22.0%
Manufacturing	2,142	-50	-2.3%	-144	-6.3%	16.0%
Natural Resources & Mining	205	7	3.5%	23	12.6%	1.5%
Other Services	577	23	4.2%	-136	-19.1%	4.3%
Professional & Business Services	641	45	7.6%	72	12.7%	4.8%
Public Administration	888	-18	-2.0%	-64	-6.7%	6.6%
Trade, Transportation, Utilities	2,484	86	3.6%	18	0.7%	18.6%
All Industries	13,357	632	5.0%	- 370	-2.7%	100.0%

Source: WI DWD, Labor Market Information, QCEW 2021

Access to ACP Software Tool

Xello is a web-based platform that Gibraltar Area Schools use to help students build self-awareness, explore interests, research educational opportunities, and save information to an individualized plan for post-secondary success. Xello provides career and education information to help individuals meet their career goals.

Current Progress & Future Goals

The district’s current progress and future goals related to improving pupil postsecondary outcomes:

- Continue the Rural Rising Phoenix program through UW Green Bay to offer a pathway to both a high school diploma and an Associate's degree at completion of 12th grade.
- Increase Dual Enrollment numbers through online programming, CNA course, and new partnerships for transcribed courses through UW-Green Bay and NWTC.
- Increase the percentage of students participating in Youth Apprenticeship.

Family Engagement Opportunities

The Gibraltar Area School District engage parents in academic and career planning by:

- 5th to 6th Grade Bridging Night
- Freshman Orientation for 8th Graders
- Sophomore Conferencing with all students and families
- Junior Post-Secondary Planning Night
- Open House Night during August In-Service
- In Person Back to School Registration
- Youth Apprenticeship Information Night

Post-Secondary Education & Workforce Preparation

- Youth Apprenticeship Day Field Trip for Grade 8
- Manufacturing Career Day Field Trip for Grade 10
- Wisconsin Education Fair and Green Bay Area College Tour Field Trip Grade 11
- NWTC Sturgeon Bay Highlight Day Field Trip offered to all high school students

Academic and Career Planning Advisory Activities

Many of the ACP activities at Gibraltar Secondary School (Grades 6-12) will take place during students' Advisory Period. Advisory teachers work with a core group of students throughout the student's academic career to promote strong school relationships and provide a consistent foundation for achieving college and/or career goals.

Advisory teachers are responsible for working with their students to ensure students complete all assigned tasks in Xello before the conclusion of the school year. Advisory teachers are responsible for:

1. The ACP Team will designate ACP Activities required in Xello. The Advisory teacher will be responsible for assisting their students with completion of the requirements and completing their portfolio in Xello.
2. Every high school student will update their Academic and Career Plan during Advisory on an annual basis.
3. Overseeing students' progress toward completing ACP activities. Ensuring all required ACP activities are completed within their assigned students' grade level.
4. Collaborating with other Advisory teachers and ACP Team as needed.
5. Conduct activities that foster relationship building.
6. Support a positive environment where students feel cared for and comfortable.
7. Monitor progress in classes and course choices which help students achieve their ACP goals.
8. Engage in regular goal setting and grade checks with students.
9. Advisory teachers are a go-to person for their advisory students and positively mentor them throughout the year.

Professional ACP 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:

- Lessons are prepared by the School Counselor and ACP Team for implementation by Advisory Teachers during Advisory.
- Gibraltar High School Portfolio Requirement Doc
- ACP Team identifies and prioritizes ACP needs for staff training to be delivered during in-service and staff meetings
- All advisory teachers provide feedback on ACP progress via the High School ACP Portfolio Requirements Checklist.

Community Partnership: Door County Business & Education Partnership

The Door County Business & Education Partnership is the one-stop access point for business and education connections in Door County, providing referral services to match business and education needs and resources. The Partnership strives to ensure that all area students have the skills and behaviors necessary to succeed in the ever-changing global economy, and that every student graduates from high school successfully prepared to enter skilled entry-level employment, technical college or training, or a post secondary university or college. The Business & Education Partnership believes that “Education is Everybody’s Business!”

Career Awareness

-Job Shadow Program

Allows students the opportunity to explore local careers of interest by job shadowing someone working in that occupation. Job shadows can be arranged through our Youth Apprenticeship School Based Coach with assistance from the Business Education Teacher.

-Group Tours with Businesses

The Partnership sets up tours at local businesses for students/teachers to show what the workplace looks like and the types of jobs available.

-YA Day

The Partnership contacts employers and sets up the Career Day activity at NWTC. It gives students an opportunity at the 8th grade level to start learning about the different careers that are available within our community.

-Contact between Business and Schools

The Partnership can help the schools and students to contact businesses to help in the exploration of careers, class projects and guest speaking.

-Northern Door Job Fair

Community Businesses attend an annual spring job fair hosted by Gibraltar High School expressly for students in grades 8-12 so that they can practice networking with employers, explore work and career opportunities in our area.

Academic and Career Planning Course Partnerships

High School Certified Nursing Assistant Program

This program is offered to high school juniors or seniors who may be interested in pursuing a career in health care. Students attend a training course at the local technical college (NWTC) and complete clinical experience in training to become a Certified Nursing Assistant facilitated by a registered nurse at an area health care facility. Following this course, CNA students participate in the previously CBED funded Youth Co-op program and are placed in hospitals, long term care facilities or home health agencies to receive on-the-job training.

Advanced Placement Course Offerings & Dual Credit Options

Gibraltar has a nationally recognized Advanced Placement program that received Gold recognition in 2023 and Platinum (highest honor) recognition in 2024 on the annual AP Honor Roll. Gibraltar High School creates a college-going culture and gives students opportunities to earn college credit and to maximize their college outcomes by offering students for all. Gibraltar Area School District pays for the cost of students AP Testing (approximately \$100) as long as they request and take the exam as scheduled. Students who sign up for the test, but fail to take it will be billed for either the cost of the test or for the reshelving fee if timelines are met. We encourage all students who enroll in AP Classes to plan on taking the test as it provides a nationally normed and rigorous test that allows students to earn college credits depending on their test performance and their choice of postsecondary learning institution.

Advanced Placement Offerings:

- AP Chemistry
- AP Psychology
- AP Environmental Science
- AP Computer Science A
- AP Computer Science Principles
- AP Spanish Language & Culture
- AP Physics 1 OR C
- AP English Literature & Composition
- AP English Language & Composition
- AP United States Government & Politics
- AP Computer Science Principles
- AP United States History
- AP Biology
- AP Precalculus
- AP Calculus AB
- AP Calculus BC
- AP Statistics
- AP World History

Dual Enrollment

Gibraltar currently partners with two post-secondary institutions to offer dual credit courses that are taught by Gibraltar faculty who have received acknowledgement and credentialing to teach content that has been deemed as eligible for credits both at Gibraltar and the credentialing institution. The two current partners are Northeastern Wisconsin Technical College

(NWTC) through their transcribed credit program and the University of Wisconsin-Green Bay through their College Credit in High School (CCHS) program. This is a credit to the dedicated faculty who have pursued these agreements and the educational credentials needed to qualify for this instructional status. It is a goal of the Gibraltar Area School District that all students earn dual credits or engage in formalized work-based learning by one of the many available pathways before they graduate.

Dual Enrollment Partnership Offering

- AP English Literature & Composition - English 104 Introduction To Literature (UW-Green Bay)
- AP Psychology - Psychology 102 Introduction to Psychology (UW-Green Bay)
- AP Spanish - Spanish 202 Intermediate Spanish (UW-Green Bay)
- AP 3-D Art and Design - Art 106 Three Dimensional Design (UW-Green Bay)
- AP Art History - Art 102 History of the Visual Arts: Ancient to Medieval, Art 103 - History of the Visual Arts II: Renaissance to Modern (UW-Green Bay)
- Marketing - Marketing Principles (NWTC)
- Computer Applications - MS Excel Introduction (NWTC)
- Computer Applications - MS Word Introduction (NWTC)
- English 11 - Writing Foundations 100 - First Year Writing (UW-Green Bay)
- Entrepreneurship - Entrepreneurial Service Management (NWTC)
- Personal Finance - Personal Financial Literacy (NWTC)
- Psychology - Introduction to Psychology (NWTC)
- Sociology - Introduction to Sociology (NWTC)
- Spanish IV - Spanish 222 - Special Topics in Spanish - Language and Culture) (UW-Green Bay)

Wisconsin Early College Credit & Start College Now

GRADE: 11- 12

CREDIT: To Be Determined

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 offered 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.

Access for ALL Students

ACP is for ALL students grades 6-12 in the Gibraltar 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. 8th Grade YA Day
7. Junior Year Wisconsin Education Fair attendance and college tour when offered
8. Career Preparation through Special Education Services and IEP Meetings

Xello Activities

Students will complete Xello ACP activities during advisory (in addition to other post-secondary planning activities. Attached here is the outline of activities for each grade level. [Xello ACP Scope & Sequence](#)

Board Approval Date; December 9, 2024