



# 2018-2019 Annual Report

# To Our Community



## Academies of Racine Steering Committee Officers

**Matt Montemurro**  
RAMAC  
Chair

**Dan Thielen**  
RUSD - Office of Secondary Transformation  
Vice Chair

**Sarah Kapellusch**  
Gateway Technical College  
Secretary

**Dr. Christopher Neff**  
RUSD - Director of Academies  
Parliamentarian

Dear friends,

On behalf of Racine Unified School District and The Office of Secondary Transformation, it is my great pleasure to bring you this edition of the Academies of Racine Annual Report. It is energizing to gather the highlights of our work from the past school year and share them with you. From the college and career-building experiences of our freshmen and sophomores to the collaborative opportunities in work-based learning for our juniors and seniors, we continue to grow and refine the relationships among our many stakeholders and solidify this framework of success for Racine Unified students.

We have come a long way in building strong partnerships with businesses, post-secondary institutions and other community members and organizations to ensure the success of the Academies. I want to extend my gratitude to many of these partners who helped us write our Academies Master Plan 2.0 this year - a huge undertaking. It's hard work, but in every step we take, we are making a difference for this great community we serve.

This work began just three years ago with our freshman class of 2020. It is hard to believe that already, we are supporting them into their senior year. I am excited to say that we will be "wall-to-wall" this year, meaning that every student at our Academies of Racine high schools will be a part of the Academy model. We're all in!! With a strong, results-oriented and data-driven foundation, we know that our dedicated partnerships, transformed teaching and learning practices and exciting real-world experiences for our youth will reap the benefits and rewards our young people deserve and can attain. We are truly redefining the narrative of education in Racine.

I hope you enjoy this snapshot of our 2018-2019 school year results. Take a look, ask a question, share this content with others and celebrate the wins. As we continue to prove with every developing year that we are more powerful, filled with more potential and carry more collective impact when we work together, I say THANK YOU for your service, commitment and belief in this transformation. Your involvement is undoubtedly helping to ensure our graduates are college, career and life ready and the return on this investment is a brighter future for Racine's workforce and the entire community.

If you would like to learn more about how your organization can get involved, please contact one of the following:

**Terri Jackley**  
Case High School Academy Coach  
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(262) 664-8762

**Jennifer Sus**  
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**Paul Hennessey**  
Park High School Academy Coach  
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Sincerely,

Jody Bloyer  
RUSD Deputy Chief of Secondary Transformation  
(262) 631-7066

## Snapshot of Success

**227** **Employer and Civic Partners** | **654** **Community Volunteers**

**Out of school suspensions**  
First cohort of students **65.54%** decrease since freshman year  
↓  
Second cohort of students **11.87%** decrease since freshman year

**Freshman Average GPA**  
**2.47** **A 6% increase from 2017-2018**  
**Freshman with 7 or More Credits** **62.96%**

**1,052 students earned a total of 2,461 College Credits for a savings based on enrollment of \$562,513**

## Academies of Racine Timeline

### 2014-2015

- Launch of freshman cohorts
- Study visit to Nashville
- Ford Next Generation Learning (NGL) evaluation of academy potential

### 2015-2016

- Accepted as a Ford NGL Community member
- Employer roundtables with high school teachers
- High school staff, PTSA & community presentations and listening sessions
- Professional development for administrators and teachers
- The inaugural SEE Your Future Expo
- RUSD math & English teacher summit at Gateway Technical College

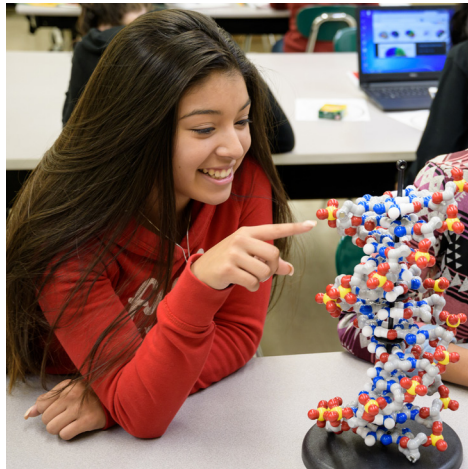
### 2016-2017

- The second SEE Your Future Expo
- Career Pathway Impact Team meetings
- Project Based Learning professional development for department chairs and team leads
- Freshman college visits
- Academies of Racine summer retreat

### 2017-2018

- Pathway Specific CSV (coordinated site visits) to Level 1 Pathway students
- SC Johnson and AoR floats from Case, Horlick, and Park were showcased in the 4th of July parade
- First annual Educators Credit Union Reality Check day for financial literacy for all juniors
- Over 50% of all Academy teachers trained in Project-Based Learning
- Launch of the Academy Showcase at each AoR high school
- Office of Secondary Transformation invited to present at the Ford NGL Conference and NCAC National Conference

# Case High School



## Academy of Health Sciences

The Academy of Health Sciences inspires positivity, investigation, compassion, creativity and knowledge in its students.

Pathways include:

- Biomedical Sciences
- Health Services



## Academy of Business & Culinary Arts

The Academy of Business & Culinary Arts prepares emerging leaders to compete and network in a global economy.

Pathways include:

- Accounting
- Business
- Marketing
- Culinary Arts



## Academy of Computer Science, Education & Technical Services

The Academy of Computer Science, Education & Technical Services encourages its students to build a foundation to engineer the future.

Pathways include:

- Computer Science
- Construction
- Education
- Engineering
- Manufacturing

**345**  
Industry  
Certifications  
Earned

**100%**   
of Academy Pathway  
Sophomores had the  
opportunity to attend  
Coordinated Site Visits

**136**   
Guest Speakers

**47**  
Youth  
Apprenticeships  
and Co-ops

**476**   
students earned  
**966** College  
Credits  
through Dual Credit classes

**10** I.B. Full  
Diploma  
Graduates  
and **2**   
I.B. Career-related Diploma  
Biomedical Sciences Graduates

## There's More in Store

Even though Jani Jackson has graduated from Case High School, The Fan Club at Case will always be a home to her. The Fan Club at Case isn't just a school store, it's an opportunity for students to learn new skills and provides valuable services to students and staff.

This year, that hard work was recognized as Case High School's school-based enterprise (The Fan Club at Case) earned a Gold Certification from DECA. DECA is an international career and technical student organization that prepares emerging leaders and entrepreneurs for careers in marketing, finance, hospitality and management in high schools and colleges around the globe.

To become DECA Gold-Level Certified, students must complete a written project detailing how their business adheres to select model business standards. Fourteen students in the Retail Marketing and Promotion Principals class, a Gateway Technical College accredited course at Case High School, completed this written project demonstrating their knowledge and skills.

The Fan Club at Case sells spirit wear, food and beverage items and more to students and staff. For many students, it provides the first work experience; for others, it provides an opportunity to build management, supervision and leadership skills.

"I just thought it would be a really good opportunity to learn that management position and being in that position of power where you know you can make decisions that will benefit or not benefit other people," Jackson said, "...and I just like having a lot of responsibility in general."

Case teacher Keith Wartzenuft, adviser for the school-based enterprises store and the DECA club adviser, believes the biggest values students get from working at the store are the interpersonal and soft skills they learn.

"For many of the students, this is not their only job," Wartzenuft said. "They also work outside of school, but for a lot of them they take the skills that they've developed while working for the school-based enterprise and then they're better employees when they go off to their jobs."

## Case Freshman Academy

The Freshman Academy prepares freshmen for their high school journey. One of the courses freshmen experience in the Freshman Academy is Freshman Seminar. This course allows students to explore careers and other areas of interest while learning the soft skills needed to be successful in the workforce. In 2018-2019, Case High School freshmen got the opportunity to participate in several events that helped prepare them to make an informed choice about what Academy and pathway they want to pursue.

In November, freshmen students attend the See Your Future Career Expo. This experience allows freshmen to explore local career opportunities available to them after high school. The experience provides the students a chance to learn directly from employers and connect the real world to the academic world.

Freshman students also have the opportunity to attend college visits at Gateway Technical College in Racine and Kenosha and the University of Wisconsin-Parkside. In connection with pathway exploration and to continue fostering relationships, students are organized by their selected pathways. This provides them a chance to work with students who share similar interests and skills and connect their future career interests to the opportunities colleges offer.

In spring, every freshman student declares their Academy and pathway during a special Declaration Day ceremony in front of family and friends.



## Case Academy Notable Facts

- Case took first place at the Annual Junior Achievement Business Challenge for the second year in a row. The challenge was held at Gateway Technical College where students learned to collaborate with peers to solve real-world problems.
- Construction students completed four child playhouses in partnership with Racine Habitat for Humanity for a fundraiser.
- Case's SkillsUSA Chapter earned three state medals.
- Seven students competed in the regional NASA HUNCH competition where students collaboratively solved problems for astronauts at the International Space Station.
- Ten Accounting students received their Volunteer Income Tax Assistance (VITA) certification from the IRS in partnership with United Way of Racine County. These students served 76 Racine County families and brought in almost \$100,000 in tax refunds.
- Health Occupations Students of America (HOSA) coordinated three blood drives at Case with the Blood Center of Wisconsin, which yielded 208 units of blood, saving 624 lives.

# Horlick High School



## Academy of Health Sciences & Aviation

The Academy of Aviation & Health Sciences equips future leaders to serve and enrich their community.

Pathways include:

- Biomedical Sciences
- Health Services
- Aviation



## Academy of Business & Culinary Arts

The Academy of Business and Culinary Arts will empower students with the skills necessary to meet the needs of today's diverse career opportunities.

Pathways include:

- Business
- Accounting
- Marketing
- Culinary Arts



## Academy of Education & Technical Services

The Academy of Education & Technical Services will foster Horlick's diverse learning community by providing an academically challenging opportunity focusing on vocational training, intellectual curiosity, and community involvement.

Pathways include:

- Construction
- Engineering
- Manufacturing
- Education

## The Sky's the Limit

A bright, sunny day is when you can really see them. The clouds don't block your view and the colors pop against the blue sky. A young Brayden Cespuaglio looks up, his grandfather next to him. One by one, they thunder down the runway, gaining speed until they're airborne.

"Standing there with him, I knew I wanted to learn more. I wanted to figure out how they work," Cespuaglio explained.

He's talking about airplanes.

"My grandpa was in the Air Force. When I was younger he used to take me on air bases and we'd watch them take off," Cespuaglio remembers.

Now, the Horlick High School junior isn't just watching airplanes, he's building them.

Cespuaglio is part of Horlick's aviation pathway.

"It's been a great opportunity to learn about what I love in the classroom and then use what I've learned in a real-world setting," Cespuaglio said.

Last year, Cespuaglio started a Youth Apprenticeship at DeltaHawk Engines, Inc., a general aviation engine manufacturing company. DeltaHawk, a relatively new company, is focused on building two-stroke diesel engines designed for small aircrafts.

"I have learned so much already. I work on minor projects, basically taking things apart and putting them back together," Cespuaglio said. "It's great here. They treat me like one of them and it's an experience I would have never gotten if it weren't for my aviation class in the Academies."

Horlick's aviation pathway is quite the experience itself. That is in large part thanks to DeltaHawk.

In 2017, a family in Marinette donated a small two passenger airplane to Horlick High School as it began its aviation pathway. But, they had nowhere to store it. So, DeltaHawk offered to donate part of their hanger space at Batten International Airport. Every week, students in the aviation pathway are transported to Batten where they learn the ins and outs of aviation mechanics including theories of aircraft physics, aircraft schematics and fuel systems.

"Where has it [the Academies] been all these years? It is absolutely critical that we have these opportunities to bridge academics with the professional world," Lisa Fiorita, Human Resources Director at DeltaHawk said. "Students can learn about the curriculum, they can read books, but we can say, 'come here and actually physically see what we're doing.'"

"It's giving me the opportunity to see what a real job in this industry looks like," Cespuaglio added. "It offers me insight into the real world and prepares me for life after high school."

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**125**  
Industry  
Certifications  
Earned




**100%**   
of Academy Pathway  
Sophomores had the  
opportunity to attend  
Coordinated Site Visits

**64**   
Guest Speakers

 **40**  
Youth  
Apprenticeships  
and Co-ops

**357**   
students earned  
**961** College  
Credits  
through Dual Credit classes

**29**   
AP Scholars  
including 2  
National AP Scholars

## Horlick Academy Notable Facts

- Seventy Culinary Arts pathway students visited Fiserv Forum for a behind-the-scenes tour. They saw five kitchens, the luxury box floor, the playing floor and several restaurants.
- Twenty students from the Academy of Business and Culinary Arts earned their DPI Employability Skills Certificates through their workplace learning placement.
- Nineteen Level 1 Construction pathway students earned their certification, while 16 students earned their Level 2 Construction certification.
- Sixty percent of level one Health Services pathway students earned their Occupational Safety and Health Administration (OSHA) certification.
- Horlick Health Occupations Students of America chapter (HOSA) was recognized as one of the three Outstanding Chapters in the state.
- Four students in the level one Biomedical pathway were accepted into the Perry Outreach Program in Madison, Wis.

# Park High School



## Academy of Health Sciences & Education

The Academy of Health Sciences and Aviation prepares all students to become creative, curious and caring contributors in our global community. Pathways include:

- Health Services
- Biomedical Sciences
- Education



## Academy of Leadership, Automotive & Technical Services

The Leadership, Automotive and Technical Service Academy is building futures. There are a wide variety of leadership and CTE courses to help prepare students for life after high school. Pathways include:

- JROTC
- Automotive
- Construction
- Manufacturing
- Engineering




## Academy of Business & Culinary Arts

The Business & Culinary Arts Academy offers students a jump-start to their dreams through career-oriented courses that support academic excellence by providing community partnerships in a diverse global marketplace. Pathways include:


- Business
- Accounting
- Marketing
- IT
- Culinary Arts

**336**   
Industry  
Certifications  
Earned

**100%**   
of Academy Pathway  
Sophomores had the  
opportunity to attend  
Coordinated Site Visits

**114**   
Guest Speakers

 **50**  
Youth  
Apprenticeships  
and Co-ops

**219**   
students earned  
**534** College  
Credits  
through Dual Credit classes

**16**   
AP Scholars

## Illuminating Insights

Mariah McKellips had no idea that a light bulb could change her life. The Park High School junior didn't think twice when flipping on a light at home or sitting in class and hearing the buzz of the halogen lights above her. That is, until her science teacher assigned a sustainability project.

"A lot of the things we were learning in class I didn't really relate to the outside world at all," McKellips explained with her teacher sitting beside her. "As we got deeper into our sustainability projects, I found myself doing more work than necessary because I was so interested."

That's music to any teacher's ears. Especially, Park High School science teacher Samantha Robinson.

This year, Robinson assigned her science class a Project-Based Learning Sustainability Project. Students were tasked with developing a plan that would make a company or place of business more environmentally friendly. For McKellips, her group tackled switching all the light bulbs inside Park High School to LED's.

"Project-Based Learning makes learning more interesting," Robinson said. "Learning used to be: this is the fact, repeat it back. But, it's 2019. If you need to know a fact you can look it up. Learning is about applying skills, building relationships and thinking strategically."

Students worked on their projects throughout the semester and at the end, were able to present their findings to the businesses and companies they had chosen.

Antonia Sosa, a junior at Park, worked with her group to develop a recycling plan for InSinkEerator. Throughout the weeks, they interviewed InSinkEerator employees about their current recycling plan and then came up with ways the company could make it even better.

"It taught me how to work well with other students," Sosa explained. "I don't usually like to work with other students but this project helped me trust my teammates and we all got the work done."

"It was a great experience to be able to be vocal about issues that impact us" McKellips said. "I became addicted to seeing what I can do to help. I learned so many more ways I can help out the community."

And that's exactly what the Academies strive to do, prepare Racine students to become successful, contributing members to our community.

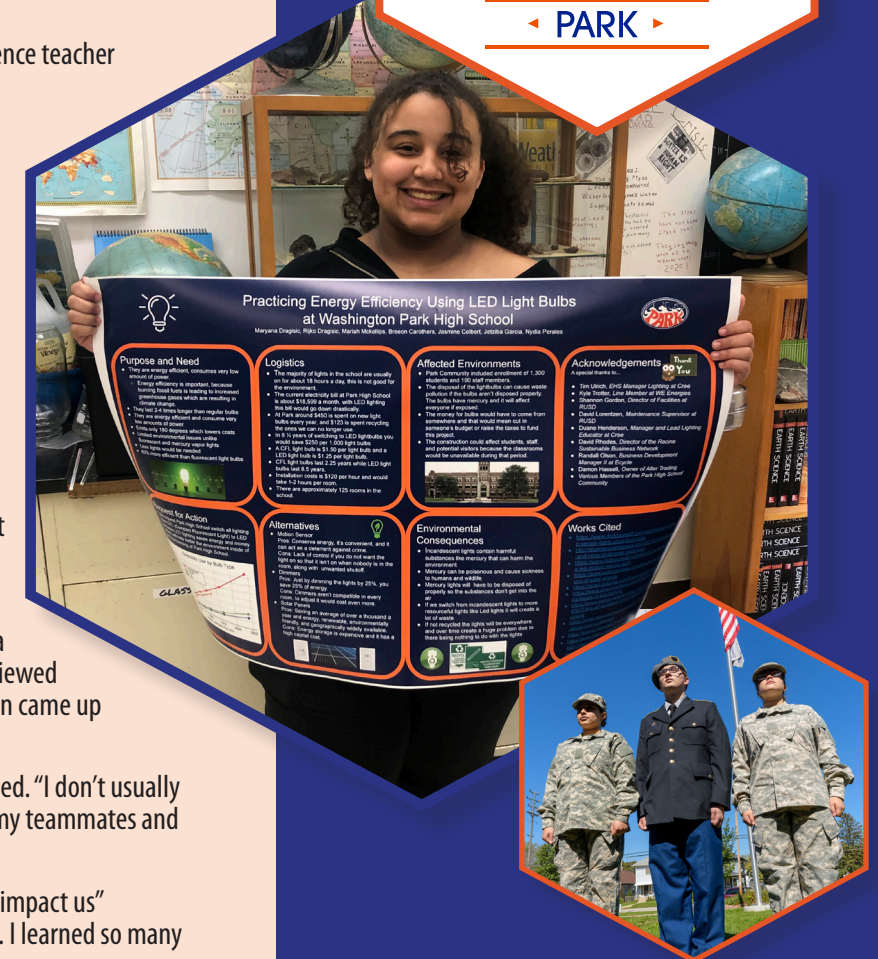
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## Park Academy Notable Facts

- JROTC executed 32 community events with a total of 757 service hours that include Veterans Outreach, Color Guards at local and District events, parades and sporting events.
- Automotive students earned 128 college credits during the 18-19 school year.
- Leadership, Automotive & Technical Service Academy students earned 195 NC3 Industry Certifications. NC3 is an organization that creates highly-skilled, job-ready professionals through a growing network of educational partners and global industry leaders.
- Health Services students received several certificates: 53 students earned their OSHA Healthcare certification; 21 students completed a CNA certification course and 15 students earned a Prevent Blindness certificate.
- Eighteen education pathway students earned their Assistant Childcare Teacher Certificate from DPI and 16 earned three Gateway Technical college credits.
- Justin Bailey-Prescott won the Wisconsin Manufacturers and Commerce Mini Business World Challenge with his idea of an app that would scan your eyes to determine your eye glass prescription.

# From Classroom to Workplace

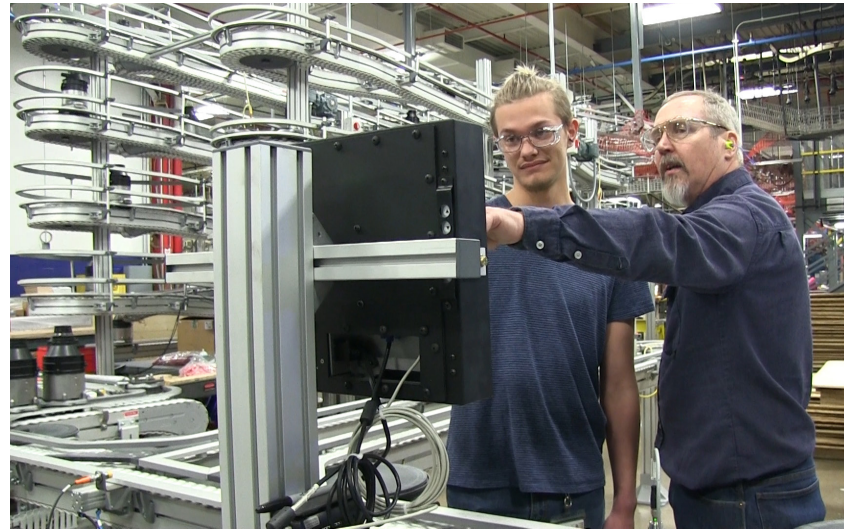
## RUSD Continues Positive Momentum with Youth Apprenticeship Program

At 16-years-old, Nick Fisher knows exactly what he wants to be when he gets older.

“An engineer,” he states without hesitation.

So, when an opportunity arose to become a youth apprentice at InSinkErator in Racine, Fisher dove in head first.

For the last year, the Park High School junior has been working at InSinkErator, learning new technologies, building relationships with co-workers and getting hands-on, real world experience.



“What I have learned at InSinkErator has helped a lot for school and I didn’t expect that,” Fisher explained. “One day, I was in my robotics class and we covered something that I learned at work and I knew how to go do it without any help from the teacher.”

**“One day, I was in my robotics class and we covered something that I learned at work and I knew how to go do it without any help from the teacher.”**

Nick Fisher, Park High School Junior

In 1994 RUSD launched its Youth Apprenticeship Program. The program is part of a statewide School-to-Work initiative. It is designed for high school students to get hands on learning in an occupational area at a worksite along with classroom instruction. This one- or two-year elective program combines academic and technical instruction with mentored on-the-job learning.

Currently, RUSD has 121 youth apprentices working at 56 Racine-area companies including InSinkErator, Cree and Modine Manufacturing, just to name a few. Since 2007, the District has graduated 529 Youth Apprentices from 157 employers.

Raylee Nelson hopes to add to that number next year.

The soon-to-be Case High School senior has spent most of her high school career working and she doesn’t plan to stop.

“Being able to see what I create implemented within the company to make operators lives a little bit easier is really cool,” Nelson explained.



Last year, Nelson began working at Cree Lighting, a market-leading innovator of indoor, outdoor and consumer bulb LED lighting.

“This is a really valuable experience,” Nelson explained of her time at Cree. “I’m being taught how to do things the right way and how to do things in the real world. I know I will be able to get a positive end result because I have so many people at Cree helping me and teaching me.”

Using tools like the 3D printer, Nelson has worked to develop products that help the company and its employees function more efficiently. Her mentor, Jon Reed, has seen Nelson grow.

“Where I have seen the most development has been watching her develop a thought process about how she is going to address a problem and then come up with a solution,” Reed said.

Nelson is developing and practicing critical thinking skills essential for success in any career.

**“It helps students a lot with their 21st century skills and professional skills. They learn things at school and are able to get concentrated support in the classroom and then have the opportunity to go apply these skills directly in the workplace.”**

Megan Burdick, Horlick Health Science Teacher

“I want to help the community any way I can,” Paniagua Ortiz said.

While her career path isn’t exactly defined, the experience she’s getting is preparing her for the real world.

“It helps the students a lot with their 21st century skills and professional skills,” Megan Burdick, a health science teacher at Horlick. “They learn things at school and are able to get concentrated support in the classroom and then have the opportunity to go apply these skills directly in the workplace.”

In spring 2020, Nick, Raylee and Vaddy will complete high school as part of the first graduating class of the Academies of Racine. And when they turn their tassels, they will not only be prepared for what’s ahead, they’ll be in charge of their future.

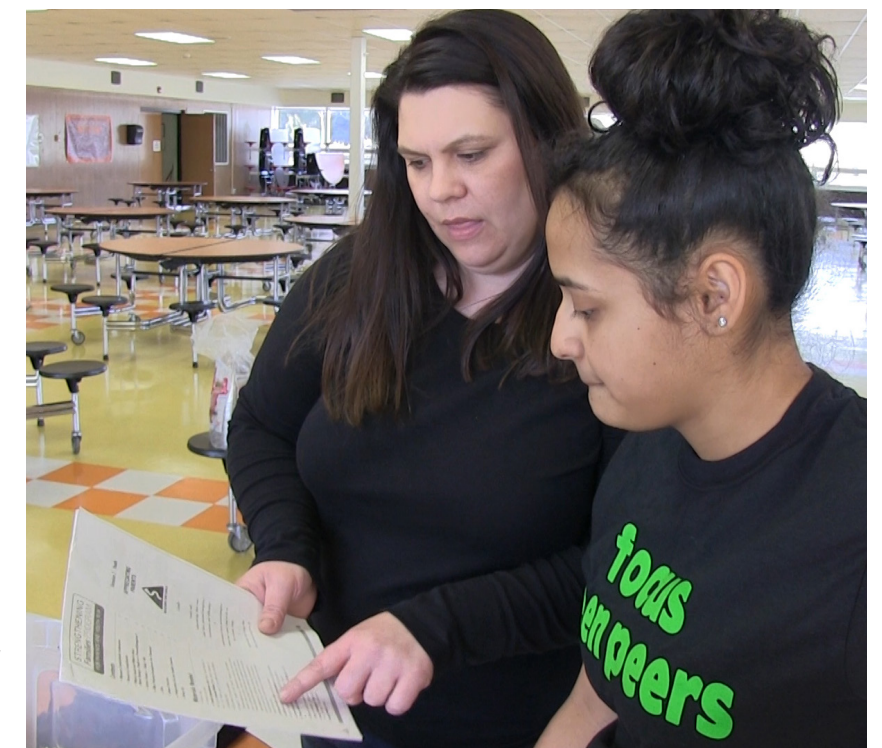
**“I’m being taught how to do things the right way and how to do things in the real world. I know I will be able to get a positive end result because I have so many people at Cree helping me and teaching me.”**

Raylee Nelson, Case High School Junior

Even smaller, nonprofit companies are jumping on board to offer youth apprenticeship opportunities. K.C. Missall, Focus on Community’s community-based manager sings praises about its youth apprentice.

“Vaddy is wonderful,” Missall said. “She came highly recommended and we just love having her.”

Horlick High School student Vadelina Paniagua Ortiz, known as Vaddy, works in Focus on Community’s Teen Peer group where she is in charge of event planning.



# Academy Experiences

The Academies of Racine empower students through career exposure so they can make timely, informed decisions and discover their true passions while earning college credit and nationally recognized industry certifications. More than 200 business and community partners provide authentic experiential learning opportunities. Each grade level presents a unique experience that allows students to connect their classroom experience to life after graduation.

## Grade 9

### SEE Your Future Expo

Held every fall, the SEE Your Future Expo provides every freshman with an opportunity to talk with employers and learn about their occupation, what career and education choices led to their current role and how these experiences contribute to the success of the community.

### College Visits

Freshman have the opportunity to tour a college campus and learn more about post-secondary opportunities in our community.

### Declaration Day

At the end of their freshman year, each student participates in the Declaration Day ceremony to officially declare which Academy and pathway they have chosen for their high school career.

## Grade 10

### Student Organizations

With a pathway now selected, sophomores are encouraged to get involved with student organizations such as DECA, HOSA or FBIA! Each school offers a wide variety of active student organizations!

### Site Visits

Academies of Racine students get the opportunity to visit at least one local business to get a realistic and positive view of the world of work.



## Grades 11 & 12

### Dual Credit

Students have the opportunity to take classes at Gateway Technical College and earn college credit while in high school! This not only saves tuition dollars but gives students a jump start on their education.

### Industry Certifications

Juniors and seniors have the opportunity to get one step ahead by earning industry certifications/credentials in their field of interest by taking classes and getting workplace experiences.

### Workplace Learning

The Workplace Learning Program is part of a statewide School-to-Work initiative. It is designed for high school students to get hands on learning in an occupational area at a worksite along with classroom instruction. This one- or two-year elective program combines academic and technical instruction with mentored on-the-job learning.

### Opportunity Fairs

Each high school hosts an annual Opportunity Fair that allows students to talk with representatives from colleges, trade schools, service organizations and local businesses.



# The Entire Community, Working Together



Gateway Technical College is proud to be the Convening Organization for the Academies of Racine and the first post-secondary institution in the Ford Next Generation Learning network to serve in this role. Serving in this role leverages the community's resource investment for both RUSD and Gateway. Gateway's close connection to local businesses benefits the Academies by expanding their pool of workplace sites willing to provide job-shadowing, internships, co-ops and other work-based educational opportunities. Recruiting tomorrow's workforce talent starts in the Academies and Gateway will help more employers become involved by partnering for a better future. Additionally, with more than 70 career pathways that align with jobs and careers within our community, Gateway is in the perfect position to support the Academies with articulated college credit and related career planning. High school students earn Gateway college credit for classes taken through their chosen Academy. Complimenting this is a school supervised work-based learning experience. By preparing students through both academic and related work-based learning they are building the foundational knowledge and skills necessary for career success.

The dual credit partnership between Gateway and RUSD saves both time and money for students as they accelerate their educational career. Last year, students and their parents saved more than \$417,000 in tuition costs. This school year, roughly 1,160 students earned more than 2,780 free Gateway credits saving them about \$612,000 in tuition costs. The Academy alignment shortens the time it takes for students to earn their college degree, reduces the cost of college and provides real-world experience with local employers addressing the talent skills gap impacting our regional workforce.

"Our RUSD academy partnership is transforming the way we are building a seamless educational experience for students at all levels," stated Bryan Albrecht, President & CEO of Gateway Technical College. "From Kids Labs in the elementary grades to earning college credit while in high schools, students at all levels are benefiting from the Ford NGL Academy programming."

To learn more about our convening organization, contact Sarah Kapellusch at (262) 977-7977 or kapelluschs@gtc.edu.



Higher Expectations for Racine County is excited to serve a new role as the Academies of Racine Community Impact Partner! Similar to the Pencil Organization of Nashville, Tenn., they will, among other things, work closely with the Academies in supporting both Racine Unified Schools and Labor Market data trends, advocate for the Academies model at local, state and national levels, leverage partnerships to address community-based issues, create post-secondary alignment opportunities, provide assistance with the Work Force Learning Fair and host information sessions for a variety of stakeholders.

Higher Expectations strives to build rich connections within our community. We look forward to the continued collaborative gains that this partnership will have for our young people and the Academies of Racine!

To learn more about Higher Expectations for Racine County, contact Career Pathways Manager Kristin Jenders at (262) 638-6457 or kristin.jenders@career2cradle.org.



As the greater Racine area chamber of commerce, Racine Area Manufacturers and Commerce (RAMAC), is Racine's Business Champion serving as a voice representing the common interests of every organization in Racine - small and large, industrial and retail, for profit and nonprofit. In support of its broad and diverse membership base, RAMAC offers a variety of pro-business and pro-community programs and initiatives. These programs aim to improve the business climate and vitality of the greater Racine area. One such initiative and strong partnership is with RUSD and the Academies of Racine.

Since the inception of the Academies of Racine, RAMAC has worked closely with RUSD to help align student learning pathways to high-demand careers. To make the link with businesses, RAMAC has facilitated opportunities for local Racine companies to take tours within the high schools to see firsthand what the Academies are accomplishing and how they are transforming how students learn. This has allowed the business community to measure the progress of the Academies and understand the opportunities they have to invest back into the schools whether it be financially, with equipment or with their time and talent.

Other ways RAMAC collaborates with RUSD is as the fiscal agent for the Youth Apprenticeship Program. RAMAC works closely with RUSD and the business community to create workplace learning opportunities. Workplace learning experiences provided to students are very valuable and enhance their chances for a greater outcome at graduation. Whether a student chooses to enter the workforce directly out of high school, go to a two year technical college or choose a four-year university their experiences in the Academies prepare them for the next chapter in their lives. RAMAC actively leads the Academies of Racine Steering Committee which primarily advocates for these transformational opportunities for students. The committee makes decisions, advises and provides strategic oversight to mobilize the business community behind the Academies and help cultivate deep community-wide ownership.

As Racine's Business Champion, RAMAC is committed to serving the business community and continuing their partnership with RUSD to help students create a career pathway through the Academies of Racine. This partnership is imperative for the future growth and success of our local businesses and for the greater Racine community as a whole.

# Interested? Get Involved with AoR!



## Why are the Academies of Racine important to our community?

**88%** of 2015 Workforce Skills Gap Survey respondents indicated that they had difficulty filling positions \*\*

**2/3** of respondents said that upcoming retirements were a concern\*\*  
Managerial, production supervisors and education positions stood out as retirement concerns

Occupations requiring a high school diploma are expected to add the greatest number of new jobs, accounting for nearly

**30%** of all employment gains\*

Top three attributes of a potential employee\*\*:

1. Problem solving skills
2. Reliability/punctuality
3. Interpersonal skills

Total employment is expected to grow by **1.0%** annually, with the fastest job gains occurring in the construction sector & the health care and social assistance sector.\*

Join us for one or join us for all! Explore the options below to learn about ways you can participate in the Academies of Racine.

### Facilitating Tours

This is an opportunity to arrange for educator and student tours of your business facility. You can provide a behind-the-scenes look of day-to-day job functions, an interesting new project or industry updates to help students get a better idea of the latest trends in your industry.

Estimated Commitment: 1-2 hours per visit

### Job Shadowing

Students leave the school campus (or access on campus business locations) and spend part of the day observing professionals in a career area related to their Academy and/or interests; students ask questions and complete assignments before, during and after the shadowing experience to help connect coursework with real-world requirements and expectations.

Estimated Commitment: 2-4 hours per shadow

### Guest Speakers

Students receive an interactive lesson from industry professionals related to aspects of a career. Classroom guest speakers occur during all years of high school and help students gain a deeper understanding of career development and why what they are learning in school is relevant to their futures.

Estimated Commitment: 1-7 hours (depending on number of classes and presentations)

### Pathway Mentor

Share your professional experience and career opportunities with students in their classroom. This usually consists of a meeting, identifying a goal, explaining and modeling, observing and further exploring an industry practice with a teacher.

Estimated Commitment: 1-2 hours per week

## Internships, Youth Apprenticeships and Cooperative Education

Students engage in the study of a program directly related to career interests and participate in a workplace setting by performing duties related to the occupation being studied. Internships typically occur during the 12th grade year in order to assist students in the completion of a capstone project, but students may obtain an internship at any point during the high school experience.

Estimated Commitment: Minimum 480 hours of paid work experience (depending on Work Program)

## Teacher Externships

A unique professional development opportunity connecting the classroom to the workplace. Teachers spend time in a workplace to learn through direct experience about trends, skill requirements and opportunities in industries related to their subject in order to enrich their teaching and bring relevance to student learning. In addition to externships, teachers are able to select areas of interest and gain hands-on experience through events such as the Employer Roundtables.

Estimated Commitment: 4-40 hours

## Career Pathway Advisory Council

Advises, assists, provides support and advocacy for schools in regard to career themes, makes real-world connections and promotes community-focused learning and rigorous learning experiences. This shared commitment offers an opportunity for business and community members to fully invest in public education and promote student learning that is relevant, marketable and rewarding.

Estimated Commitment: 4-6 hours per year

If you would like to find out how your organization can get involved with the Academies of Racine, please contact one of our High School Academy Coaches.

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My Future.**