

Kalamazoo Public Schools

Design Your Path to Your Promise



Content Area Teacher User Guide

Kalamazoo Labor Market Navigator: Promising Progressive
Career Pathways from School to Careers

Where Content Meets Career: Turning Academic Skills into Future Pathways

Empowering Content Area Teachers to Turn Academic Skills into Future Pathways

From rigorous academic instruction to real-world application, content area teachers play a powerful role in shaping students' futures beyond graduation. Every lesson taught, skill practiced, analytical discussion, and collaborative project builds the foundation students need for work-based learning opportunities, post-secondary education, careers, and lifelong success. By using tools like the Kalamazoo Labor Market Navigator, teachers can connect academic standards to local workforce data, helping students see how what they learn today aligns with high-value careers and meaningful postsecondary pathways.

Content area teachers are uniquely positioned to turn student interest into intentional planning, bridging academic learning with workforce expectations, college pathways, and long-term career goals, by using their specific content area to help students connect what they are learning to career pathways in the Kalamazoo area.

Beyond the Lesson Plan: Linking Academics to Future Pathways

MATH TEACHERS

- Algebra & Geometry: Engineering, construction management, architecture
- Statistics & Probability: Data analytics, actuarial science, market research
- Financial literacy: Accounting, personal finance careers, entrepreneurship

Example: A statistics project analyzing local business data demonstrates how probability, calculus, and linear algebra skills are used in real-world analytics roles.

SCIENCE TEACHERS

- Biology & Chemistry: Healthcare, lab technician, biotechnology, environmental science
- Physics & Engineering Principles: Mechanical, civil, and electrical engineering
- Earth & Environmental Science: Sustainability, urban planning, environmental consulting

Example: A lab experiment on water quality connects to environmental science careers and certifications, like water treatment or environmental technician credentials.

Did you know?

Research confirms that teachers don't just deliver content, they mentor. When teachers build supportive, encouraging relationships and take time to understand students' goals, students are more likely to succeed in school, feel confident about their future, and ultimately enroll in postsecondary programs. Students with strong mentoring connections tend to have better grades, more engagement, and greater persistence toward college and career goals. Learn more about how you can impact students' postsecondary aspirations [here](#).

ENGLISH / ELA TEACHERS

- Writing & Research Skills: Journalism, technical writing, communications, law, marketing
- Critical Reading & Analysis: Law, public policy, social research, education
- Presentation & Persuasive Writing: Advocacy, sales, public relations

Example: Students write a research report on local economic trends, mirroring skills needed for policy analysis or market research positions.

SOCIAL STUDIES TEACHERS

- Civics & Government: Public administration, law, political science
- Economics & Geography: Urban planning, logistics, international business
- History & Cultural Studies: Museum studies, heritage preservation, education

Example: A project comparing local government budgets teaches analytical skills relevant to public finance careers.

ART TEACHERS

- Visual Arts & Design: Graphic design, digital media, architecture, product design
- Performing Arts: Theater, music production, event management
- Media Arts & Digital Technology: Animation, video production, game design

Example: Students create a digital portfolio for a design project, simulating real-world applications used in creative industry careers, such as graphic designer or motion graphic artist.

WORLD LANGUAGE TEACHERS

- Language Proficiency: Translation, interpretation, diplomacy, international business
- Cultural Competency: Global marketing, tourism, hospitality, international relations
- Bilingualism in the Workforce: Higher earning potential, expanded career mobility, multilingual workplaces

Example: A project where students simulate international business negotiations or create travel guides in the target language demonstrates how language proficiency and cultural awareness are essential in careers like global marketing, tourism management, and diplomacy.



Students' Futures Begin Here!

What is The Kalamazoo Promise?

The Kalamazoo Promise is a unique and powerful scholarship for Kalamazoo Public Schools (KPS) that covers up to 100% of the cost of college degrees and credentials at approved training centers and public and private universities and colleges in Michigan. Learn more about [The Kalamazoo Promise](#).

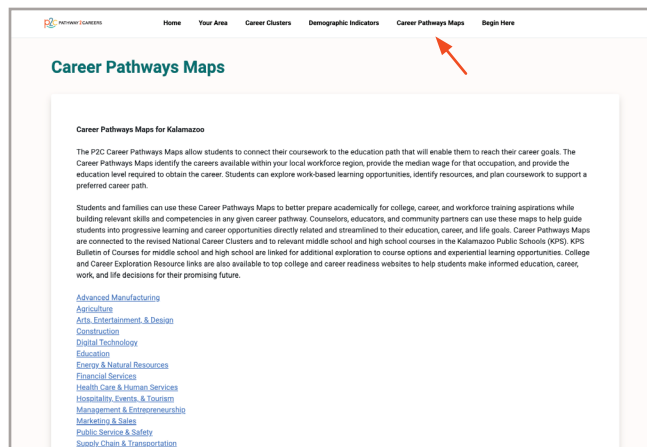
How can content area teachers use the Labor Market Navigator (LMN) for Kalamazoo Public Schools to maximize The Kalamazoo Promise?

This step-by-step guide will support you in helping students use the Kalamazoo LMN to navigate their career journeys with clarity and confidence, explore post-secondary options, and identify funding opportunities to support their Michigan Educational Development Plan (EDP) and career goals.

| Benefit | What It Means for Your Students and Families |
|-------------------------------------|--|
| Clarity | There is no need for students to guess which career to choose! They will discover which jobs are growing, the preparation needed, potential wages, and the credentials required or degrees employers are seeking. |
| Goal-Focused Education | Students can select a CTE or other program of study that leads to strong, in-demand careers in the Kalamazoo region. |
| Control | Students and families become drivers of educational choices. They may use the data to choose middle and high school electives, CTE programs of study, courses, internships, apprenticeships, and certifications/degrees that align with their goals. |
| Smarter Course Selection | When a career path requires a specific certification or degree (e.g., programs offered at Kalamazoo Valley Community College), Promise funds can support specific training, often providing a faster and more affordable route to a high-value career than a four-year degree. |
| Confidence | Students and families feel secure in their post-high school decisions, whether they choose to attend college, technical school, or start their post-high school career. Students can also do both! |
| Efficient Time Management | Since The Kalamazoo Promise funds are available for ten years after graduation, the maps help students plan their educational and progressive career path from start to finish and guide them in adjusting and advancing along the way. |
| Connection to The Kalamazoo Promise | Students can maximize the benefits of The Kalamazoo Promise by making smart, informed decisions about progressive course pathways and relevant experiences in planning your future career. |

Career Pathways Maps:

The *Career Pathway Maps* tab allows students to connect middle and high school course selection, Career and Technical Education (CTE), Early Middle College, Dual Enrollment, Education for the Arts (EFA), and apprenticeships to local careers and future educational degree or certification pathways. The maps illustrate which jobs are in demand in the region, what education or credentials are needed, and median wages. The maps make it easy for students to plan smart course schedules, explore career options early, and take steps now that align with future goals.



Learn more about [The Kalamazoo Labor Market Navigator](#).

Preparation Starts Now

Why is early career preparation critical?

Preparing early opens doors to valuable skills and connections that help students confidently enter the workforce. Early preparation supports:

- Closing the Skills Gap:** Many rewarding careers, such as information technology and construction, require specialized technical expertise rather than a four-year degree. The earlier students identify these pathways, the sooner they can prepare by choosing the right CTE program of study, certifications, or work-based learning experiences.
- Maximizing Students' Time:** High school is the perfect time to explore career fields risk-free through job shadowing, work-based learning experiences, summer jobs, electives, clubs, and extracurriculars. The LMN and Kalamazoo Promising Progressive Career Pathways Maps help students prioritize which experiences will matter most on a resume. For example, if a student in an HVAC program of study aims to work in the industry, applying for an apprenticeship with a local HVAC company can lead them directly into the workforce upon completion.
- Securing Students' Financial Future:** Getting an early start on a career allows students to gain experience and develop workplace skills sooner, helping them reach financial independence more quickly. By understanding the typical entry-level and median wages in their chosen fields, students can set clear, achievable salary and lifestyle goals, plan expenses, and make informed decisions about education, training, and career opportunities.



Local Workforce Data: Understanding the Kalamazoo Promising Progressive Career Pathways Maps

Why Use Local Workforce Data?

Because employers in your students' community need their talent and skills!

Bottom Line: Using local workforce data ensures career decisions are based on real, tangible opportunities available in the Kalamazoo area.

What are the Kalamazoo Promising Progressive Career Pathways Maps?

The Kalamazoo Promising Progressive Career Pathway Maps help students connect their high school coursework to local, in-demand careers and the education needed to pursue them. These maps identify available careers in the Kalamazoo region, their median wages, and the required education level, allowing students to plan their studies, seek in- and out-of-school experiences, find resources, and explore work-based learning opportunities.

Every map is built around three key elements:

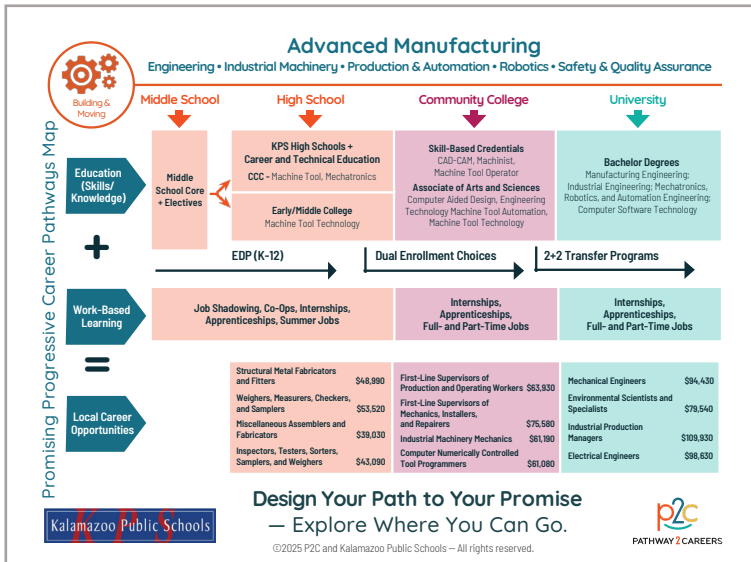


- **Job Titles & Median Wages:** See the specific job titles available in that field, along with the median annual salary.
- **Education Requirements:** Students and families will know exactly what kind of education is needed, whether it's a high school diploma, industry certification, associate's degree (2 years), bachelor's degree (4 years), or advanced degrees (6+ years).
- **Entry Points:** The maps offer students multiple ways to begin their journey. Students do not always need a four-year degree to begin a career. Many pathways provide earn-and-learn opportunities, allowing students to work in a part-time job or apprenticeship while continuing their education.

Guiding Students' Future: A CTE Teacher's Guide to the Kalamazoo Career Pathways Maps

1. **Encourage Students to Explore Careers by Cluster** within the cluster aligned to their current program of study or their Educational Development Plan (EDP) (e.g., Agriculture, Construction, Marketing & Sales).
2. **Help Them Identify a Target Career Pathway:** Students can explore career pathways that offer strong earning potential and promising growth in the region. They can select the role that best matches their interests and long-term goals, which then becomes their destination as they map out the education and training steps needed to reach it.
3. **Trace the Steps Backward:** Once students choose a target career pathway, they may review the post-secondary education, certifications, or training it requires. Then work backward from that goal to identify each step along the way, including what program of study to choose in high school, which post-secondary path to follow, in- and out-of-school experiences (e.g., Career and Technical Education, apprenticeships, Dual Enrollment), and the milestones they will need to meet. This process supports clear short-term goals for today and long-term goals for the future.

4. Find Students' Entry Point: Students can look for “bridge” jobs or part-time roles that allow them to get their foot in the door in an industry, gain work experience, and learn about workplace processes while saving money for further education. For example, a student interested in healthcare might work as a medical assistant or a pharmacy technician, gaining hands-on experience and learning how a clinic or a pharmacy operates while completing relevant certifications or courses.



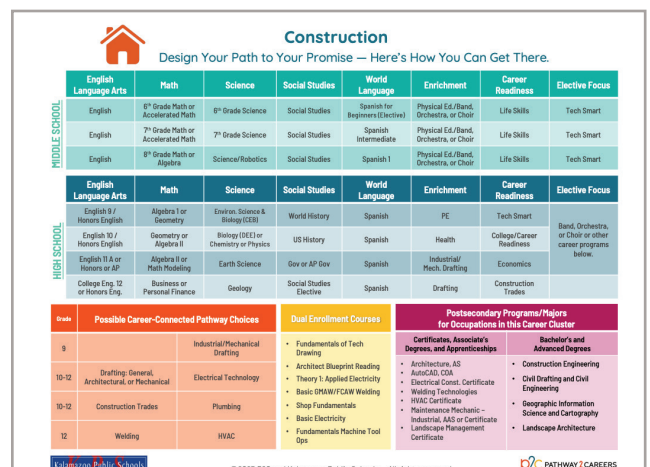
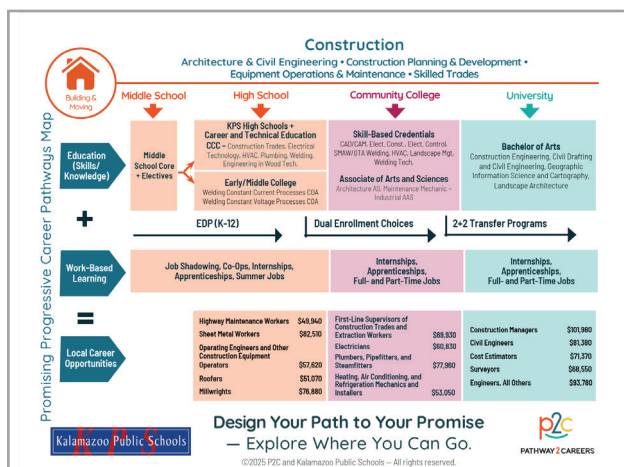
Across the top row, moving from left to right, the education pathways available within a specific career cluster are displayed. These opportunities begin in middle school and continue through high school, then progress into community college programs, university majors, and degrees.

Row two highlights work-based learning opportunities that students can begin exploring in middle school. Activities like job shadowing or volunteering offer an authentic career experience before formal employment. As students get older, these work-based learning opportunities expand, allowing them to gain valuable hands-on skills and experience over time.

The bottom row displays local job examples and their median wages. Notice how earnings typically increase

at each level of education (from high school to university). This data helps students strategically choose their postsecondary education pathway by showing whether it provides a clear financial advantage. Explore the Kalamazoo Labor Market Navigator for a complete list of occupations, including growth rates, potential wages, projected openings, and other relevant demographic information.

Try This: Select an upcoming unit or major assignment and intentionally connect it to a related career pathway on one of the maps. Begin by naming the transferable skill students are developing such as data analysis, technical writing, problem-solving, or collaboration. Then have students explore careers that use that skill, including median wages, required education, and long-term outlook. After completing the assignment, ask students to reflect on how the skill would be applied in a real workplace and whether the pathway aligns with their interests and goals. Conclude by helping students identify one immediate next step, such as adding the project to a portfolio, enrolling in a related course, pursuing dual enrollment, or seeking job shadowing or internship opportunities aligned with their EDP.



What courses should students take on their career journey?

Starting in middle school, students can choose elective courses that build their knowledge, skills, and abilities in a specific career field. In high school, they can further this preparation by adding career-connected pathways and dual enrollment, positioning them to successfully pursue postsecondary programs or majors.

- The courses in the top row are required middle school courses, along with electives. To view the full middle school catalog, click on the words "Middle School" on the left.
- The courses in the middle row are high school choices that students can make to fulfill graduation requirements while preparing for a future career. To view the full high school catalog, click on the words "High School" on the left.
- Along the bottom row are a combination of high school CTE courses you can take, apprenticeship programs and certifications, as well as college-level dual enrollment courses that will help you prepare for a college-level credential or degree. If this is the career field you want to pursue, there are also community college and university majors that will allow you to access high-value careers in the Kalamazoo community.

Advanced Manufacturing

Design Your Path to Your Promise — Here's How You Can Get There.

| | English Language Arts | Math | Science | Social Studies | World Language | Enrichment | Career Readiness | Elective Focus |
|-----------------------------------|------------------------------|--|---------------------------------------|---------------------------|-------------------------------|--|--------------------------|--|
| MIDDLE SCHOOL | English | 8 th Grade Math or Accelerated Math | 8 th Grade Science | Social Studies | Mandarin Chinese | Physical Ed./Band, Orchestra, or Choir | Life Skills | Tech Smart |
| | English | 7 th Grade Math or Accelerated Math | 7 th Grade Science | Social Studies | Spanish for Begin. (Elective) | Physical Ed./Band, Orchestra, or Choir | Life Skills | Tech Smart |
| | English | 8 th Grade Math or Algebra | Science/Robotics | Social Studies | Spanish Intermediate | Physical Ed./Band, Orchestra, or Choir | Life Skills | Tech Smart |
| HIGH SCHOOL | English Language Arts | Math | Science | Social Studies | World Language | Enrichment | Career Readiness | Elective Focus |
| | English 9 / Honors English | Algebra I and Geometry | Environ. Science & Biology (CEB) | World History | Mandarin Chinese | PE | Tech Smart | Band, Orchestra, or Choir and other career-related programs below. |
| | English 10 / Honors English | Geometry or Algebra II | Biology (DEE) or Chemistry or Physics | US History | Mandarin Chinese | Health | College/Career Readiness | |
| | English 11 A or Honors or AP | Algebra II or Pre-Calculus | Physics or Chemistry or Earth Science | Gov or AP Gov | Mandarin Chinese / French | Drafting | Economics | |
| College Eng. 12 or Honors Eng. 12 | Pre-Calculus or AP Calculus | Astronomy or Geology | Social Studies Elective | Mandarin Chinese / French | Fine Arts | Electronics & Robotics | | |

| Grade | Possible Career-Connected Pathway Choices | Dual Enrollment Courses | Postsecondary Programs/Majors for Occupations in this Career Cluster |
|-------|---|--|---|
| 9 | Computer Science/Software Engineering | Information Technology | Certificates and Associate's Degrees <ul style="list-style-type: none"> Machinist Certificate CAD-CAM Certificate Machine Tool Operator, CDA CNC Operator, CDA Computer Aided Design, AAS Engineering Technology, AAS Machine Tool Tech., AAS Bachelor's and Advanced Degrees <ul style="list-style-type: none"> Mechanical Engineering Manufacturing Engineering Industrial Engineering Robotics Technology Electrical/Electronic Engineering Technology |
| 10-12 | Electronics & Robotics I and II | Drafting: General, Architectural, and Mechanical | |
| 10-12 | Computerized Manufacturing | Mechatronics: Robotics & Automation | |
| 11-12 | Statistics | Machine Tools | |

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Kalamazoo Public Schools College and Career Awareness & Exploration Resources

Higher Education

- Early/Middle College Programs**
Kalamazoo County Early/Middle College (EMC) is an innovative early college program which gives students the opportunity to earn an associate degree or certificate with an additional year of high school.
- Kalamazoo Valley Community College**
Kalamazoo Valley Community College seeks to provide every student with clear, flexible program options that provide a mix of educational skills and experiences that will prepare students for advanced coursework at top universities and meaningful opportunities for employment in a changing world.
- Kalamazoo College**
Kalamazoo College offers qualified high school students the opportunity to enroll in courses while concurrently enrolled in high school during the fall, winter, and spring terms.
- Western Michigan University**
Dual enrollment through Early College Programs at WMU provides eligible high school students with credits that may be applied toward high school graduation requirements, as well as a college or university program.
- The Kalamazoo Promise**
Choosing a career path is one of the biggest and most important decisions you'll ever make. The good news is that The Promise is here to help you find and pursue the career path that fits you best.

Local Career Training Programs

- Career Launch Kalamazoo**
This modernized Youth Apprenticeship Program that provides flexible occupational training programs that cultivate well-educated, highly skilled workers able to meet the demands of a competitive global economy in careers that are in high demand.
- Kalamazoo RESEA Career Connect Campus**
New in the 2025-2026 school year, students will have the opportunity to participate in programs at the Career Connect Campus (CCC). The inaugural class of students at the CCC will learn from industry experts in a new, state-of-the-art facility.
- Teach Kalamazoo**
Kalamazoo's Grow Your Own (GYO) Teacher Residency program includes apprenticeships and numerous on-ramps into the teaching profession for undergraduate and graduate students, staff, parents, paraprofessionals, for anyone with an existing bachelor's degree, and/or anyone who is interested in entering the honorable and fulfilling profession of teaching.

Labor Market Tools

- Michigan Pathfinder**
Pathfinder uses current labor market, wage, and institutional data and metrics to help you create an individualized career roadmap. This free tool provides information to students, parents, and guidance staff to make informed choices about educational and career options.
- Pure Michigan Talent Connect**
Michigan's free online career exploration tool that provides information on in-demand careers and the degrees or credentials needed to pursue them.

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How do students take advantage of college and career exploration resources?

As the first Promise community in the country, students have access to a wide range of programs and tools designed to help them prepare for and step into rewarding future careers. Whether they plan to pursue a two or four-year degree, attain a certification, or enter into the workforce, these resources can place students on the right path in the right direction. To learn more about any of the resources, click the link to go to a specific page.

College & Career Exploration and Resources

Xello Career Exploration
Kalamazoo Public Schools uses the Xello platform to students in grades K-12 can build self-knowledge and explore options beyond high school.

Michigan Career Development Model (MCDM)
The Michigan Career Development Model (MCDM) is a framework, guided by legislation that engages school communities, students, and their support networks in intentional and meaningful career awareness, exploration, and preparation.

ADVANCE CTET
State Leaders Connecting Learning & Work

Michigan Pathfinder
Pathfinder provides valuable information to help students make informed choices about educational and career options.

O*NET Online
O*Net provides a collection of resources to inform students' college and career journeys: a Career Exploration Tool, O*NET Interest Profiler, My Next Move, Career One Stop, and Get My Future.

Federal Student Aid
Need some financial assistance to pursue higher education? Click here to access the Free Application for Federal Student Aid (FAFSA) to explore what financial aid and programs are available to you.

SAT/PSAT - College Board
The SAT and PSAT are standardized tests meant to show colleges and universities how prepared students are for college by measuring key skills like reading comprehension, computational ability, and clarity of expression.

EBSCO Learning Express
EBSCO LearningExpress provides online platforms for academic skill building, standardized test preparation, and career-oriented digital content. It helps students prepare for college, explore careers, and accelerate their journey into careers.

Credential Center
Certifications demonstrate to employers that job candidates have specific skills or knowledge in an occupation, industry, or technology. This site helps students explore training associated with certifications and credentials.

Apprenticeship USA
Discover apprenticeships across industries, how programs are started by employers, and how to become an apprentice.

ASVAB Career Exploration
The Armed Services Vocational Aptitude Battery (ASVAB) is a multiple aptitude battery that measures developed abilities and helps predict future academic and occupational success in the military.

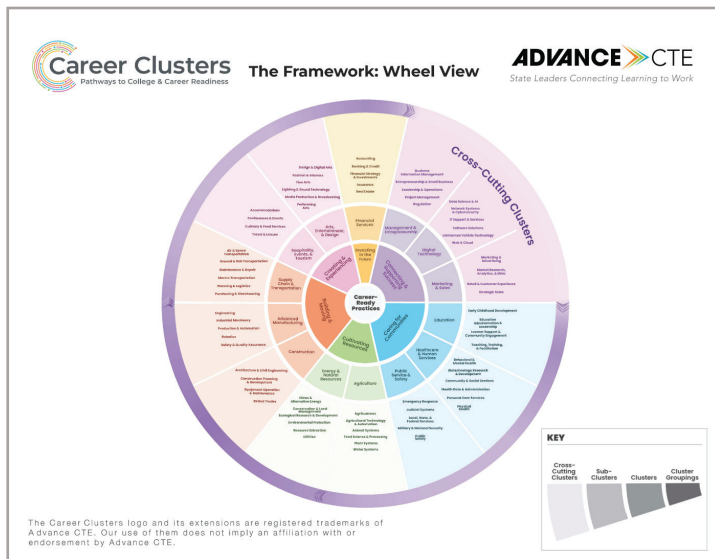
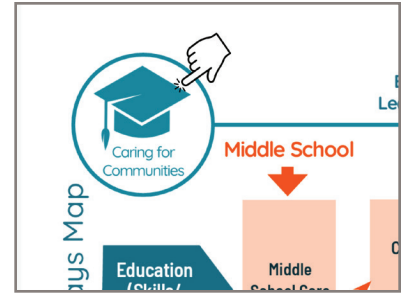
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How can I learn more about Career Clusters?

The final two pages are provided by Advance CTE, an organization dedicated to helping students, teachers, counselors, parents, and employers make clear connections from school to work. These pages display career clusters and their related sub-clusters, allowing students to explore the wide range of careers available within a specific career field.

For example, students interested in the medical field can explore the Healthcare and Human Services cluster, which includes multiple sub-clusters that extend beyond direct patient care roles such as nurses or doctors. This structure helps students better understand the full spectrum of career opportunities available within their community.

These pages can also be accessed by selecting the Cluster icon located in the top left corner of pages 1 and 2. The Education Cluster icon is shown as an example.



| Advanced Manufacturing: Engineering and Producing Tomorrow's Solutions | |
|---|--|
| Cluster Definition: The Advanced Manufacturing Career Cluster blends innovative technologies and practices to enhance design and production. It covers areas such as engineering, research and development, automation and artificial intelligence, equipment maintenance, safety protocols, and quality control. This Cluster aims to increase efficiency, reduce waste, ensure safety, and produce high-quality goods, driving the industry's growth and adapting to modern demands. | |
| Sub-Clusters | Example Programs of Study |
| Engineering: Careers that use engineering principles to develop and improve manufacturing processes and systems and to design products. Professionals in this field tackle production challenges, boost efficiency, leverage advanced technologies, and contribute to the sector's advancement. The manufacturing sector encompasses numerous types of engineering, including mechanical, electrical, chemical, biopharmaceutical, materials, and industrial. This Sub-Cluster also involves research and development and prototyping for emerging products and systems. | Engineering & Technology Pre-Engineering Semiconductor Manufacturing Engineering Technology |
| Industrial Machinery: Careers focused on working with manual equipment, such as computer-numerical-controlled (CNC) machines, 3D printers, quality control equipment, material handling tools, maintenance and repair devices, specialized machining and surface treatment machines, fabrication equipment, and energy management systems. Professionals in this field set up, operate, maintain, and repair advanced machinery, ensuring efficient and safe performance. | Industrial Machine Mechanics Precision Machining |
| Production & Automation: Careers centered on the hands-on management and execution of manufacturing processes. This field involves automation, overseeing production lines, quality control, assembly and product finishing, and ensuring efficient workflow. This Sub-Cluster includes specialized sectors such as processed food and beverage production and textile manufacturing, emphasizing efficiency and adherence to industry standards across diverse production types. | Apparel & Textile Production Manufacturing Production Process Development |
| Robotics: Careers involved in developing, implementing, and maintaining technologies that deploy robotics. This field encompasses roles focused on programming robots; overseeing production lines enhanced by robotics, mechatronics, and smart manufacturing concepts; and ensuring that these technologies operate efficiently and safely. | Industry 4.0 Robotics Technology |
| Safety & Quality Assurance: Careers dedicated to ensuring workplace safety, worker health, environmental compliance, and product quality. Professionals in this field develop and implement standards and practices to maintain safe and sustainable operations while conducting rigorous testing and inspections to uphold product integrity. | Safety & Environmental Assurance |

Ready to Navigate?

Help students design their *path* to their *promise* today! Encourage students to discuss careers with their parents, guardians, school counselors, and career coaches to incorporate career data into their middle and high school course schedules.

Explore [The Progressive Promising Pathways Maps](#).

Glossary of Terms

| Term | Definition |
|------------------------|--|
| Labor Market | The relationship between the demand for workers by employers and the supply of workers (people seeking jobs) in a specific geographical area (Kalamazoo County) |
| Workforce Region | A geographic area defined by employment and economic trends, used to organize local labor market data, showing which industries, occupations, and skills are most in demand |
| Workforce Data | Current information about jobs, such as median wages, the number of existing jobs, and how many jobs are expected to be created (growth) |
| Job Zone | The level of education required for an occupation: <ul style="list-style-type: none"> • Job Zone 1: Some may require a high school diploma • Job Zone 2: Most require a high school diploma • Job Zone 3: Most require a trade certification or associate degree • Job Zone 4: Most require a bachelor's degree • Job Zone 5: Most require a master's or doctorate degree |
| High-Demand Occupation | Occupations that are growing or stable in predicted job openings in a specific workforce region |
| High-Wage | A wage higher than the Michigan median wage of \$46,940 |
| High-Value Occupation | Occupations that are both high-wage and high-demand |
| Low-Value Occupation | Occupations that are low-wage (below \$46,940) and/or low-demand (unstable growth or below 0%) |
| Median Wage | The middle point of wage distribution, meaning half of the people working in a specific occupation earn more than this amount, and half earn less |
| Career Cluster | A grouping of occupations and industries based on similar skills and knowledge |
| Sub-Cluster | A specific grouping of occupations within a larger Career Cluster that share similar skills |
| Career Pathways Map | A visual representation that groups jobs based on career cluster and shows the typical progression, from middle and high school required education, career-connected pathways, dual enrollment options, postsecondary programs and majors, work-based learning options, and links to college and career resources |
| CTE Concentrator | A secondary student who has earned three (3) or more credits in a single CTE program area (e.g., health care or business services), or two (2) credits in a single CTE program area. |
| CTE Completer | A secondary student who is a CTE concentrator in a program of study who has earned an industry certification related to the program of concentration as identified on the <i>Secondary CTE Program to Certification Linkage List</i> |
| Industry Certification | A formal document (like a license or certificate) proving that a person has specific skills required by an industry, often earned faster and is less expensive than a college degree (e.g., welding certificate, IT certification) |

In partnership with Kalamazoo Public Schools



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