

Career Pathways for Students With Disabilities



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Career Pathways for Students With Disabilities



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Career Technical Education Equity Program (CTEEP)

A CTE Middle Skill Career Pathway Program for Students with Disabilities



We believe that every student has unique skills, talents and interests that when expressed in service to one another through the world of work give students independence, purpose and meaning to their lives.



CTEEP – The Why:

- Historically low expectations
- Not recognizing true potential (stuck in deficit mode)
- Limited CTE exposure during high school
- CTE is strengths based and workforce aligned
- Livable wage (middle skill jobs average \$20/hr.)



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CTEEP – The Why:

- Economic outcomes: SSI vs living wage
- No bridge to non-credit CTE college
- Rightful, equitable and appropriate access
- Reasonable and attainable career goal
- Workforce and community integration
- Self-esteem: Flip the script (e.g., plumber vs pro athlete)



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CTEEP – The Who:

- Student between the ages of 18 and 22 years old
- Active IEP
- Have not graduated (no diploma)
- Adult responsibilities, including work and parenting
- Many were served in special education day classes during K-12



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CTEEP - The What:

- Middle skill pathways aligned to local job demands
- Career assessment (Holland Code/RIASEC)
- Develop 2 to 3 career pathways plan options
- Immediate application
- Access to jobs while completing high school diploma



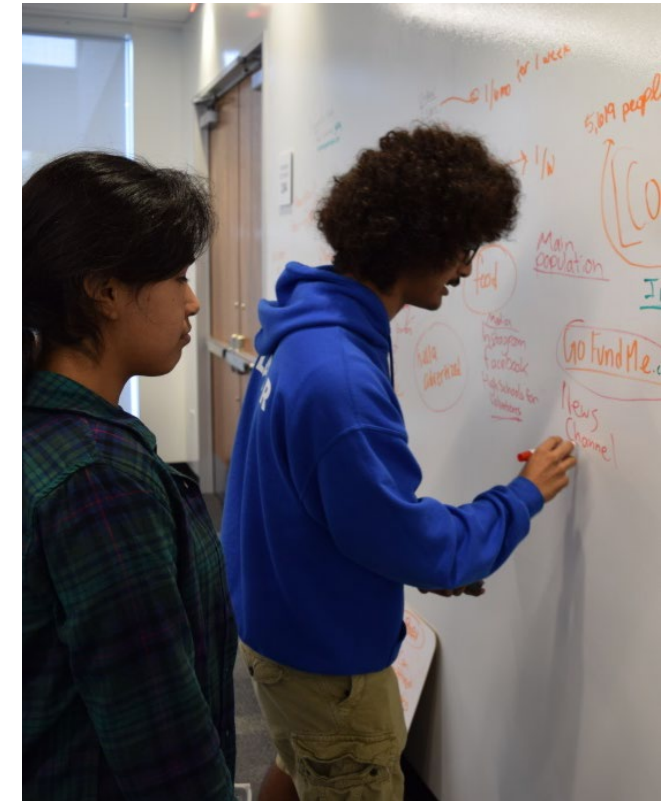
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CTEEP – The How:

- Provided teachers and administrators with right to remove student who fail to meet academic and behavioral expectations
- Selected students with high probability of success
- Set high behavior student expectations
- Start small (1st cohort of 31 students)
- Limited number of students in each class
- Lowered students' affect by providing access to CTE on HS campuses



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CTEEP – The How:

- Face-to-face visits
- Focused on collaboration and consultation with CTE teachers
- Constant grade and attendance monitoring
- Included CTEEP in LCAP goals
- Special Ed focused PD for new CTE teachers
- Continued to foster buy in with teachers and admin
- Branding for CTEEP programs

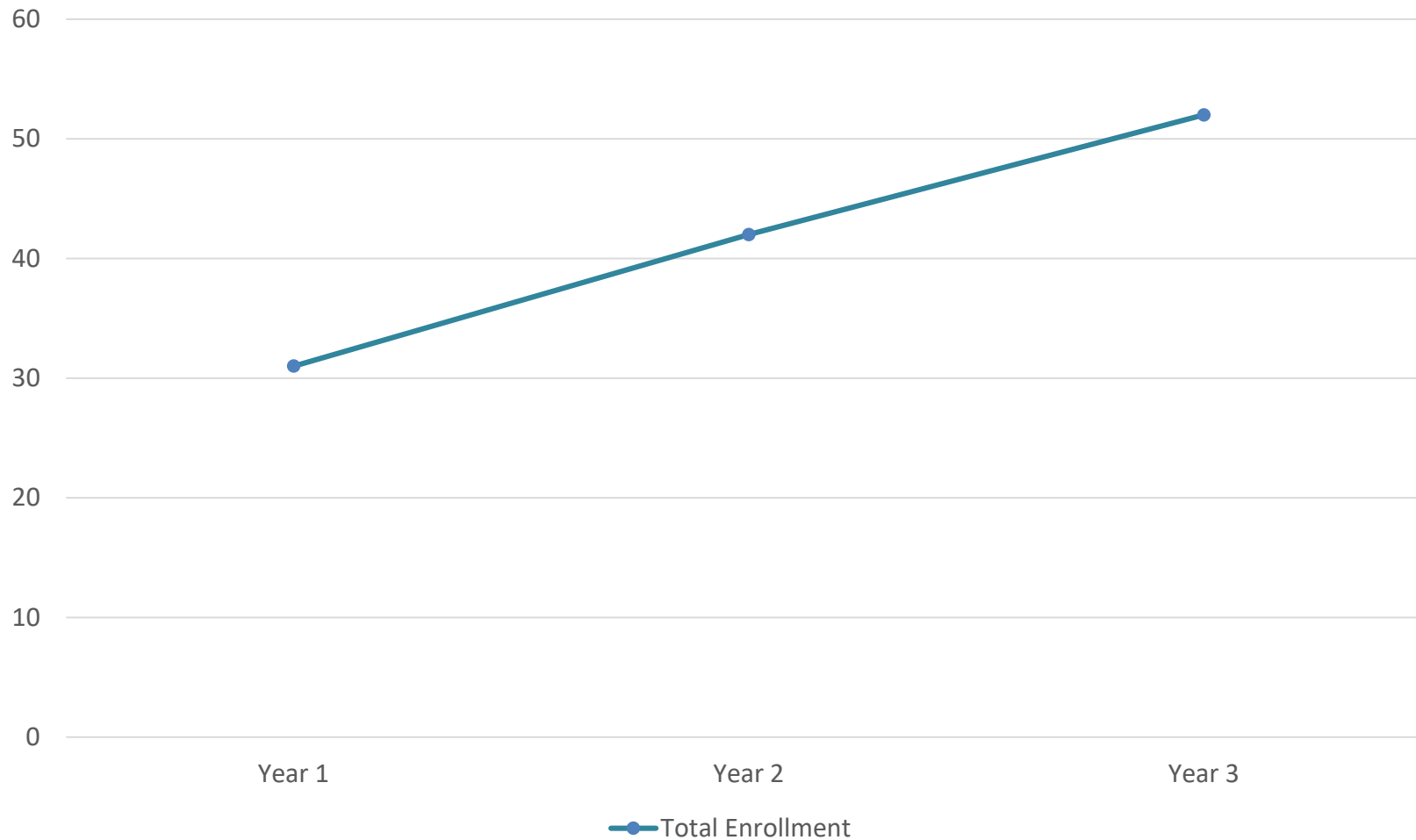


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Total Enrollment

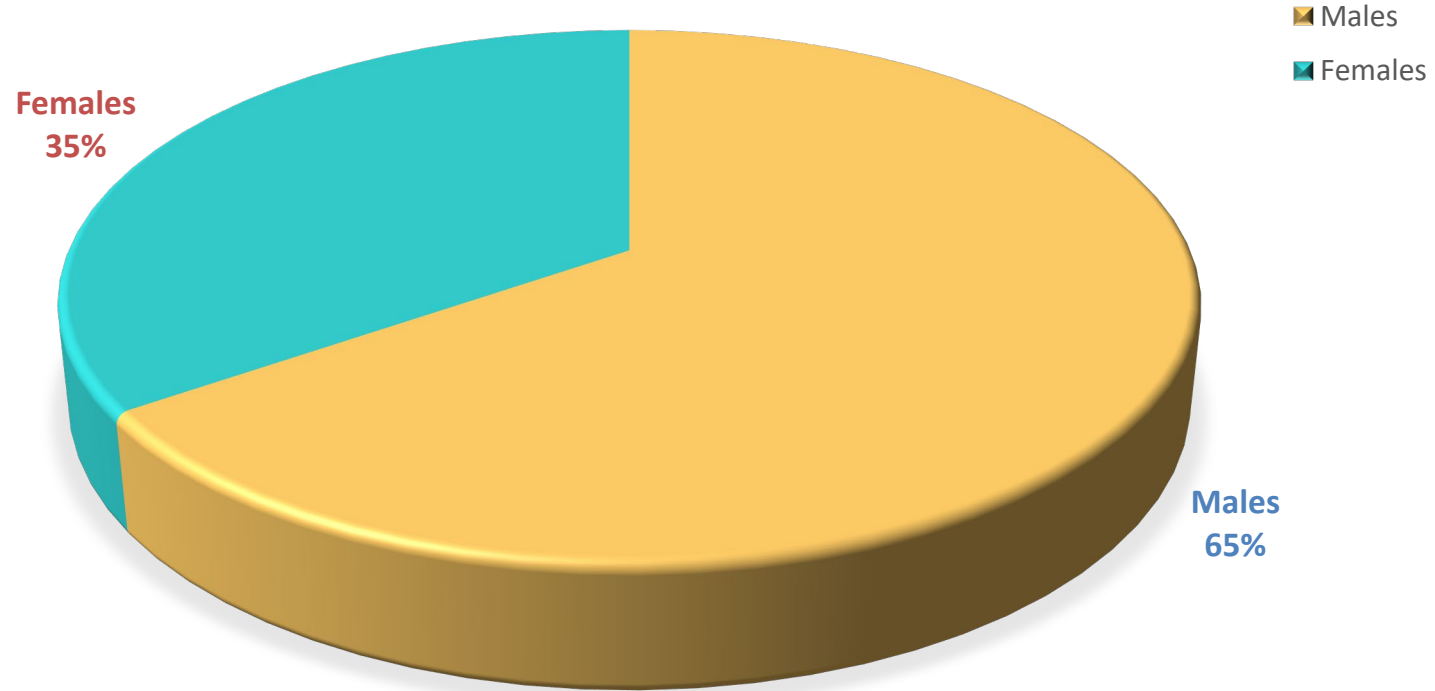


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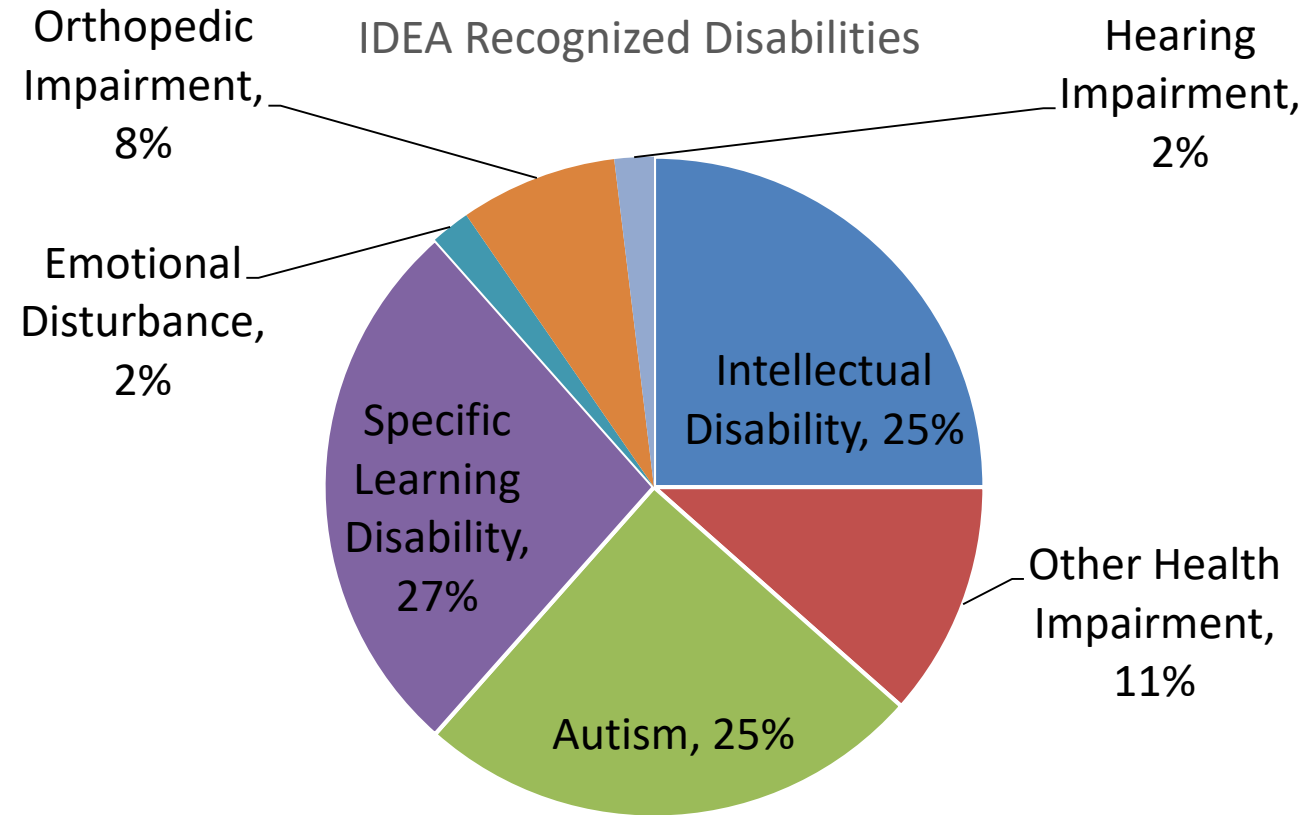
LEGAL GENDER



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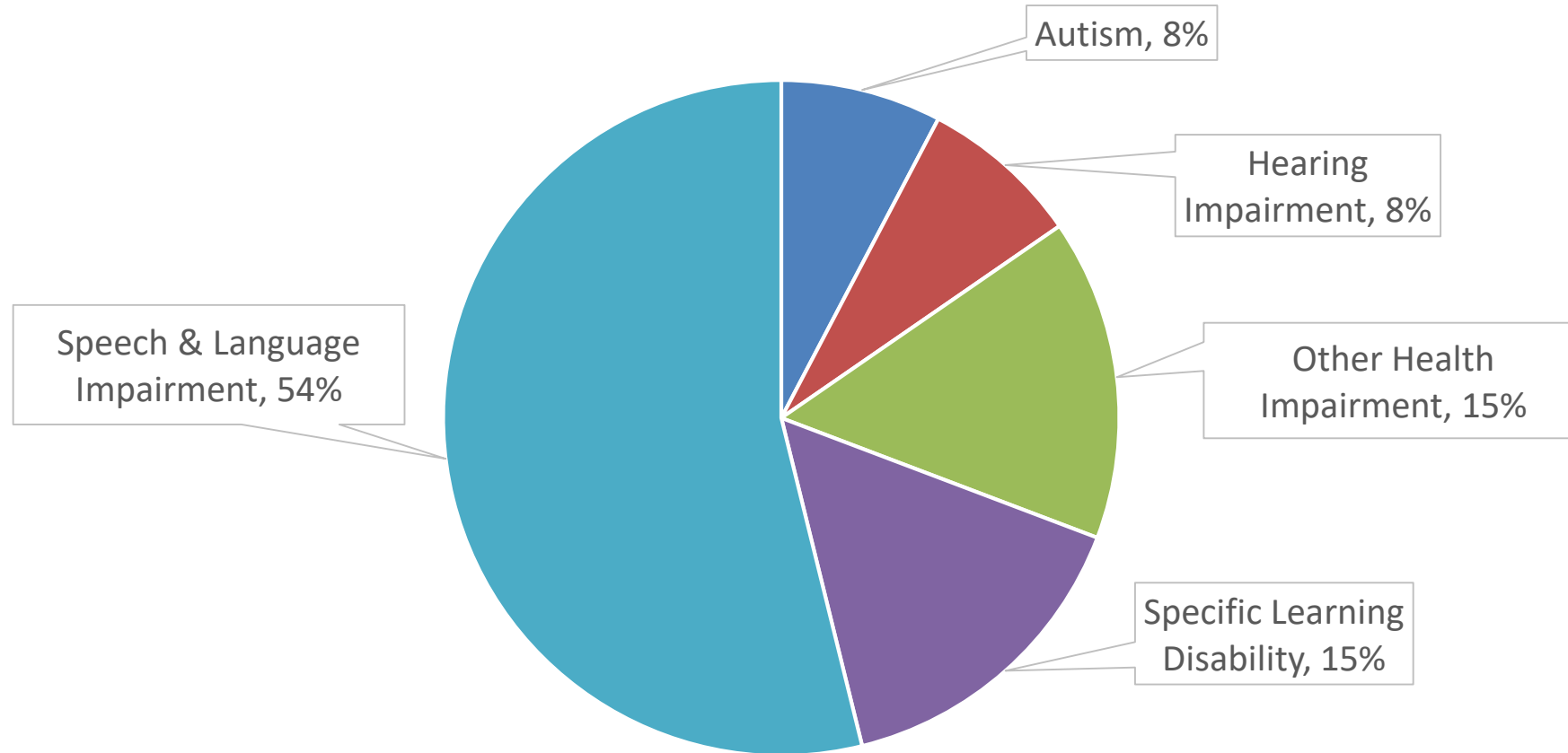
- Intellectual Disability
- Other Health Impairment
- Autism
- Specific Learning Disability
- Emotional Disturbance
- Orthopedic Impairment
- Hearing Impairment

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Secondary Disabilities



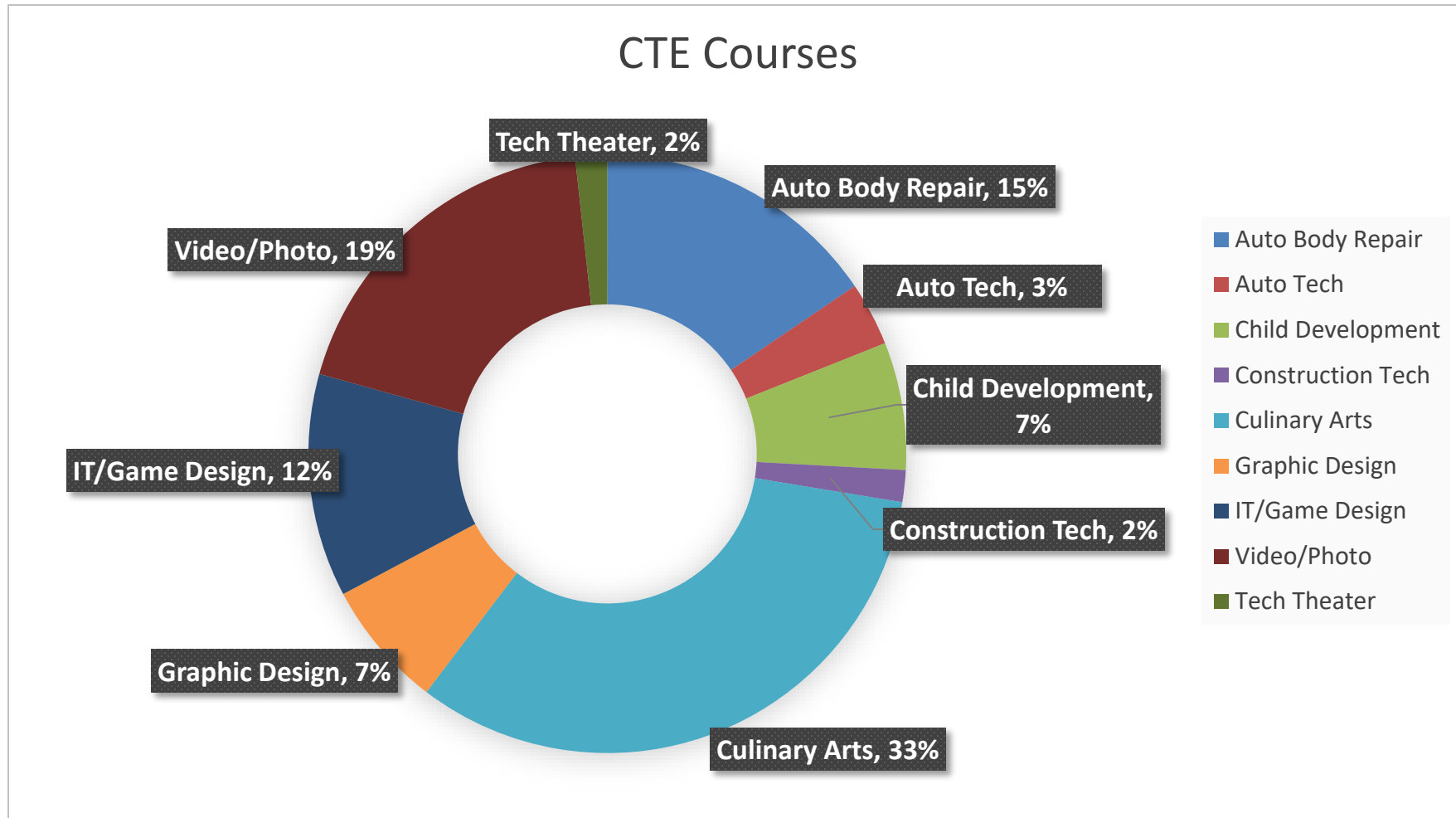
■ Autism ■ Hearing Impairment ■ Other Health Impairment ■ Specific Learning Disability ■ Speech & Language Impairment

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CTE Courses

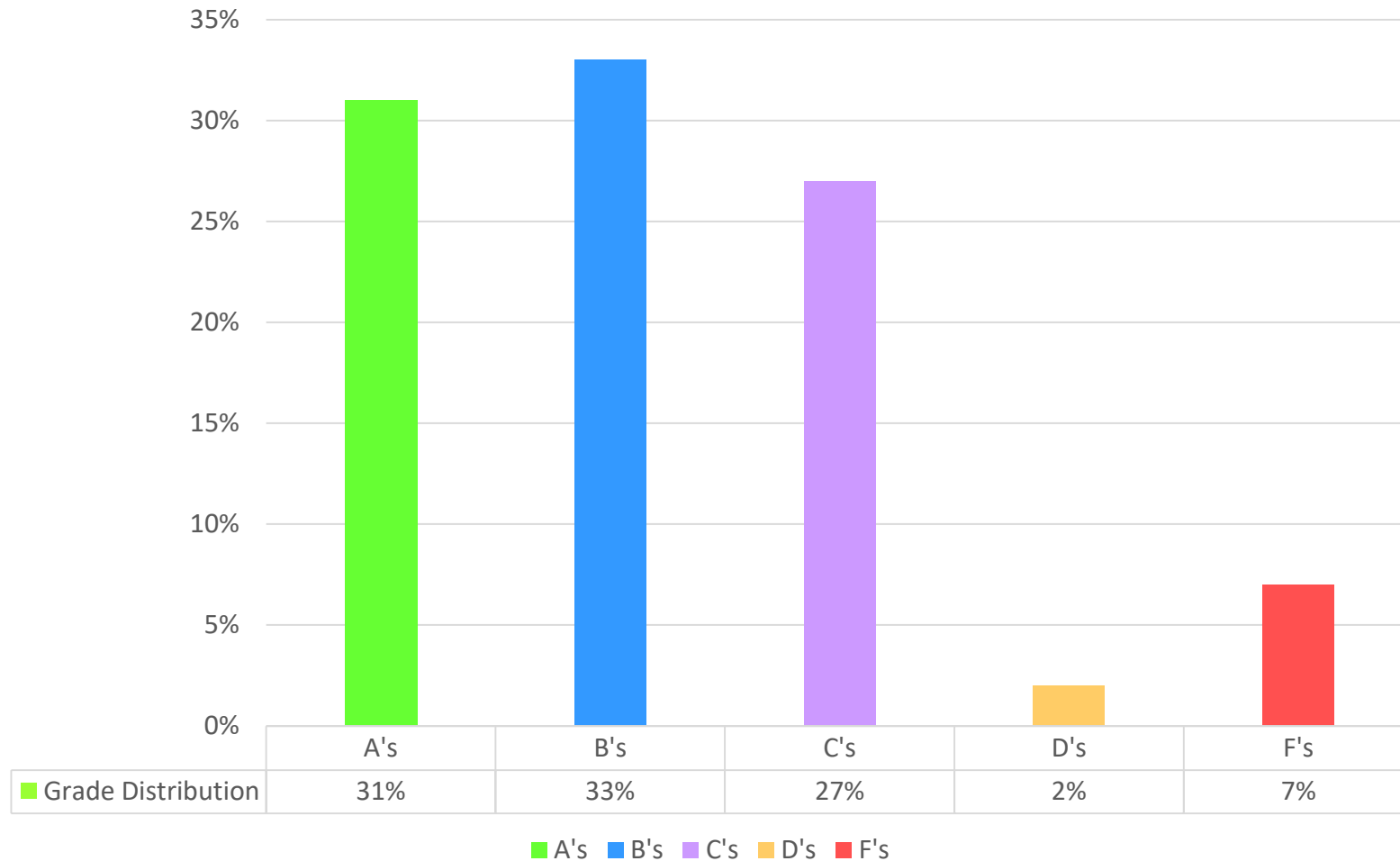


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Grade Distribution

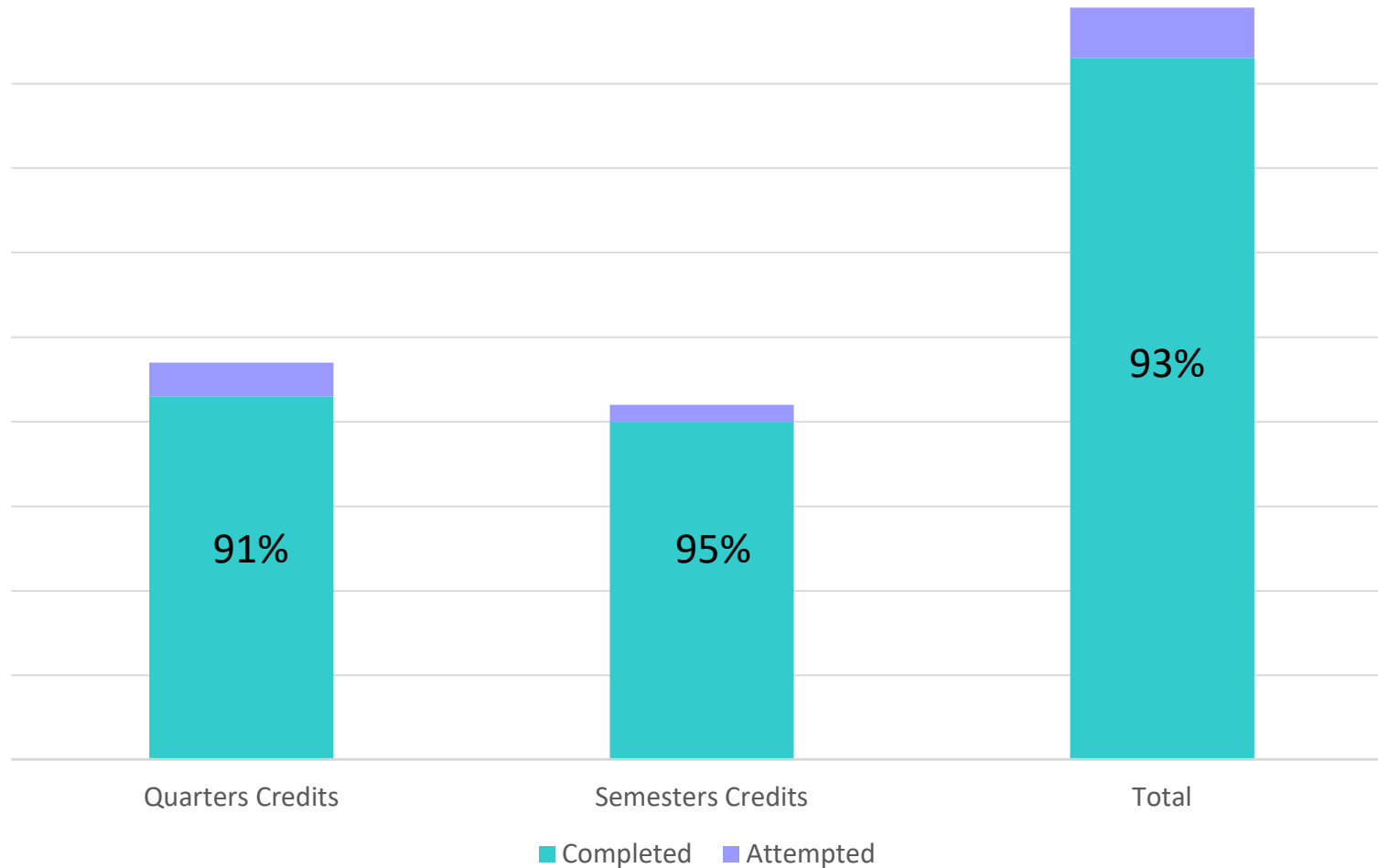


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Credits Earned



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CTEEP - The Outcomes:

- Increased attendance (ADA funding)
- Higher levels of student engagement in other academic domains
- Decreased behaviors
- Increased pro-social interactions
- Soft skill development
- Develop stronger self-advocacy skills



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CTEEP – The Lessons Learned:

- It's all about relationships
- Strong enrollment communication
- Commitments must be kept
- Don't over promise support
- Some CTE pathways require higher academic skills



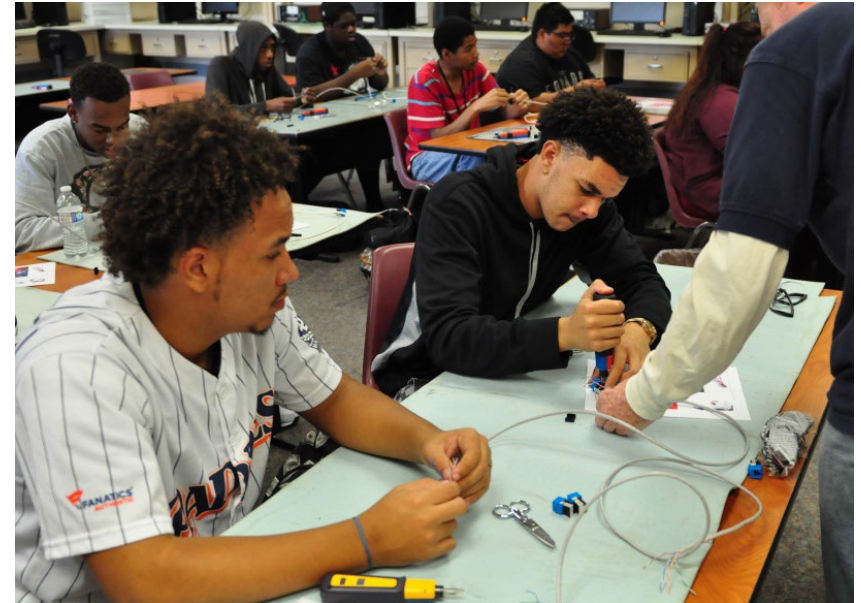
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CTEEP – The Lessons Learned:

- Advocate for multiple diploma pathways
- Support the coordination of both HSD and CTE (not one or the other)
- Support early course drops versus failure
- Backwards chaining: we are developed greater access to CTE for 14 to 18 y/o by demonstrating success





CTEEP – The Next Steps:

- Industry certification and certificate
- Co-enroll students in non-credit CTE and adult education
- Align CTE curriculum for seamless transition to college
- Offer bridge class to pre-teach academic skills for CTE



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CTEEP – The Next Steps:

- Align career pathways through school districts and colleges
- Develop “warm hand-off” process to help facilitate successful transitions
- Develop data sharing agreement to track student transitions and outcomes
- Increase college tours specifically for CTE programs





CTEEP – The Next Steps:

- Engage DOR, Regional Center to support greater transitions and leverage resources
- Expand business community partnerships to increase employment pipelines



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CTEEP – Today:

More than 25% of TRACE students participate in CTEEP:

- Career Assessments & CTE College Tours
- District CTE Classes
- Community College CTE Courses
- CTE Tutoring Support
- CTE Summer Bridge Programs:
 - Summer Film Institute
 - Summer Culinary Academy
- Short Course Certificates & Certifications:
 - Exploratory CTE Courses
 - Food Handler's Training
- Pre-apprenticeship training & Apprenticeship employment



Career
Technical
Education
Equity
Program

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감사합니다 Natick
Grazie Danke Ευχαριστίες Dalu
Thank You Köszönöm
Спасибо Dank Gracias
谢谢 Merci Seé
ありがとう

Obrigado