



# Incorporating Impactful CTE HQWBL Success Stories to Support Students With Disabilities

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# Who We are and Why We are Passionate About the Work



- **All students deserve to lead a happy, productive life.**



- **Students should know why they are learning.**



- **Collaborative Learning Communities**



- **Experiential Learning with Specialized Designed Instruction**

**(SDI)**

Who is in the Audience?

**CTE** **i am**  
Career and Technical Education



# Start on Success, What it is...



A highly structured school-to-work program for at-risk students with disabilities.



Designed to improve transition services and postsecondary education and employment outcomes for at-risk high school students with disabilities pursuing a standard diploma.






Students are enrolled in a CTE career readiness course during the first semester and a paid internship in a local business during the second semester.



It's a strategic collaboration between the school division, families, community agencies, and a local business.

# History of SOS

-  SOS was started by The National Organization on Disability in 1994 to address the needs of at-risk youth who have little work experience and may drop out of school.
-  Virginia piloted SOS in 2014 and has since expanded to 20 urban, suburban, and rural school divisions across the state.
-  Results have shown an increase in positive post school outcomes and collaboration between special education (SPED), career and technical education (CTE), and vocational rehabilitation (VR).

# The Model:



Meets the high-quality work-based learning standards identified by CTE and performed in partnership with business & agencies;



integrated with classroom instruction;



paid internship;



business mentors;



parental involvement; and



incorporates effective practices and predictors of post school success for students with disabilities.

Does it work?



## START ON SUCCESS (SOS)

Program outcomes: updated 2023

### SCHOOL DIVISIONS

19 SOS Programs across 13 counties and ports

- |                  |                      |
|------------------|----------------------|
| 1. Beaufort      | 10. Wayne County     |
| 2. Chowhills     | 11. Yamboujee        |
| 3. Chowhills     | 12. Flanders/Robeson |
| 4. Kinston       | 13. Halifax          |
| 5. Lenoirville   | 14. Johnston City    |
| 6. Tarboro       | 15. Wayne County     |
| 7. Wakeham       | 16. Lenoir           |
| 8. Wiggins Beach | 17. Franklin County  |
| 9. Weldon        | 18. Halifax          |
| 10. Weldon       |                      |

### DEPARTMENT'S REGION



## WHO ARE THE Students ?

TOTAL COMPLETED AS OF JUNE 2023: **263**

### STUDENTS BY RACE



\* NOT REPORTED: 2%

### STUDENTS BY DISABILITY TYPES

Specific Learning Disability	47%
Autism	22%
Other Health Impairment	18%
Emotional	2%
Orthopedic Impairment	<1%
Other Impairment	4%

### STUDENTS BY GENDER



\* NOT REPORTED: 2%

### STUDENT OUTCOMES one year post graduation



\* SOME CHOSE EMPLOYMENT AND ONE OTHER CATEGORY

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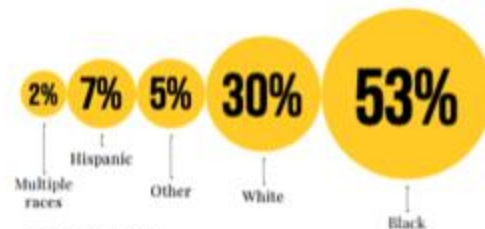
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### STUDENTS BY RACE



\* NOT REPORTED: 3%

### STUDENT OUTCOMES one year post graduation



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# Starting SOS - Success Starts with the Right People

Teachers

Students

Partners

Support



# Lessons learned...Year One Reflection



Location/ Job Opportunities/ Liability

- Transportation



Soft Skills and Communication

- Employment Applications/ Interviewing Skills



HR Forms Nightmare

- Checking Accounts



Stamina on the Job

- Higher Learning Opportunities with Partners

# Year Two Turning up the Volume!

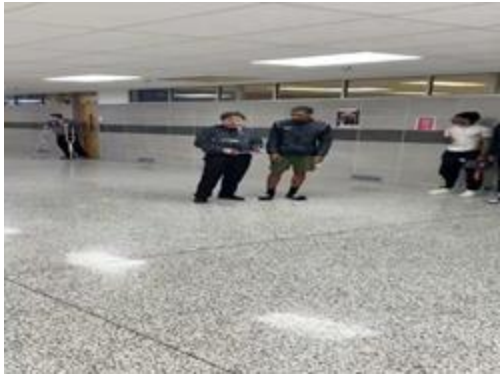
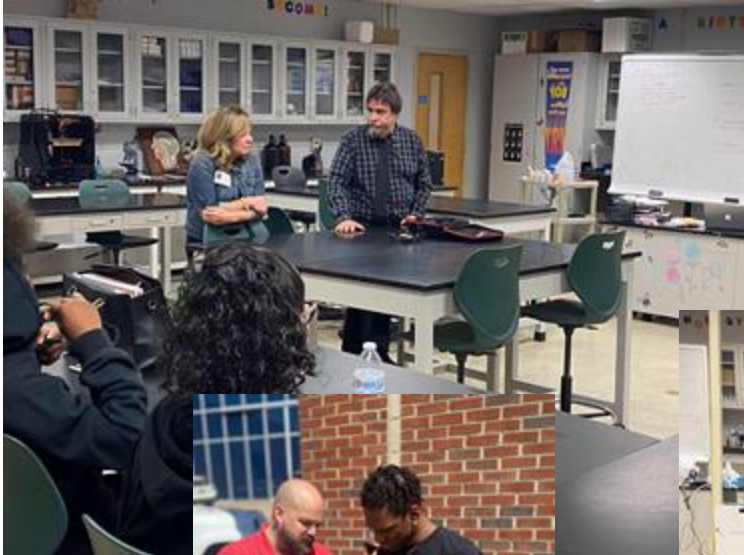


Center on  
transition  
innovations  




# Hands-On Engaging Success

TRUST Certification



# Universal Best Practices for Inclusion (i.e. academic, behavioral, social, etc.)



## Person-First Language

- Relationships



## Positive Culture

- Choice and Voice



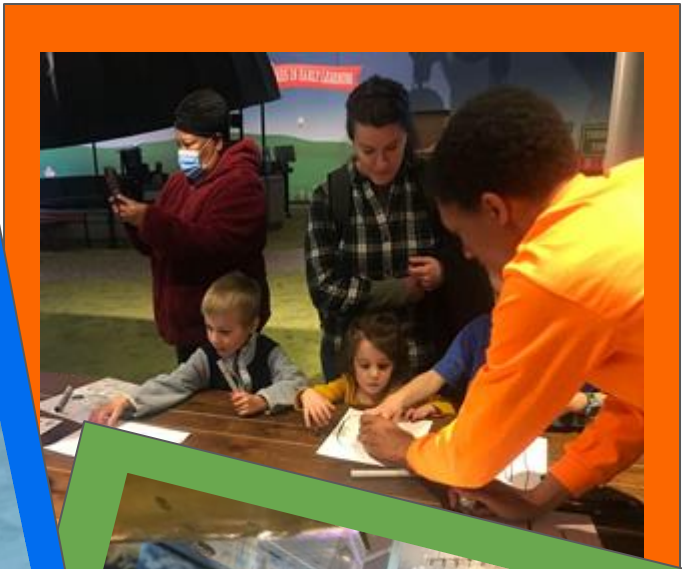
## Support ALL students

- Differentiated
- Accommodation
- Modification
- Multisensory, multi-faceted instructional strategy



## Individualized and Specialized Designed Instruction for SWD

Now it works  
even better!



# Sustainability and Expansion

- Compensation for Students
- Compensation for Teacher (extra hours)
- Buy-in: Student and Parent/ District/ School/ Partner
- Timelines are key! This is an investment in our Community
- Dual Enrollment/ College Connection
  
- ...We are preparing students for college, career and life readiness- It works!



The feedback is consistent, “we want this to continue!”



# Resources to start your own “Start on Success”



[Start of Success](#)- Through collaboration between students, families, schools, community agencies, and employers, Start on Success (SOS) provides high school students with IEPs who are pursuing standard diplomas with a high quality work-based learning experience.



[Fast Facts](#)- One-pager introducing the Start on Success program.



[Program Outcomes](#)- Infographic sharing Start on Success data.



[Replication Guide](#)- The who, what, why, how and when on implementing a Start on Success Program



[Action Plan](#)-Step by Step action plan to implement your new program.

## Links to Support Teachers:



[CTE Technical Assistance Center of New York](#)

- [T/TAC](#)



[Virginia's Guideline for Educating Students with Specific Learning Disabilities.](#)

- [Guidelines for Educating Students with Autism spectrum Disorders](#)



[Teaching Children with Attention Deficit Hyperactivity Disorder](#)

- [HCS Disabilities at a Glance](#)



[VDOE](#)

- [WBL](#)



[Job Accommodations Network \(JAN\)](#)

# SOS Sites Across Virginia

- Hampton City Schools started in 2022-2023 SY
- Norfolk Public Schools piloted this initiative in 2014-2015 SY
- Richmond City and Danville Public Schools were selected for 2016-2017 SY
- Essex Public Schools were selected for 2017-2018 SY
- VA Beach, Chesterfield and Greensville were selected for 2018-2019 SY
- Wythe and Bedford Public Schools were selected for 2019-2020 SY
- Hanover and Prince George were selected for 2020-2021 SY
- Culpeper and Fredericksburg City were selected for 2021-2022 SY
- Roanoke City, Suffolk, Loudoun, & Hampton City were selected for 22-23 SY
- Stafford and Franklin County were selected for the 2023-2024 SY
- Chesterfield and Salem City were selected for the 2024-2025 SY

# Resources and Contacts

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