CTE Equity: Strategies, Promising Practices, and Resources

A collection of some of the most promising, helpful, and comprehensive strategies, practices, and resources that address the needs of special populations in CTE.

General/Comprehensive Resources

Strategies for Special Population Success: Practical Tips and Tools for Educators. National Alliance for Partnerships in Equity (NAPE).

CTE Special Populations Information Briefs. Association for Career & Technical Education (ACTE).

Making Good on the Promise Series. Advance CTE.

English learners

Strategies:

1. **Incorporate a student's native language into lessons to help them learn the content as well as develop their language skills.**

   Working with English Language Learners – Best Practices for CTE Teachers. Texas A&M University.

   New York City's English learners often struggle to graduate, but here's how some schools buck that trend. Christina Veiga. Chalkbeat New York.

   Supporting ELLs in the Mainstream Classroom: 12 Strategies for Language Instruction. Kristina Robertson. Colorín Colorado. WETA.

   Educating English Language Learners: A Review of the Latest Research. Diane August. American Federation of Teachers.

2. **Allow for longer processing times for English language learners and respect their silent period as they develop their language skills.**

   Instructional Strategies for ELL Students. Angie Haro. Education Service Center Region 19, Texas.

[6 Strategies to Help ELLs Succeed in Peer Learning and Collaboration](#). Colorín Colorado. WETA.

[6 Essential Strategies for Teaching English Language Learners](#). Emily Kaplan. Edutopia.

3. **Build on a student's background knowledge in their home language to help them connect their existing skills to the new language.**

[How to Develop a Lesson Plan that Includes ELLs](#). Colorín Colorado. WETA.

[Tips for Teaching Middle and High School ELLs](#). Michelle Lawrence. AdLit.

4. **Develop strong academic language skills and teach key vocabulary.**

[English Learners in STEM Subjects](#). National Academies of Sciences, Engineering, and Medicine.

[CTE Supports English Language Learners](#). Association for Career & Technical Education (ACTE).

5. **Use a variety of visual aids, such as closed captioning, realia, and glossaries.**

[Support English-Language Learners with Scannable Technology](#). Monica Burns. Edutopia.

[10 Strategies That Support English Language Learners Across All Subjects](#). Joanna Schwartz. Edutopia.

Homeless individuals

Strategies:

1. **Be familiar with the definitions of homelessness and required actions outlined in the McKinney-Vento Act.**

[Improving Equity in and Access to Quality CTE Programs for Students Experiencing Homelessness](#). National Center for Homeless Education. Advance CTE.

[Supporting In-School and Out-of-School Youth Experiencing Homelessness Through Education and Workforce Partnerships](#). National Center for Homeless Education.

[Education for Homeless Children and Youths Program Non-Regulatory Guidance](#). U.S. Department of Education.

2. **Encourage extracurricular activities to foster student engagement and work to eliminate barriers to participation such as fees, transportation, or supplies.**

[In School Every Day: Addressing Chronic Absenteeism Among Students Experiencing Homelessness](#). National Center for Homeless Education.

[Ensuring Full Participation in Extracurricular Activities for Students Experiencing Homelessness](#). National Center for Homeless Education.

3. **Provide additional support for food insecurity, such as food pantries.**

    [How 6 school districts are using fresh funding to help homeless students](#). Matt Zalaznick. District Administration.

    [Five concrete ways schools can support homeless youth](#). Tim Grivois-Shah, Ed.D. CITY Center for Collaborative Learning.

4. **Help students experiencing homelessness obtain necessary health examinations and records.**

    [Ensuring Full Participation in Extracurricular Activities for Students Experiencing Homelessness](#). National Center for Homeless Education.

    [Education for Homeless Children and Youths Program Non-Regulatory Guidance](#). U.S. Department of Education.

    [In School Every Day: Addressing Chronic Absenteeism Among Students Experiencing Homelessness](#). National Center for Homeless Education.

5. **Understand the effects of homelessness-related trauma and provide appropriate counseling.**

    [Supporting College Completion for Students Experiencing Homelessness](#). National Center for Homeless Education.

    [Supporting Students Who Are Experiencing Homelessness](#). Ronald E. Hallett, Linda Skrla. American Federation of Teachers.

    [Supporting the Education of Immigrant Students Experiencing Homelessness](#). National Center for Homeless Education.

Individuals from economically disadvantaged families, including low-income youth and adults

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<u>**Strategies:**</u>

1. **Provide food assistance to reduce food insecurity and improve focus in school.**

    [Research identifies link between food insecurity and unengaged learning](#). University of Texas at San Antonio.

Discussion of "Nutrition and Cognitive Achievement: An Evaluation of the School Breakfast Program" by David E. Frisvold. Chloe Gibbs, University of Virginia. Center for Poverty and Inequality Research, University of California, Davis.

How to Help Low-Income Students Succeed. Matthew Lynch. The Edvocate.

Poverty and Its Impact on Students' Education. National Association of Secondary School Principals.

2. **Assist students and parents in understanding the college admissions process and financial aid options.**

    Strategies for Helping Economically Disadvantaged College Students. Dr. Timothy M. Renick, Georgia State University. Texas Higher Ed Leadership Conference.

    Strategies to Support Economically Disadvantaged Students. Brittany Boston. Illinois Center for Specialized Professional Support.

    Moving Beyond Access: College Success for Low-Income, First-Generation Students. The Pell Institute.

3. **Offer experiences such as talks or field trips to help students connect with positive role models, especially people who come from similar backgrounds.**

    Activities and Strategies to Enhance Student Achievement and Address Perkins Performance Measures. Nebraska Career Education. Nebraska Department of Education.

    5 Concrete Ways to Help Students Living in Poverty. Wynita Harmon. The Art of Education University.

Individuals preparing for nontraditional fields

Comprehensive Resource:

Nontraditional Career Preparation: Root Causes & Strategies. National Alliance for Partnerships in Equity (NAPE).

Strategies:

1. **Intervene early to kindle and sustain interest in STEM fields, especially among girls.**

    New Formulas for America's Workforce 2: Girls in Science and Engineering. National Science Foundation.

    National Girls Collaborative Project (NGCP).

Empowering Educators to Recruit and Retain Women in STEM and Career Technical Education. National Institute for Women in Trades, Technology and Science.

SciGirls. Twin Cities Public Television, Inc.

STEM Equity Pipeline. National Alliance for Partnerships in Equity (NAPE).

2. **Assess and correct curricular bias.**

    Project Implicit.

    Gender Equity Tip Sheet. Project Enter, University of Missouri-Columbia; National Alliance for Partnerships in Equity (NAPE).

    Tools and Guidance for Evaluating Bias in Instructional Materials. Region 8 Comprehensive Center. Comprehensive Center Network.

    Reducing Stereotype Threat in the Classroom. Bettina J. Casad, Iowa Science and Mathematics Teacher Educators Summit. National Alliance for Partnerships in Equity (NAPE).

3. **Ensure students have access to positive role models in nontraditional fields and enable mentoring.**

    American Association for Men in Nursing.

    IGNITE Worldwide: Inspiring Girls Now in Technology Evolution.

    MenTeach.

    Million Women Mentors.

    MentorNet. Great Minds in STEM (GMiS).

Individuals with disabilities

Comprehensive Resource:

PIPEline to Career Success for Students with Disabilities: Root Causes & Strategies. National Alliance for Partnerships in Equity (NAPE).

Strategies:

1. **Implement Universal Design for Learning (UDL) practices.**

    The Universal Design for Learning (UDL) Guidelines. CAST.

    Key Questions to Consider When Planning Lessons. CAST.

    Universal Design for Learning. South Carolina Center for Teaching Excellence.

[Making Your Curriculum Accessible to All Special Populations: Applying UDL in CTE Settings](#). Dr. Lakshmi Mahadevan & Dr. Rick Peterson. Texas Education Agency.

[Universal Design for Learning and the CTE Classroom - Webinar Series](#). Illinois Center for Specialized Professional Support.

2. **Design accessible educational materials using POUR guidelines (Perceivable, Operable, Understandable, Robust).**

   [Designing for Accessibility with POUR](#). National Center on Accessible Educational Materials.

3. **Increase the participation of individuals with disabilities in STEM fields.**

   [DO-IT (Disabilities, Opportunities, Internetworking, Technology)](#). University of Washington.

   [AccessSTEM](#). DO-IT. University of Washington.

   [AccessComputing](#). The Alliance for Access to Computing Careers.

Military-connected youth

<u>**Strategies:**</u>

1. **Understand and mitigate the challenges of high mobility for military-connected students.**

   [Mitigating the Impact of School Mobility: An Effective Practices Model and Guide for Educators](#). Military Child Education Coalition and the Center for Public Research and Leadership at Columbia University.

   [The Challenges of Supporting Highly Mobile Military-Connected Children in School Transitions – the Current Environment](#). Military Child Education Coalition and the Center for Public Research and Leadership at Columbia University.

   [Education Revolution. Their Right. Our Fight. What You Need to Know About Military Kids in Your Schools.](#) National Military Family Association.

   [Helping MilKids Soar Webinar Series](#). Military Child Education Coalition.

   [Educator's Guide to the Military Child During Deployment](#). Educational Opportunities Directorate of the U.S. Department of Defense.

   [Advocating for Military Children: A Resource Guide for Educators and Community Partners](#). National Guard Bureau Family Program.

2. **Ease transitions of military-connected students to new schools by implementing uniform administrative practices across states and streamlining record transfer.**

   Interstate Compact on Educational Opportunity for Military Children. Department of Defense Education Activity.

   - A Guide for Schools and Local School Districts. Department of Defense Education Activity.

   - Compact Rules. Military Interstate Children's Compact Commission (MIC3).

   - Virginia Military Interstate Compact Commission. Military Interstate Children's Compact Commission (MIC3).

   A Study of the Purple Star School Designation Program: Summary Report. Military Child Education Coalition and the Center for Public Research and Leadership at Columbia University.

3. **Help military-connected students adapt to new school environments and make friends by establishing peer-to-peer outreach programs.**

   Student 2 Student® (S2S™) Program. Military Child Education Coalition.

   4-H Military Partnership. 4-H Military Partnership.

4. **Support and enhance partnerships and communication lines among military installations, school divisions, parents, and communities.**

   Promising Practices. Military Impacted Schools Association.

   Department of Defense School Liaison Program. Department of Defense Education Activity.

   How School Liaisons Help Students Realize Education Goals and More. Military OneSource.

Out-of-workforce individuals

Strategies:

1. **Invest in programs that develop strong links between education, training, and the job market.**

   Work-Based Learning Tool Kit. National Center for Innovation in Career Technical and Education (NCICTE).

   Apprenticeship Works - Education and Training for Rewarding Careers. American Institute for Innovative Apprenticeship.

Creating a Successful Bridge Program: A "How To" Guide. Illinois Bridge Initiative. Illinois Community College Board.

Jobs for the Future (JFF).

2. **Engage in industry sector initiatives; develop partnerships among employers, educators, and other workforce stakeholders to identify and address the workforce needs of particular industries within a regional labor market.**

   Tuning In to Local Labor Markets: Findings from the Sectoral Employment Impact Study. Sheila Maguire, Joshua Freely, Carol Clymer, Maureen Conway, and Deena Schwartz. Public/Private Ventures.

   Encouraging Evidence on a Sector-Focused Advancement Strategy: Two-Year Impacts from the WorkAdvance Demonstration. Richard Hendra, David H. Greenberg, Gayle Hamilton, Ari Oppenheim, Alexandra Pennington, Kelsey Schaberg, and Betsy L. Tessler. MDRC.

   Connecting People to Work: Workforce Intermediaries and Sector Strategies. The Aspen Institute.

3. **Seek to meet the needs of both employers and workers through innovative worker support programs.**

   The 2Gen Approach. Ascend. The Aspen Institute.

   Center for Justice and Economic Advancement (CJEA). Jobs for the Future (JFF).

   Job Design Framework. National Fund for Workforce Solutions.

Single parents, including single pregnant women

Strategies:

1. **Provide flexible attendance policies and learning environments to allow students time for childcare.**

   Student Parent Success Initiative. Institute for Women's Policy Research.

   The 2Gen Approach. Ascend. The Aspen Institute.

   Most Pregnant and Parenting Students Don't Graduate. Here's How One Rhode Island High School Is Helping Its Teens Beat the Odds. Kate Stringer. The 74.

2. **Provide on-site childcare or connect students to childcare services through information and transportation.**

[State of the Field: Two-Generation Approaches to Family Well-Being](#). Ascend. The Aspen Institute.

[Helping Pregnant Teenagers](#). D. Bluestein, M.E. Starling. Western Journal of Medicine.

3. **Offer parenting classes.**

   [Teenage Parents and their Educational Attainment](#). Texas Comprehensive Center.

   [Activities and Strategies to Enhance Student Achievement and Address Perkins Performance Measures](#). Nebraska Career Education. Nebraska Department of Education.

Youth who are in, or have aged out of, the foster care system

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<u>**Strategies:**</u>

1. **Understand the effects of high mobility on student learning and work to reduce the barriers to transferring schools to support continuity in education.**

   [California's Students in Foster Care: Challenges and Promising Practices](#). Dion Burns, Daniel Espinoza, Julie Adams, and Naomi Ondrasek. Learning Policy Institute.

   [Serving Students in Foster Care: Implications and Interventions for School Counselors](#). Hannah Brinser and Addy Wissel. The Professional Counselor.

   [Closing the Achievement Gap for Students in Foster Care](#). University of Northern Colorado.

2. **Get to know the backgrounds of students in foster care and work to provide a safe, connected space and positive relationships with students.**

   [Supporting Students Living in Foster Care](#). Rebecca Alber. Edutopia.

   [10 Ways Teachers Can Help Students from Foster Care](#). John DeGarmo. Tinybeans.

3. **Understand the impact of foster care on a student's ability to attend class or submit homework, consider flexible homework schedules, and revise disciplinary actions, such as suspension, to reduce additional time out of class.**

   [Pipeline to Success: Supporting California Foster Youth from High School to Community College.](#) Educational Results Partnership. California College Pathways.

   [Foster Care and Education: How Foster Care Involvement Affects Educational Outcomes](#). Partners For Our Children.