

# Stairway to success

**STAIRWAY TO SUCCESS**, Springfield's School-to-Work process, provides young people with the skills and attitudes they need to succeed in school, jobs, higher education, careers, and community responsibilities. **STAIRWAY TO SUCCESS** does not track students into particular jobs or industries. Instead, it is a developmental, cumulative model that provides early exposure to the environment of lifelong work and learning, and builds the ethics, responsibility, teamwork, and problem-solving required for future success. Each developmental step in the **STAIRWAY TO SUCCESS** is coordinated with the Springfield Learning Outcomes, and supported by professional staff in school buildings and the School to Work office of the Springfield Public Schools. School to Work interventions enable students to practice and internalize the habits of mind—hands-on learning, critical thinking, synthesis, ongoing reflection and self-presentation—that are tested by the Massachusetts Comprehensive Assessment System... and by life.



**SUMMER  
ACADEMICS  
& JOB  
EXPERIENCE**

The "Summer of Work & Learning" reinforces academics by coordinating jobs with Work-Based Learning Plans.

**MENTORING**

Mentor training and other health and human service support is provided for students, teachers, counselors, employers, and community-based organizations (CBOs).

**CAREER  
CENTERS**

Development of portfolios and résumés, information about jobs, college and financial aid opportunities, regional professional development activities, curricular materials organized by grade and subject. Coordinated with local One-Stop Career Centers.

**INTERNSHIPS**

By testing their knowledge and skills in career internships tied to Work-Based Learning Plans, students show what they can do and become motivated to do more. The **INSTRUCTION THROUGH INTERNSHIPS** manual includes activities to help student interns achieve critical competencies.

**JOB  
SHADOWING**

Students' lives are transformed when they shadow workers and see that success in life depends on responsibility, teamwork, problem-solving and a friendly attitude. The **SUCCESS THROUGH SHADOWING** manual outlines specific activities to ensure that shadowing experiences are rich with learning.

**TRIPS TO  
COLLEGES &  
WORK SITES**

Visits reinforce academic learning when students are exposed to stimulating environments that require the knowledge and skills they are learning in school. Student visits are coordinated with grade-appropriate learning objectives, and students review and reflect on these objectives as they document and evaluate each college or work site visit .

**CAREER  
CLASSROOM  
SPEAKERS**

Speakers from all walks of life (business, college, sports, public service, the arts) make learning relevant by introducing their life experiences into classes in all subject areas. The **SPOTLIGHT ON SPEAKING** guide helps potential classroom speakers review the teaching objectives for selected grade levels and subject areas and integrate these objectives into their preparation and classroom presentations.

## STAIRWAY TO SUCCESS

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and Springfield  
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