



CAST

Until
learning
has no
limits[®]

CAST
Annual Report
2022

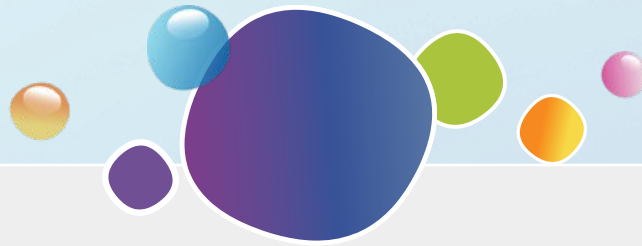


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CAST

Annual Report

2022

CAST (www.cast.org) is a not-for-profit organization with a mission of transforming education design and practice “until learning has no limits.”

Founded in 1984, CAST is the originator of [Universal Design for Learning \(UDL\)](#), a method of addressing learner variability by providing flexible, customizable designs with the goal of giving all individuals equal opportunities to learn.

CAST’s staff of 61 professionals engage in research, accessibility, inclusive technology development, professional learning, workforce and career education, and publishing. These activities impact learning in the classroom, in informal learning settings, and in the workplace. UDL is found in many public policies in the U.S. around K-12 education, higher education, educational technology, and workforce development. The UDL framework is also increasingly being applied internationally.

In 2022, CAST continued to focus its efforts on growing the field of Universal Design for Learning through advancement opportunities and outreach. The organization expanded its pipeline by growing its staff, building on its innovative technologies and tools, and providing more opportunities for teachers and students alike.

Research, Design, & Development

As part of our mission to bust all barriers to learning, CAST researches, designs, and develops innovative solutions to make education more inclusive and effective. We do so by applying the principles of Universal Design for Learning, a framework rooted in the learning sciences. CAST routinely partners with leading research organizations, institutions of higher education, corporations, and foundations to pursue this work.

Although smaller in scope, CAST's innovative legacy of developing breakthrough technologies continues with a few "sandbox" projects, where we create and play with accessible learning tools.

Research, Design, & Development Highlights



[CITES](#) works with school districts to create and sustain inclusive technology systems for all students. As a part of its work, the CITES team created a framework of evidence-based practices, which it disseminates across the nation. Importantly, CITES also works with families to ensure that students who use accessible technology understand it and can incorporate it to foster success and lifelong learning.

During the summer of 2022, the CITES team led knowledge development efforts for the infrastructure and family engagement sections of the CITES framework and are working to incorporate this new information into the website. In addition, CITES published an [AT/IT glossary](#) and a [Get Started](#) page on the website to help districts interested in leveraging the CITES framework launch the process. CITES finalized research related to accessibility/assistive technology and virtual schools based on interviews with five virtual school programs. The virtual learning resources will be published in April 2023.





The [National AEM Center](#) works with individual educators, school districts and states across the nation to help them provide educational materials that are accessible to all learners, from early childhood through the workforce.

In 2022 AEM participated in the following activities:

- Office for Civil Rights: Digital Accessibility Panel
- Office of Special Education Programs (OSEP) Leadership & Project Directors' Conference: Providing AEM in Oklahoma from PreK-12 through Postsecondary
- Association on Higher Education And Disability (AHEAD) 2022 Conference: Quality Indicators for Guiding Systems Change in Higher Ed Digital Accessibility
- Cynthia Curry, CAST Director of Technical Assistance, was [interviewed by McGraw Hill](#) on supporting accessibility for all learners
- AEM Center launched a new video series in partnership with Bridge Multimedia: [Accessible Learning Across the Lifespan](#)



Housed at the University of Kansas (KU), the [Center for Innovation Design and Digital Learning \(CIDDL\)](#) works to improve capacity to use educational technology in special education, early intervention, and related services personnel preparation. CAST is one of four partners on this project along with KU, the Metiri Group, and the University of Central Florida.



Other Projects of Note

CAST performs a significant amount of development and research of materials and tools for teachers and students alike, including:

- [Coaching on Learning \(COOL\)](#) works to support elementary-school instructional coaches with materials and support.
- [Center on Inclusive Software for Learning \(CISL\)](#) is exploring and creating tools for K-12 students to ensure they have engaging, high-quality accessible digital learning materials.
- [Math and Reading Acquisition of Co-Adaptive System \(MARCS\)](#) is used to explore ways to reduce reading barriers for students so they can engage in math
- [Opening Access to Science Instruction Support \(OASIS\)](#) empowers science teachers with research-based coaching.



Professional Learning

CAST offers many opportunities for educators at all levels—and their organizations—to build their understanding and practice of Universal Design for Learning, accessibility, and professional development. We also have several long-term projects related to educator and instructor professional learning and its impacts on teaching and learning.

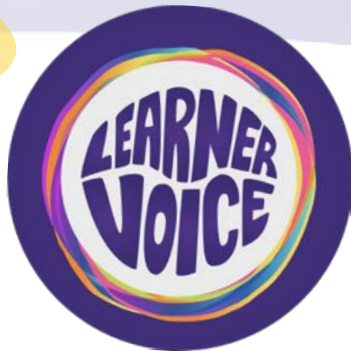
Unlike traditional professional development, where an “expert” stands and delivers knowledge to those who know less, CAST’s professional learning is designed based on the principles of UDL to build learner agency. This design respects educators and values the understanding they have of their environments and students. It is proving tremendously successful and needed, in a world that too often devalues educators.

Professional Learning Highlights

The 8th Annual CAST UDL Symposium: Learner Voice

[CAST’s UDL Symposium](#)

is a **global convening of educators** who gain the opportunity to participate in innovative ideas, systemic thinking, and application of theory to practice. At CAST, we believe true equity must involve the power of the voices of our learners, so in 2022, the CAST UDL Symposium was intentionally designed to amplify those voices, particularly those who have been most marginalized by traditional educational systems. Learners’ voices must be lifted and made central to how we engage, teach, and assess learners, because each and every voice enriches learning for all.



District-wide Projects

Since federal American Rescue Plan funds have been distributed, CAST has seen a particularly large interest in **district-wide UDL implementation**. We now work in: San Bernardino, CA; Palm Springs, CA; Lexington, KY; Tucson, AZ; Oak Park, IL; Worcester, MA; and Greenville, SC.



⋮ New Hampshire

CAST continues to run the statewide [New Hampshire UDL Innovation Network](#). We work with over 70 schools across the state and the state has just renewed their contract with CAST for a final two years, with the hopes of training their own homegrown UDL experts who can continue the work after the life of the grant.

⋮ California

California continues to be a hotbed of UDL activity. We spent much of the summer planning for the final year of our Educator Workforce Investment Grant (EWIG), including preparing for a team retreat in which we will design a comprehensive statewide implementation manual.

In the second of three years, the CAST-supported [California Coalition for Inclusive Literacy](#) has trained over 30 County Office of Education staff to become UDL coaches in five counties across the state. We are currently in talks with the state to expand this work with the hopes of building a statewide network of UDL Superintendents.

[The Far North Literacy Consortium](#) is entering its second of three years and, as noted, we began to work with many other districts across the state. In addition, we are partnering with the California Collaborative for Educational Excellence (CCEE) to create a plan to train and support CA superintendents to implement UDL districtwide.

In July 2022, the CAST West Coast team presented to the California Advisory Commission on Special Education, where they were incredibly well received and put themselves in a position to be quite competitive for the next round of EWIG funding.

⋮ Massachusetts

CAST is in the first year of a three-year contract called the [IEP Improvement Project](#), supporting 30 districts across the state to evaluate and improve their identification, evaluation, education, and transition of students with disabilities.



Postsecondary & Workforce

CAST believes learning should have no limits, whether in school or in the workplace. Our vision is for every learner to have engaging opportunities for career exploration and development and to access and belong in education and training environments designed with their needs in mind. We also want to equip workplaces with effective practices to recognize, recruit, and retain diverse talent so these well-prepared learners can shape the workforce of the future.

Postsecondary & Workforce Highlights

E-Portfolio

With \$2.7 million in National Science Foundation funding, CAST and our partner Youthbuild, a national pre-apprenticeship program, [co-designed an e-portfolio](#). This flexible tool helps students and educators measure and track progress and success in learning environments that are hands-on and competency based.



Our e-portfolio has been incredibly successful and we have received \$350,000 in funding from other sources to customize and redeploy it in six other settings, including apprenticeships and community colleges.



Career Guidance

With \$100,000 in seed funding from the Department of Defense, we collaborated with BioFab USA, one of sixteen Manufacturing USA Innovation Institutes, charged with renewing advanced manufacturing in the USA. We created a [prototype career guidance tool for high school CTE students](#). Because of this tool's success, we have secured an additional \$650,000 from the National Science Foundation to further develop it and research career guidance in CTE classrooms with dual enrolled (high school + community college) students.



STEM Makerspace

With \$1.4 million from the National Science Foundation, we are [co-designing a community-based STEM makerspace in affordable housing](#) together with a national affordable housing provider and Boston University's Social Learning Lab.



Community Reentry and Employment

With funding from the New Hampshire Department of Corrections, we used the Universal Design for Learning (UDL) framework to [redesign the Choose Love SEL curriculum](#). All of the Choose Love activities, discussions, and assessments will account for variability of the learning environments and of learners themselves.



Accessibility Training for Employees

We secured \$80,000 in funding to help increase every CAST employee's knowledge of accessibility. We secured funding to bring in a world expert in accessibility ([David Berman Communications](#)), to oversee the training and help us develop key performance indicators to measure success. This work consists of:

- Direct training of four cohorts of CAST staff
- Making changes to CAST templates and workflows to create more accessible content for employees and clients
- Creating an implementation guide to support onboarding of new staff.

The CAST team has embraced this work and we are collaborating with David Berman and his team to extend it as needed.

Other Projects of Note

We received multiple new grants, including [Take Flight](#), a \$1.5 million National Science Foundation grant. This grant uses drone technology, communal motivation, and strength-based approaches to engage middle school female students from rural areas in STEM. This project brings CAST's Postsecondary & Workforce and Research & Development teams together to jointly address underrepresentation in STEM careers.

The NSF's Advanced Informal STEM Learning (AISL) program funded a \$300,000 [15-month feasibility study](#) with the University of New Hampshire. This initiative will investigate how outdoor recreation may (or may not) be leveraged to support rural youth's STEM identity and future STEM career aspirations.

Moreover, our team received \$300,000 to [develop a web-based resource for additive manufacturing](#) (3D printing). This grant is from America Makes, one of sixteen manufacturing innovation institutes.

Finally, the State of Massachusetts awarded CAST a grant to [help the state improve career and technical education \(CTE\) for students with disabilities](#). This is a collaboration between the Postsecondary & Workforce and the Professional Learning teams. We are also kicking off a brand new project to further develop career guidance resources in biomanufacturing and pilot these in dual enrollment settings to increase the STEM technician workforce.

Professional Publishing

CAST Professional Publishing produces books that help educators at all levels improve their practice—and change students’ lives—through Universal Design for Learning. We create, nurture, and distribute exceptional media products that inspire and inform educational research, instructional practice, and policy making for the betterment of all.

Professional Publishing Highlights

Of our [34 products](#), most are for the K-12 market of teachers and administrators, including lesson design, systemic change, accessibility, and content-specific titles. However, we are expanding our offerings in higher education and will publish our first book for the corporate market in 2023. In addition, we are developing plans for a full line of family and children’s books and expanding our postsecondary offerings, likely under a separate imprint.

Other new titles in the works include ones on UDL and executive function, the IEP process, English Language Arts, social emotional learning, writing instruction, self-care for teachers, co-teaching, and early childhood education for Black and brown learners. CAST Publishing is also leading in-house efforts to organize a Mind, Brain, and Learning colloquium (and book) that will advance our organization’s understanding and connection to the neurosciences.





Growing the Field

CAST has seeded and grown the field of Universal Design for Learning through creative research and development, strategic partnerships, teacher preparation and support, and international outreach. Through curriculum planning, software development, state and national policy, teacher preparation and support, and education research with UDL-based solutions, CAST continues to lead learning experiences that support every learner.

UDL Implementation and Research Network

[The Universal Design for Learning Implementation and Research Network \(UDL-IRN\)](#) is a grassroots organization that supports the scaled implementation and research related to Universal Design for Learning. Throughout the year the UDL-IRN brings together educators from around the globe to network, collaborate, research, share, and learn through the International Summit and Credentials and Certification programs.

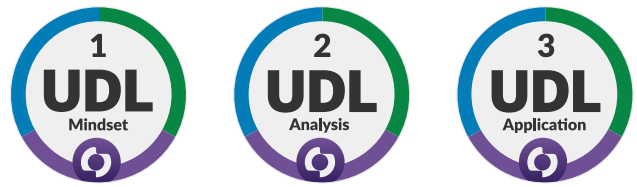


The 2022 UDL-IRN International Summit brought educators from around the globe to network, collaborate, research, share, and learn content centered on Universal Design for Learning. Over 850 people attended the event. We offered 90 sessions and had 20,500 page views in two days.

UDL Credentials and Certification

In 2022, we set our sights on updating the CAST credentials. [Our credentialing program](#) helps to stimulate, support, and sustain best practices in utilizing UDL. The Credentials support growth in inclusive practices in educational contexts and also provide a baseline criteria for implementation.

The three updated credentials provide an opportunity for participants to gain feedback on their understanding, analysis, and application of UDL.



UDL Product Certification

CAST is moving forward with the creation of a [UDL Product Certification](#). We have completed two rounds of educator co-design and learner co-design input, and now we are engaged with edtech products doing walkthrough interviews to gain insights on improving the certification application. We have partnered with Digital Promise on this project and plan to host the certification on Digital Promise's product certification platform. This is CAST's intellectual property and we will be responsible for the certification evaluations once it goes into production.

We are also seeking additional funding to support [the UDL School Implementation Criteria](#).



The Year in Numbers

2022 Financial Report

Total Revenue:

\$14,105,664

Total Expenses:

\$13,742,698

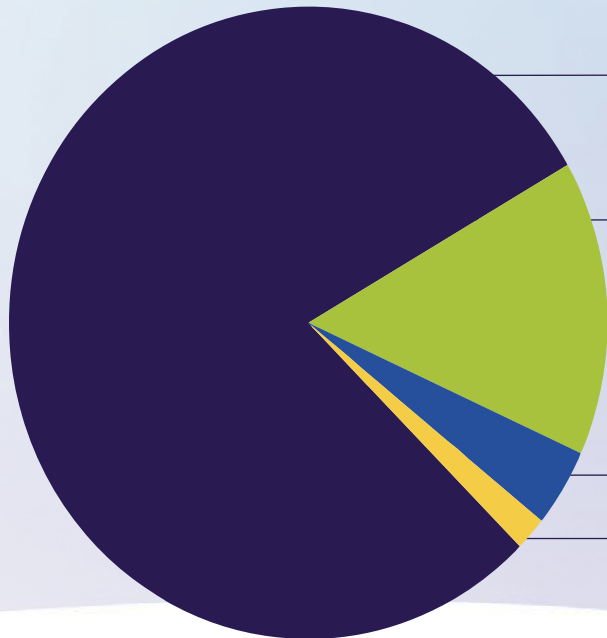
Net Assets Beginning of Period:

\$6,005,582

Net Assets End of Period:

\$5,789,741

Breakdown of Expenses



Program Services:
\$10,881,390 (79.2%)

General and Administrative:
\$2,075,380 (15.1%)

Bid and Proposal, Administration:
\$547,832 (4%)

Fundraising:
\$238,096 (1.7%)

CAST Board of Directors



Sheldon H. Berman, Chair
AASA Lead Superintendent for
Social-Emotional Learning



Anne Meyer
CAST's Co-Founder and Chief of
Education Design (Emeritus)



David H. Rose
CAST's Co-Founder and Chief Education
Officer (Emeritus)



Stephen P. Crosby
Independent Consultant and Co-Founder,
The Civic Action Project



Denise C. DeCoste
Occupational Therapist and Special
Educator (Retired)



Karla Estrada
Deputy Superintendent of Instruction,
Los Angeles Unified School District



DeVone Holt
Vice President of External Affairs,
Goodwill Industries of Kentucky



Logan Smalley
Director,
TED-Ed



Eleazar Vasquez
Director of the Toni Jennings Exceptional
Education Institute and Professor, UCF



Deborah P. Waber
Director of the Learning Disabilities
Program, Boston Children's Hospital
Professor of Psychology, Harvard
Medical School



Jim Williamson
Technology Consultant to Non-Profit
Organizations (Retired)



Michael K. Yudin
Principal,
The Raben Group

CAST Leadership Team



Lindsay E. Jones
Chief Executive Officer



Carole Lacy
Chief Financial Officer and Human Resources Director



Jennifer Levine
Chief Academic Officer: PreK-12



Tara Courchaine
Chief Research and Development Officer



David Gordon
Chief Content Officer



Sam Catherine Johnston
Chief Postsecondary and Workforce Development Officer



Paige D. Smith
Senior Director of Communications



Bobby Moore
Chief of Staff

CAST @CAST_UDL · May 12
 Seeking quick tips to help implement UDL strategies? [#ThankATeacher](#) today & download our [#UDL](#) Tips on accessible materials, [#CareerTechEd](#), learning goals, [#assessments](#), learning environments, and more. Happy [#TeacherAppreciationWeek!](#) [ow.ly/Yh7f50OghtU](#) [#UDLchat](#) [#education](#)

Download our UDL Tips for making your learning environment more inclusive.

CAST

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CAST @CAST_UDL · May 11
 Find out how state and local agencies are creating educational systems to improve the accessibility of materials & technologies provided to all learners in this blog post from the AEM Center at CAST: [ow.ly/F26N50OhlMI](#) [#TeacherAppreciationWeek](#) [#ThankATeacher](#) [#AEM4all](#) [#GAAD](#)

The National AEM Cohort: A Showcase of State & Local Actions to Improve Accessibility for All Learners

Read the blog post

ALT National Center on Accessible Educational Materials #AEM4all CAST

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CAST @CAST_UDL · Apr 30
 Just one more day to grab the best prices for the 9th Annual CAST [#UDL](#) Symposium, July 31 & August 1, 2023 in [#Denver](#), CO and online! Reserve your seat today: [ow.ly/otCH5001IQ0](#) [video: clouds moving across the Denver skyline with the Symposium logo overlaid] [#UDLlens](#)

9th Annual CAST UDL Symposium

Through the Lens of UDL







CAST Retweeted
Christine Fox @cafox · May 2
[#ThankATeacher](#) today for putting the time day. Especially for those untracked, positive [#StudentSuccess](#) and building life long learning! [@CAST_UDL](#) [@ISTEofficial](#) [@pbcasd](#) [@DwyerHS](#)

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Thank You

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