



Using Agency Leadership to Increase Opportunities for Competitive, Integrated Employment for Students and Youth with Disabilities

What is the level of evidence?

This practice was identified by Rehabilitation Research & Training Center for Evidence-Based Practice in Vocational Rehabilitation (RRTC-EBP VR), and has been labeled by NTACT as a Promising Practice. *More information on NTACT's process for identifying effective practices is available here: [NTACT's Effective Practices.](#)*)

What is the practice?

Leadership reflects a climate in which agency leaders demonstrate support for agency staff in their response to innovative ideas. Additionally, organizational changes leading to a less bureaucratic and responsive agency are also aspects of leadership. Counselors appreciate accessible leaders. Agency leader continuity is also recognized as an important element of sustainability for agency success.

Where is the best place to find out how to do this practice?

The Special Issue from the Journal of Vocational Rehabilitation is available through the website of the RRTC-EBP-VR here:

<http://content.iospress.com/download/journal-of-vocational-rehabilitation/jvr710?id=journal-of-vocational-rehabilitation%2Fjvr710>

You may also correspond with the RRTC-EBP-VR <http://research2vrpractice.org/contact/> to request more detailed information from the original author regarding implementation of this practice.

References used to establish this evidence base:

Sherman, S. G., Leahy, M. J., Del Valle, R., Anderson, C. A., Tansey, T. N., & Lui, K. (2014). Organizational and cultural factors that promote creative best practices in the public rehabilitation program: Findings from a four-state multiple case study. *Journal of Vocational Rehabilitation, 41*, 115-125.

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