

A Continuum of College Career Readiness for Students with Disabilities

A collaboration of genius

10.31.2016

Gene Bamesberger

Associate Director of Special Education, DPS

Here's to the crazy ones. . .

The misfits, the rebels, the troublemakers, the round pegs in square holes. The ones who see things differently--they're not fond of rules. You can quote them, disagree with them, glorify or vilify them, but the only thing you can't do is ignore them because they change things. They push the human race forward, and while some may see them as the crazy ones, we see them as genius, because the ones who are crazy enough to think they can change the world, are the ones that do.

--Steve Jobs

WHY? A Focus on College Career Readiness

Graduation Rate for Students with Disabilities

- 53.8% for Students with Disabilities
- 77.3% for all Students
- 65.5% for Economically Disadvantaged
- 61.1% for English Language Learners
- 52.8% for Student who are Homeless

Dropout Rate for Students with Disabilities

- 3.0% for Students with Disabilities
- 2.5% for all Students
- 3.1% for Economically Disadvantaged
- 4.1% for English Language Learners
- 6.1% for Student who are Homeless

WHY? A Focus on College Career Readiness

PARRC Results

		2015	2016
ELA	All	37.8%	37.2%
	Students with disabilities	6.1%	4.8%
Math	All	30.4%	32.4%
	Students with disabilities	4.1%	4.3%

WHY? A Focus on College Career Readiness

Employment Rates

- 17.5% of persons with disabilities
- 65% of persons without a disability.

Unemployment Rates

- 10.7% with a disability
- 5.3% without a disability
- 30.7% of those persons with a disability aged 20-24



I am Gabby

I just graduated from the Denver Public Schools.

- What do you think I am doing after graduation?

My Future



- Please describe where you see yourself in the next 2-3 years.
- *Will you be living on your own?*
- Will you be working, going to college, or both?
- In the next 2-3 years, I see myself employed part-time. I will be living with my parents. I will independently participate in team sports at the Scheitler Rec Center. I want to play basketball and softball. I will be making all my own clothing from my designs.

About Me



List 4 things about you including your age and when you plan to graduate.

- 1. I graduated in May, 2016**
- 2. I am 21 years old**
- 3. I love to listen to music and write lyrics for songs.**
- 4. I like team sports. Basketball is my favorite, but I also like soccer, bowling and dancing.**
- 5. I sew my own clothes.**

BIG IDEA!

The Transition IEP is an
ICAP on *STERIODS!*

Transition: A Definition

Under both the Rehabilitation Act and the Individuals with Disabilities Education Act (IDEA), Transition Services” are defined as a **coordinated set of activities** for students, designed within an **outcome-oriented process**, that promotes movement from school to post-school activities including.

- Post-secondary education
- Career training
- Competitive employment (including supported employment)
- Continuing and adult education
- Adult services and agencies

Transition: A Definition

The coordinated set of activities need to be based upon the individual student's needs and consider the student's preferences and interests .

Programming and activities should include:

- Community experiences – *RTD training, library, city services, understanding diversity*
- Career development & work based learning
- Adult living activities – *recreation, civic participation*
- When appropriate, acquisition of daily living skills – *self care, chores, cooking etc.*
- Community participation & inclusion – *community events, self-advocacy, integrated living*
- Independent living – *financial literacy, health care & insurance, healthy relationships, housing*

A Paradigm Shift

From students with disabilities just earning credits to
graduate

to

Ensuring that students with disabilities have the skills
they need to earn the credits to graduate and
demonstrate proficiency

How? A Theory of Action

If we implement a continuum of services for college & career readiness for students with disabilities that includes:

1. Specially designed, data-driven instruction to close skills gaps in English language arts and math;
2. Good transition assessment that identify a student's interests, aptitudes, knowledge, skills and preferences;
3. Rigorous project-based work experiences;
4. Student directed IEP meetings;
5. And a focus on 21st Century Skills and soft skills development

Then we will graduate students that are prepared to be contributing members of their communities.

Continuum for College and Career Readiness for Students with Disabilities



Specially Designed Instruction in Literacy and Math
21st Century & Soft Skills Skills
Rigorous, work-based learning experiences in industry of interest
Academies to support College & Career Readiness for students with significant needs.

Career Exploration
Career-X events
Career Days
Internships

Post Secondary
Assessment
Mentoring

Career Planning/Implementation

College Transition Class
Work based learning experiences
Referral to Outside Agencies - DVR etc.
Concurrent Enrollment

Course of Study
Transition Assessment
Self-directed IEP

BIG IDEA!

It's all about getting the students on a trajectory!

My Strengths



List 4 strengths or skills.

1. I am very trustworthy and dependable.
2. I am very friendly.
3. I like to work and get my work done on time.
4. I have very good attendance.

My Career Interests

– Three careers I am interested in are:

- Fashion designer
- Child Day Care Attendant
- Singer/Songwriter

– My top career choice is:

- Child Day Care Attendant

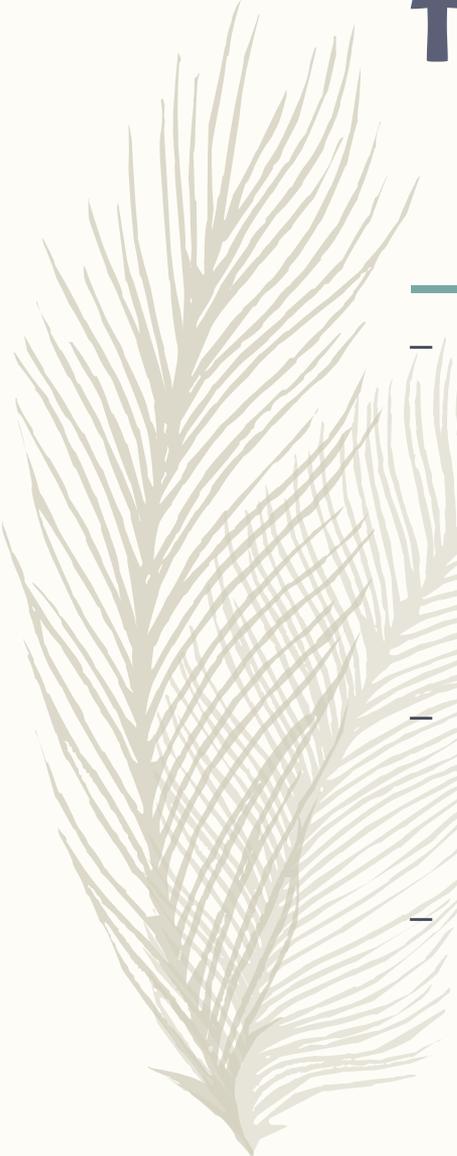


– Things I have done to be sure this is the best career for me:

(ex. career test, business tour, job shadow, internship):

- I have volunteered at the synagogue in the children's area.
- I have toured day care facilities at MHCD (March, 2013)
- I participated in job shadow days at Columbian Elementary School and at Garden Place Elementary School.
- I did an unpaid internship at Edison Elementary School
- I had a paid internship at BMH Synagogue in Denver.

Top Career Choice



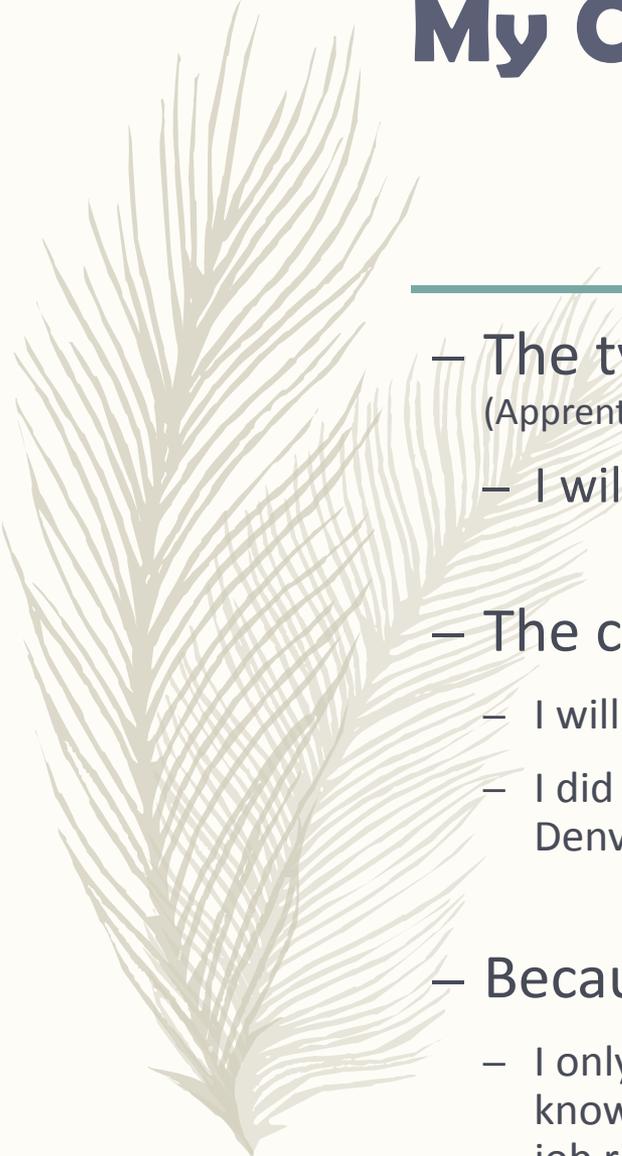
- What does a person do in this career?
 - They maintain a safe play environment for the children.
 - They have to dress children and change diapers.
 - They have to observe and monitor children while they play.
 - They have to be able to talk with parents about their children's day, their behavior and anything else that might be important for them to know about their child
- Salary:
 - \$10.00 per hour
 - \$21,000 annually
- List 3 skills needed for this career:
 - I need to be able to communicate effectively.
 - I need to be able to follow multiple directions.
 - I need to be a creative problem solver.

Other Skills



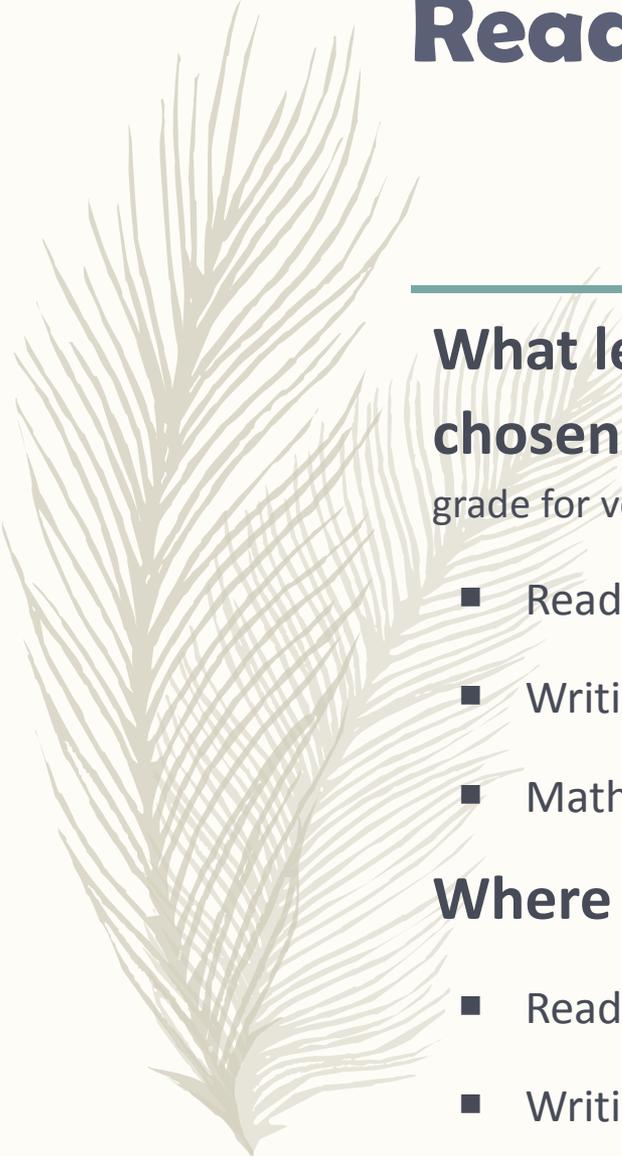
BOLD the things you have accomplished below:

- Riding the bus independently
- Getting and keeping a job**
- Completing an internship**
- Doing volunteer work**
- Managing my own money
- Doing laundry, cooking, etc.**



My College/Training Plan

- The type of training I need for my career is:
(Apprenticeship, On-The-Job Training, Vocational Training, 2 or 4 year college)
 - I will need graduate with a High School Diploma.
- The college or training program I plan to attend is...
 - I will participate in a mentoring program through my job.
 - I did take the Child Care course at the Career Education Center in Denver and passed the first aid course.
- Because.....
 - I only need a diploma to be employed as a Child Care Attendant. I do know that I need help from my boss to make sure that I am doing my job right.



Reading/Writing/Math

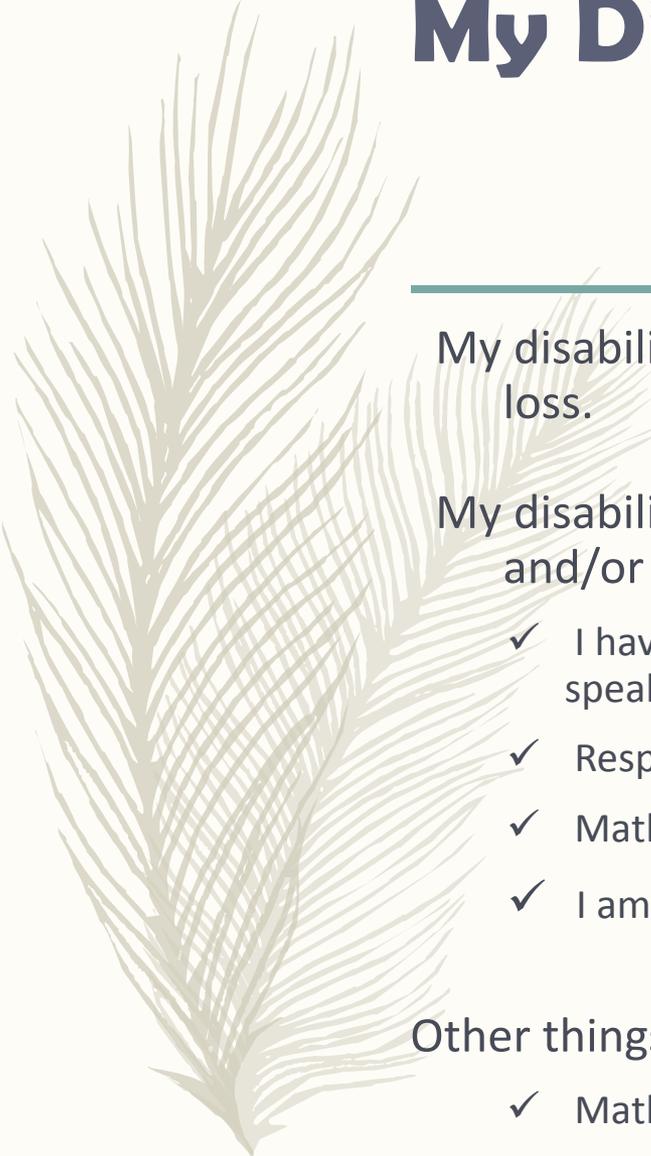
What level of academic skill do I need to enter my chosen career? (Hint: 6th grade for on-the-job training, 6th to 12th grade for vocational training, 12th grade for 2 and 4 year college)

- Reading Grade Level: 6.0 grade level
- Writing Grade Level: 6.0 grade level
- Math Grade Level: 6.0 grade level

Where I am now:

- Reading Grade Level: 6.9 grade level
- Writing Grade Level: 5.4 grade level
- Math Grade Level: 3.0 grade level

My Disability



My disability : I have an intellectual disability and a mild hearing loss.

My disability makes these things challenging for me in school and/or at work:

- ✓ I have a hard time hearing, especially if it is far away or when people speak very softly.
- ✓ Responding to multiple directions at once.
- ✓ Math is really hard.
- ✓ I am very shy and have a hard time asking for help.

Other things that I find challenging about school are:

- ✓ Math
- ✓ Getting around in the community.

Supports I Need for Success

The supports and/or accommodations I need for success at school are:

- ✓ Extra time to complete assignments.
- ✓ A quiet work place.
- ✓ Help with math assignments.

The supports and/or accommodations I need for success at work are:

- ✓ A checklist or schedule would be very helpful.
- ✓ When talking to me, make sure that you have my attention.
- ✓ Practice to do the job correctly.

People Who Can Help Me



- List support people:

- My family
- Chris, my DVR counselor
- Edith, my boss
- My case manager, Sylvia from the Community Center Board

- This is how they can help me:

- My family can help me by teaching me to cook, do my laundry and manage my money so I can live more independently.
- Chris can help me find a part-time job as a Child Care Attendant and provide a job coach or some training if I need more. She can also help me when I talk with my boss about my accommodations.
- Edith, my new boss can help me by being patient and helping me to learn the job.
- Sylvia will help me with supported employment opportunities and independent living skills. She will also help me to find my own apartment.



My Top Priorities

To get ready for the career and college plan I have chosen, the following are my top priorities:

1. Become employed.
2. Learn how to ride the bus to my new job.
3. Make sure that I have the accommodations I need to be successful in my new job.

To Do List

- My next steps are:
 - Sign up for DVR services
 - Do a job search.
 - Update my resume.
- Next steps for my team/support people are:
 - Help me learn to ride the bus by myself.
 - Help me to create a list of job responsibilities.
 - Help me in doing my job search.



Any questions we still need to answer?

- What do you think Gabby is doing now?



Thank you for
attending my IEP
meeting!