

# A Continuum of College Career Readiness for Students with Disabilities

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A collaboration of genius

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Gene Bamesberger

Associate Director of Special Education, DPS

# Here's to the crazy ones. . .

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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

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## 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

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## 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

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## **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

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- 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



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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!

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The Transition IEP is an  
ICAP on *STERIODS!*

# Transition: A Definition

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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

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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

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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

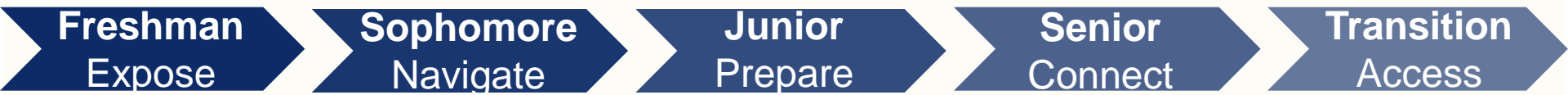
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**If we implement a continuum of services for college & career readiness for students with disabilities that includes:**

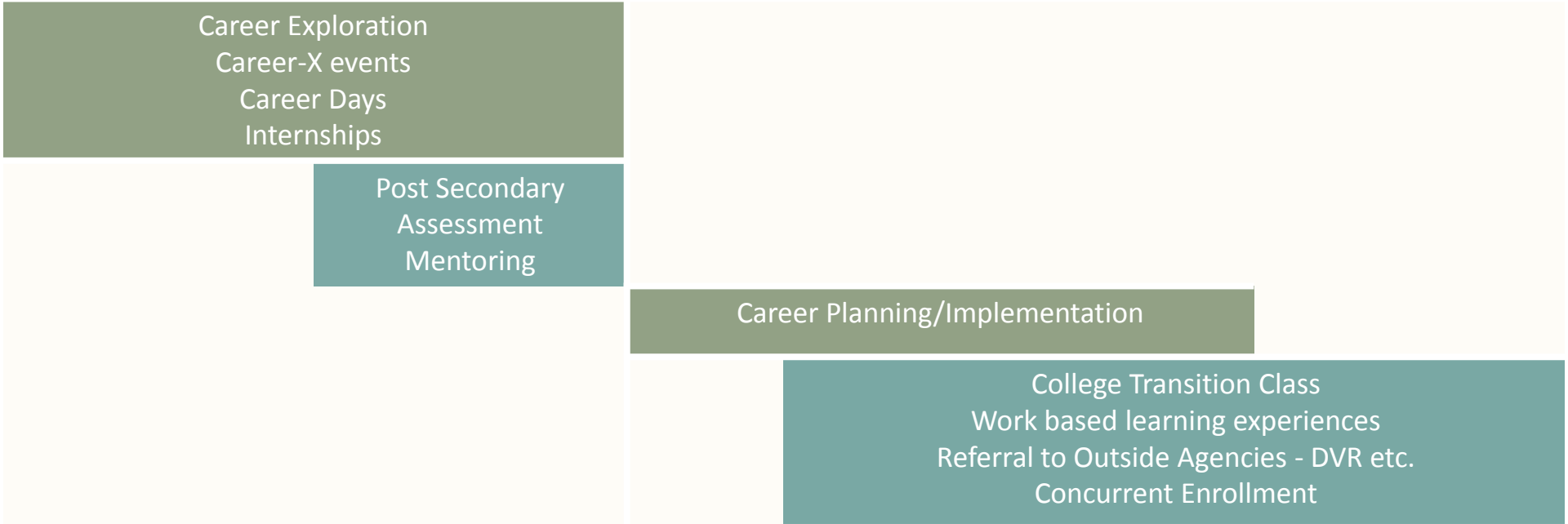
1. Specially designed, data-driven instruction to close skills gaps in English language arts and math;
2. Good transition assessment that identify a student's interests, aptitudes, knowledge, skills and preferences;
3. Rigorous project-based work experiences;
4. Student directed IEP meetings;
5. And a focus on 21<sup>st</sup> 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  
21<sup>st</sup> Century & Soft Skills Skills  
Rigorous, work-based learning experiences in industry of interest  
Academies to support College & Career Readiness for students with significant needs.



Course of Study  
Transition Assessment  
Self-directed IEP

# BIG IDEA!

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



# My Strengths

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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

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- 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

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- 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



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**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

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- 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

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**What level of academic skill do I need to enter my chosen career?** (Hint: 6<sup>th</sup> grade for on-the-job training, 6<sup>th</sup> to 12<sup>th</sup> grade for vocational training, 12<sup>th</sup> 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

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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



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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

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- 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


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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

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- 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?**

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- What do you think Gabby is doing now?



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Thank you for  
attending my IEP  
meeting!