

"All Really Means All": Resources that Support the Why, What and How of Inclusive Education for Students with Significant Cognitive Disabilities

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Introductions and About Us



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The national technical assistance center on inclusive practices and policies with a focus on students with significant cognitive disabilities.

www.tiescenter.org





Join Our E-Newsletter

Time (T)

 Increasing the number of students included in grade-level general education classrooms majority (at least 80%) of school day

Instructional Effectiveness (I)

 Collaboration across educators and specialized instructional support personnel to provide curriculum and instruction in general education classroom

Engagement (E)

• Engagement with general education curriculum AND age-grade peers

Support (S)

 Support at both state and district level and shared ethic of thinking inclusion first

Today's Outcomes

- Be knowledgeable about the research-to-practice gap related to the inclusion of students with significant cognitive disabilities
- Learn about the TIES Center resources that you can use in your schools and districts to build meaningful inclusive education for students with significant cognitive disabilities,
- Consider how you might apply these resources in your districts and schools.



Equity

Belonging as an equal member of a community



Civil Right



National and state regulations on the LRE

The Supreme
Court on making more
than minimal gain

Research

convincing
evidence of positive
outcomes from
inclusive education
with gains evident in
literacy, math, science,
social studies, IEP goal
attainment,
communication and
academic engagement.

Data

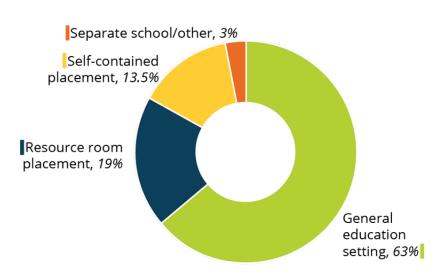
Despite this, the nation and states are stuck in segregated systems, not inclusive systems

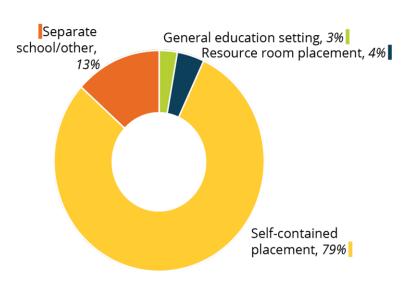


Significant Research-to-Practice Gap

All Students With Disabilities

Students with the Significant Cognitive Disabilities





Note: In this figure, "general education setting" refers to students who spend 80% or more of the day in the regular class, "resource room placement" refers to students who spend 40-79% of the day in the regular class, "self-contained placement" refers to students in the regular class less than 40% of the day, and "separate school/other" refers to students served in a separate school or residential facility.

Why? What Does the Data Tell Us? Context Matters

Inclusive settings	Segregated settings
100% improved their communication & literacy skills	73% made NO progress in communication and literacy skills
93% improved their numeracy skills	67% made NO progress in numeracy skills
	7% regressed in their communication and numeracy
(Gee et al, 2020)	skills

Center

Prioritize Equity, Belonging & Inclusion



10 Reasons to Support Inclusive School Communities for ALL Students

Inclusive school communities are educational settings in which students with disabilities have opportunities to participate and receive support in all aspects of school life alongside peers who do not have disabilities. In an inclusive system, special educators, specialized instructional support personnel, general educators, and other education personnel work together to address the needs of students with disabilities. By collaborating, these

- 1. Support of Civil Rights
- 2. Integration in Community Life
- 3. A Sense of Belonging and Acceptance of Differences
- 4. Varied Learning Opportunities
- 5. Use of Best Practices in Instruction
- An Individualized Education in a Supportive Context
- 7. Relationships with Peers
- Increased Instructional Support for All Students
- 9. Team Building Improves Schools
- 10. Parental Involvement



Parent Briefs

Support for Families of Students with Significant Disabilities



The TIES Center is the national technical assistance center on inclusive policies and practices. Its purpose is to create sustainable changes in K-8 school and district educational systems so that students with significant cognitive disabilities can fully engage in the same activities as their general education peers while being instructed in a way that meets individual learning needs.



What are the Parent Briefs?

The Parent Briefs are a collection of documents that explain the supports and processes used to include students with significant cognitive disabilities in general education settings.



Who are the Parent Briefs for?

The Parent Briefs are for families of children with significant cognitive disabilities whose families are their first teachers, and their homes are their first inclusive environments.



Creating Communities of Belonging

for Students with Significant Cognitive Disabilities



The TIES Center is the national technical assistance center on inclusive policies and practices. Its purpose is to create sustainable changes in K-8 school and district educational systems so that students with significant cognitive disabilities can fully engage in the same activities as their general education peers while being instructed in a way that meets individual learning needs.



What is the Creating Communities of Belonging Resource?

This resource addresses ten dimensions of belonging, ensuring each and every student is included in all aspects of school life with a deep sense of *belonging*.



Who is the Creating Communities of Belonging Resource for?

This resource is for entire school teams inclusive of families and students with and without disabilities. Each will have unique insights and diverse recommendations that will foster a collective conversation.



Creating Communities of Belonging



- Mini-Guides for Each Dimension
- Belonging Reflection Tool



How might you use the information/resources just shared in your district or schools?



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OR

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Comprehensive Inclusive Education:



General Education & the Inclusive IEP

The TIES Center is the national technical assistance center on inclusive policies and practices. Its purpose is to create sustainable changes in K-8 school and district educational systems so that students with significant cognitive disabilities can fully engage in the same activities as their general education peers while being instructed in a way that meets individual learning needs.



What is the Comprehensive Inclusive Education Resource?

The Comprehensive Inclusive Education: General Education & the Inclusive IEP Resource is a step-by-step planning process created to meet the need of connecting IEPs for students with significant cognitive disabilities to grade-level curriculum and instruction in support of an inclusive educational program.



Who is the Comprehensive Inclusive Education Resource for?

This resource is for IEP teams including teachers, students and family members, peers, specialized support personnel, and paraprofessionals with specific application for students with significant cognitive disabilities.



A Comprehensive Inclusive Education Program ==



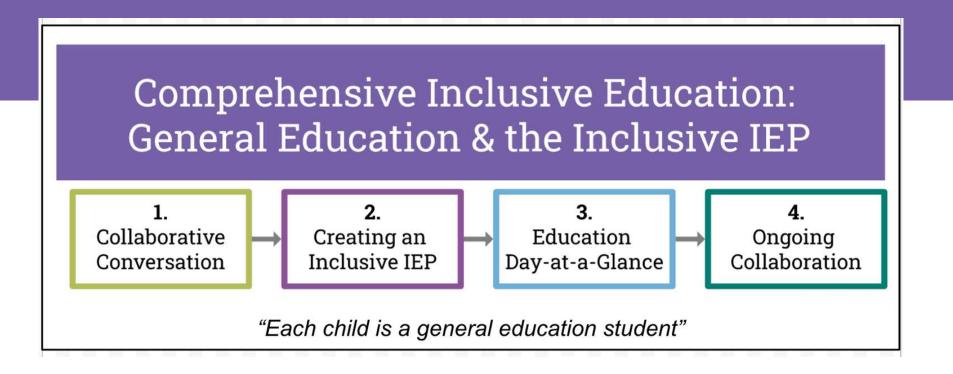
General Education Curriculum & Routines



Their IEP

Resident district:	Date of last compreh	nensive evaluation://	
	IDENTIFYING	INFORMATION	
Child's name:			ne(s):
Date of birth://			
Grade: Providing District (Name/number): School address (provide mailing address if different):	s and street address	Phone (cell);):/
	IEP INFO	RMATION	
Type of IEP: ☐ Initial placement ☐ Ar	nnual 🗆 Interim	Federal setting:	
IEP manager name: Phone/email:			
Primary disability:		Secondary disability	y:





https://z.umn.edu/inclusiveiep



Comprehensive Inclusive Education: General Education and the IEP

Focus on the general education curriculum & instruction & context

Focus on the individual student

Part 1. Initial Collaborative Conversations

Tool: Start Your Collaboration Out Right!

Identify the priority grade-level general education standards for each content area for all students. Completed by the General Education teacher(s). Having met with the family, share their **long-term vision** for the student as well as the student's long-term vision.

Review the present level of knowledge and skills in the **three learning components** based on current student data. Share areas of strength and for growth.

Tool: 3 Overarching Learning Components



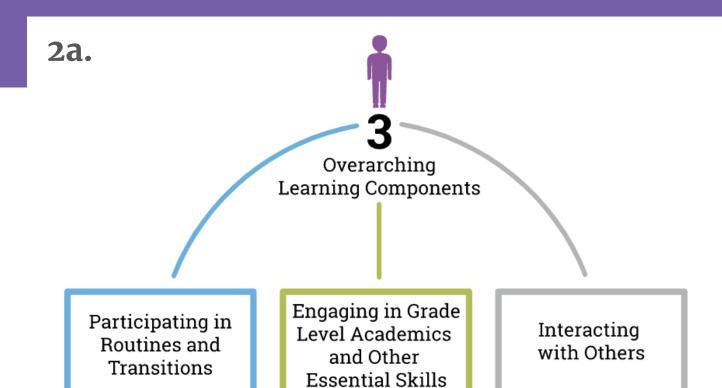
Part 2. Develop the IEP

Update the **present levels based** on current student data related to the **three essential learning components.** Ensure family input and an understanding of the three learning components.

Based on the grade-level priority standards, the IEP team, inclusive of the family and student, **identifies the essential learning for the student in each content area.** This step focuses on the "big picture." In other words, the priorities that go across all of the content and times of the day for the whole year.

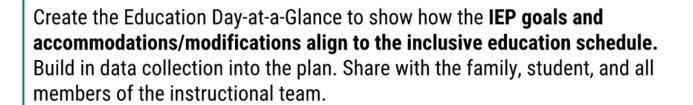
The IEP team develops 6–8 IEP goals within the three essential learning components based on access to the general education curriculum, transitions and routines and integrated with individual student needs around the **three learning components** and determines what accommodations and modifications are needed to support achieving the goals and accessing the general education learning.







Part 3. Develop the Education Day-at-a-Glance





With our time together today, would you like to learn about an elementary or a secondary example?



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Elementary Student: Carlos



Example of Education Day at a Glance:

(elementary student)

Education Day at a Glance: Integrating Inclusive IEP Goals

Elementary 4th Grade Student : C

IEP GOALS *	Class Daily Schedule & Embedded Goals	SUPPORTS/ACCOMMODATIONS **
Adaptive Skills: 1. Transitions to follow checklist and routine	9:10 Transition into School Building 1. Transition	Checklist and visual for routines.
Mathematics: 2. when given different math operations for word problems, will select operation and use tool.	9:20 Class Meeting 1. Transition 7. Retell events 6. Flexibility and collaborative interactions. 8. Whole group multi-step directions	Directions reworded and/or simplified to ensure comprehension. Checklist and visual for routines. Visual cues for retell (photos, text) presented on paper and ipad Problem solving visual
Reading: 3. when given a grade level passage read aloud to him, will answer multiple choice comprehension questions. Reading: 4. Understanding main	9:40 Reading Block Mini lessons and independent task. 3. Reading comprehension 4. Reading main idea 5. Writing	Reread passage. Provide multiple choice questions Access to Clicker 7 and other word prediction, voice notes and picture Sentence stems and Word banks Masking non essential content
idea, key details, determine meaning of words and phrases, apply phonics and word analysis skills to decode words,	10:30 Snack and Story 4. Reading main idea 6. Flexibility and collaborative interactions.	Reread passage. Provide multiple choice questions
comprehension, etc.) through answering multiple choice questions. Writing: 5. When given a grade	10:45 Recess 1. Transition 6. Flexibility and collaborative interactions. 7. Retell events	Fade 1:1 support as able, to allow increase independence, peer interaction and use of speech Social story Priming social interactions
level writing prompt, select mode and tools to produce a 3-5 word sentence.	8. Whole group multi-step directions 11:00 Specialist (PE, music, library)	Directions reworded and/or simplified to ensure comprehension.
Social/ Emotional: 6. Flexibility in social interactions, advocate, problem solve, negotiate, compromise, perspective taking, and giving peers' feedback with supports and accommodations (written reminders, visual	Flexibility and collaborative interactions. Whole group multi-step directions	Collaboration between case manager, paraprofessional and general education content teachers Visual cues for retell (photos, text) Problem solving visual Masking non essential content

Example of Education Day at a Glance:

(elementary student)

supports) improving engagement and collaborative peer interactions.	11:30 Math 2. Math Operations for word problems.	 Access to learning tools (manipulatives, calculator, etc). Cue to visual supports. Checklist for multi-step processes. Checklist and visual for routines.
Oral Expression: 7. Retell events in a sequential order using cues (picture cards, text prompts, 1st,	8. Whole group multi-step directions	
next, then, last, etc.) Listening Comprehension: 8. will follow the whole group multi-step	12:00 Lunch 6. Flexibility and collaborative interactions. 7. Retell events 8. Whole group multi-step directions	Checklist and visual for routines. Pre teach and priming for social interactions (ie conversation starters) Visual cues for retell (photos, text) for sharing his
directions improving listening comprehension	9. Produce /l/ blends initial word	experiences
Communication: 9. When given a verbal model (e.g., target word), will produce // blends in the initial position of words.	1:00 Math 2. Math Operations for word problems. 6. Flexibility and collaborative interactions. 8. Whole group multi-step directions	Access to learning tools (manipulatives, calculator, etc). Pre teach and priming for social interactions (ie collaborative work) Reword or simplify directions for comprehension Masking non essential content
	1:55 Recess 1. Transition 6. Flexibility and collaborative interactions. 8. Whole group multi-step directions	Checklist and visual for routines. Problem solving visual
	2:10 Writing 3. Reading comprehension 4. Reading main idea 5. Writing	Sentence stems and Word banks Scribing Clicker 7 and other word prediction software Erasable highlighters Masking non essential content
	3:05 Closure Meeting 6. Flexibility and collaborative interactions. 8. Whole group multi-step directions	Directions reworded and/or simplified to ensure comprehension. Checklist and visual for routines. Visual cues for retell (photos, text) presented on paper and ipad Problem solving visual
	3:20 Dismissal 1. Transition 8. Whole group multi-step directions	Checklist and visual for routines.

	* IEP GOALS at a Glance
Adaptive Skills:	1. When given opportunities to transition between activities, will follow a checklist/routine/visual schedule to manage his materials and prepare for the next activity improving adaptive skills from Independently following a checklist/routine/visual schedule in 5% of opportunities to Independently following a checklist/routine/visual schedule in 50% of opportunities as measured by data collection by IEP team
Mathematics:	2. when given different math operations (addition, subtraction, multiplication, or division), will select a correct operation for a word problem, demonstrate the operation with manipulatives, choose a tool that will help him solve the problem improving his math concepts from select a correct operation for a word problem with 50% accuracy to select a correct operation for a word problem with 80% accuracy as measured by data collection by IEP team

Page 3

	** Accomodations at a Glance
Accessories & Equipment	- Erase-able highlighters, left-handed scissors, 3-drawer for organization of subjects - Graph paper and manipulatives for math - Headphones/noise buffers - Isolate/Mask portions of assignment/test - Large-spaced paper for handwriting tasks, enlarged font for reading passages - Social Stories for challenging routines and social opportunities presented on paper and on iPad
Environment/ Setting	- Provide structured, timed breaks from challenging tasks through the day - Preferential seating near point of instruction and "chatty" peers for communication/ direction-following models

Secondary student: Cooper



Example of Education Day at a Glance:

(Secondary Student)

Education Day at a Giance: Integrating inclusive IEP Goals

(11th Grade with 6 Period Schedule)

Student Name: Cooper

IEP GOALS *	Class Daily Schedule & Embedded Goals	SUPPORTS/ACCOMMODATIONS **
1 Reading: grade level text, student will improve literal and inferential comprehension 2. Writing: using technology will dictate three informative sentences about grade level topic. 3. Academic: master minimum of 3 enduring	1. English 11 Goals: 1_answer questions 2. write sentences 3_3_Ideas/7 Vocab/5 Skills 5. enter homework 6. small group/project interactions 7. increase AAC use 8. seek peer for help	classroom teacher will provide situations that promote and encourage participation and conversation (tandem reading, small groups, buddy presentations) general and special educator collaborating/co-planning what big ideas/vocab/skills are appropriate for unit of study graphic organizer, word banks, writing frameworks provided with consistent story element literacy summary pages (shared Google document with paraprofessional to prompt/suggest/highlight from across room) color-coded multiple choice and fill in the blank with word banks (use of notes) technology used whenever possible for tests, pre-teaching and re-teaching (e.g. Pictello, BrainPop, Quizlet) visual prompts for all new information collaboration between case manager, paraprofessional and general education content teachers
understanding/big idea; 7 vocabulary words; 5 facts/concepts skills within each unit of study 4. Mathematics: number sense, telling time and elapsed time, computation with calculator 5. Adaptive: enter homework and	2. Anatomy 1. answer questions 2. write sentences 3. 3 Ideas/7 Vocab/ 5 Skills 5. enter homework 6. small group/project interactions 7. increased AAC use 8. seek peer for help	classroom teacher will provide situations that promote and encourage participation and conversation (tandem reading, small groups, buddy presentations) general and special educator collaborating/co-planning what big ideas/vocab/skills are appropriate for unit of study graphic organizer, word banks, writing frameworks provided with consistent big idea/supporting detail summary pages (shared Google document with paraprofessional to prompt/suggest/highlight from across room) color-coded multiple choice and fill in the blank with word banks (use of notes) technology used whenever possible for tests, pre-teaching and re-teaching (e.g. Pictello, BrainPop, Quizlet) visual prompts for all new information collaboration between case manager, paraprofessional and general education content teachers
assignments into schedule, turn in assignments with use of technology 6. Social: small	3. Marketing 2. write sentences 3. 3 Ideas/7 Vocab/5 Skills 4. number sense, calculator use 5. enter homework 6. small group/project interactions	classroom teacher will provide small group, hands on activities to all students at twice a week in addition to new content being shared by lecture/teacher-led instruction general and special educator collaborating/co-planning what big ideas/vocab/skills are appropriate for unit of study Paraprofessional will discuss with general educator on a daily basis - which graphic organizer is best for day's content, then provide student with word banks and visuals (that have been predetermined

Example of Education Day at a Glance:

(Secondary Student)

ability technol	al: increase his to use AAC and logy to connect person and		Quizlet) • visual prompts for all new information • collaboration between case manager, paraprofessional and general education content teachers
correct interact from le accurac accurac	ly discontinue the tion ess than 50% by to at least 75% by by annual IEP	4. Reading 1. answer questions 2. write sentences 5. enter homework 7. increase AAC use	Specifically designed reading instruction using Shooting Stars Curriculum Use of flexible spaces within school for quiet, small group instruction and ability to read alongside peers (in library, or other common spaces) Use of small white board, google slides and SeeSaw to record progress collaboration between case manager, paraprofessional and general education content teachers
probler	ptive: vocacy: identify a n, seek help	5. Weight lifting 6. small group/project interactions 7. increase AAC use 8. seek peer for help	visual schedule using technology video vignettes of each exercise saved to a library, paraprofessional and general education teacher plan upper/lower body, core and yoga workout routines weekly using provided videos fade 1:1 support as able, to allow increased independence, peer interaction and use of speech
needed approp	from peer if riate	6. ASL 3. 3 Ideas/7 Vocab/5 Skills 5. enter homework 6. small groups/projects - increase interactions 8. self-advocacy, identify if a problem	preferential seating with clear, visual access to teacher collaboration between case manager, paraprofessional and general education content teachers videos/visuals for all signs student is learning classroom teacher will provide situations that promote and encourage participation and conversation (partner and small group practice)

and sign language

· fade 1:1 support as able, to allow increase independence, peer interaction and use of speech, AAC

Advisory

5. enter events into schedule

7. increase use of speech in low-risk situations



Closer look at Anatomy

2. Anatomy

- 1. answer questions
- write sentences
- 3. 3 Ideas/7 Vocab/ 5 Skills
- enter homework
- small group/project interactions
- 7. increased AAC use
- seek peer for help

- classroom teacher will provide situations that promote and encourage participation and conversation (tandem reading, small groups, buddy presentations)
- general and special educator collaborating/co-planning what big ideas/vocab/skills are appropriate for unit of study
- graphic organizer, word banks, writing frameworks provided with consistent big idea/supporting detail summary pages (shared Google document with paraprofessional to prompt/suggest/highlight from across room)
- color-coded multiple choice and fill in the blank with word banks (use of notes)
- technology used whenever possible for tests, pre-teaching and re-teaching (e.g. Pictello, BrainPop, Quizlet)
- visual prompts for all new information
- collaboration between case manager, paraprofessional and general education content teachers



	* IEP GOALS at a Glance
Reading:	Will improve his literal and inferential comprehension moving from answering 75% of the comprehension questions correctly to answering 90% of the comprehension questions correctly within connected literary and information text across the day
Writing:	Will independently write three informative sentences about a given topic, complete with subject, verb and filler words moving from a level of requiring adult assistance to creating full sentences independently with use of technology
Academic:	Will master a minimum of 3 enduring understanding/big ideas, 7 vocabulary words/terms, and 5 facts/concepts/skills within each unit of study across his school day
Mathematics:	Will continue to improve math skills in the areas of number sense, telling time and elapsed time, and computation skills with and without a calculator
Adaptive:	Will increase independence when entering his general education class materials, schedules, presentations and homework into a schedule, as well as turning materials into the appropriate teacher when finished across all settings (as well as at home)
Social/Emotional:	Will increase social interactions when in small groups or when doing projects with peers from needing verbal prompts 80% of the time to independently interacting across the school day.
Social/Emotional:	Will increase his ability to use AAC and technology to connect with a person and correctly discontinue the interaction from less than 50% accuracy to at least 75% accuracy by annual IEP meeting.
Adaptive:	Will increase independent self-advocacy skills across school day (knowing there is an issue or he needs help; identifying who to ask for help; seeking out an appropriate person - especially peers when appropriate)



	** Accomodations at a Glance
Accessories & Equipment	- Cooper will have access to a touchscreen chrome book/iPad with read and write google connected to his google account (accessible whenever logged into his school account). - Cooper will have SeeSaw, Pictello and Bitsboard Pro (on his personal iPad) along with any other apps that the AT Specialist and case manager find to be appropriate and useful for Cooper to access the curriculum. - AAC device (iPad) programmed with Snap + Core First - Erase-able highlighters, small white board - Casemanager and paraprofessionals will collaborate with classroom teachers to modify instructional material for his reading level as well as incorporate the use of technology. -Case manager will meet with support staff one time per week to plan for programming within his general education classes. (for distance learning, this will occur online, or via email)
Environment/ Setting	-To facilitate Cooper's learning style, staff will encourage peer support and peer relationships through collaborative groups and partnering with peers throughout his school day as well as school-sponsored activities outside of the school day. - Provide structured, timed breaks for snacks, time to use bathroom - Preferential seating near point of instruction and "chatty" peers for communication/ direction-following models
Presentation/ Grading	- Directions need to be reworded and/or simplified to ensure comprehension - Modified assignments/tests - Tasks broken down - Presentations/group work/other ways of showing understanding will be provided
Scheduling/ Timeline	- Allow to leave class early if needed - Personal checklist/routine/visual schedule to manage his materials and prepare for the next activity
Student Response	- Sentence stems - Word banks - Graphic organizers - Simplified directions, visual (non-verbal) cues, and he will be provided with adequate wait time to process information Provide warning and visual cues for upcoming changes in staff or routine - Each semester, the district will load yearbook photos and corresponding student names of peers in Cooper's classes onto his iPad/AAC, unless student's parent/guardians have opted out of having this data designated as directory data
Other	- adult support in all of his classes and environments - special transportation with eye to eye transfer





2/8/2021



nervous tissue



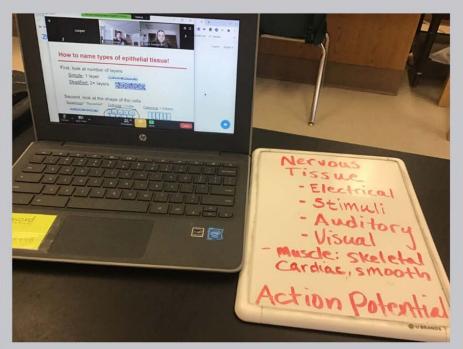
electrical



auditory

(-)









visual

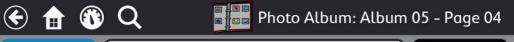


muscle



My Anatomy Class















I emailed Mr. Ogdahl about my skills check.





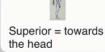












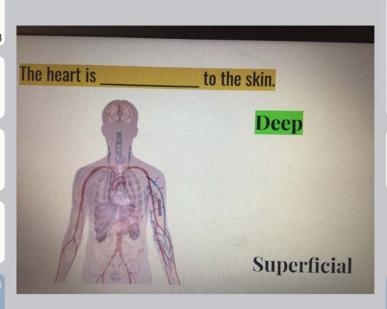




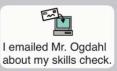


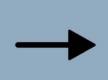
Dashboard

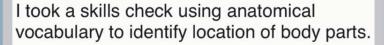




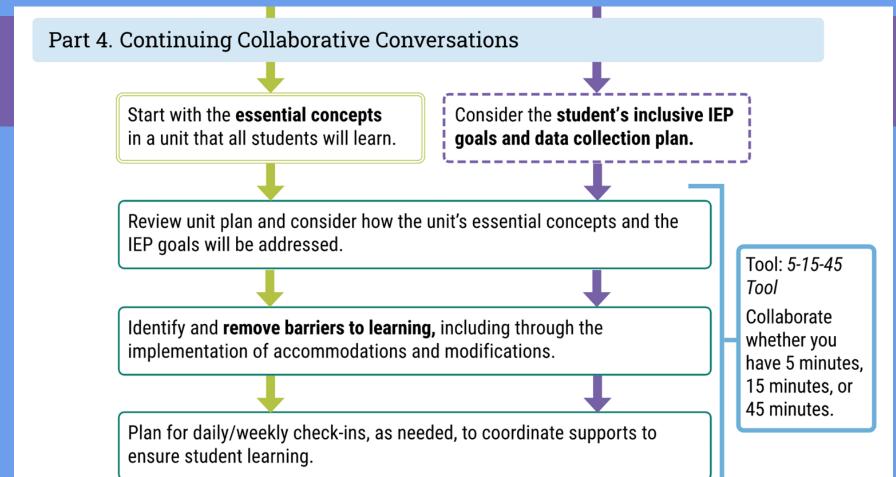












Collaboration - TIES 5-15-45 tool



Fifteen Minutes



"We only have 15 minutes!" 15 minutes gives you more time to make this a great lesson for all. Collaborate with a colleague using the prompts below. No lesson is perfect so let's identify one barrier to learning for students with disabilities, including students with significant cognitive disabilities, and create solutions that will support the whole class.

Collaboration - TIES 5-15-45 tool



Discussion Guiding Questions	Success Indicators
Content	
What is the content of this lesson? What is the most essential content for all learners to know?	★ We have a mutual understanding of the essential content of this lesson.
Instruction	
What are the instructional strategies and activities in this lesson? What instructional strategies and activities are most helpful for teaching the essential content?	★ We can ensure that our instructional activities teach the essential content.

5-15-45 Tool

Linking Available Time with Meaningful Collaboration



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What is the 5-15-45 Tool?

The 5-15-45 Tool guides teams to use the time that is available to consider the content, instructional strategies, and barriers to learning for all students within the general education classroom, including students with significant cognitive disabilities. The tool applies whether you are meeting virtually or in-person.



Who is the 5-15-45 Tool for?

The 5-15-45 Tool allows general and special educators, as well as specialized support personnel, to use the time they have to effectively plan for students with significant cognitive disabilities.



How might you use the information/resources just shared in your district or schools?



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TIPS

Foundations of Inclusion TIES Inclusive Practice Series



The TIES Center is the national technical assistance center on inclusive policies and practices. Its purpose is to create sustainable changes in K-8 school and district educational systems so that students with significant cognitive disabilities can fully engage in the same activities as their general education peers while being instructed in a way that meets individual learning needs.



What are the Foundations of Inclusion TIPS?

The FI TIPS provide perspectives and strategies for supporting all students, including those with significant cognitive disabilities, to excel in general education classrooms.



Who are the Foundations of Inclusion TIPS for?

The FI TIPS are geared towards general and special educators, including specialized support personnel, as well as parents and primary caregivers.



Foundations of Inclusion TIPS: 3 Examples

TIP #6:

Using the Least Dangerous Assumption in Educational Decisions



TIES Inclusive Practice Series







TIP #11:

Grading for Students with Significant Cognitive Disabilities in Inclusive Classrooms



TIES Inclusive TIPS
Center Practice Series







TIP #15:

Turn and Talk in the Inclusive Classroom



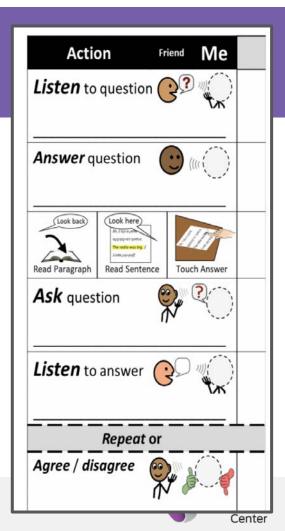












TIPS

Communicative Support TIES Inclusive Practice Series



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What are the Communicative Support TIPS?

The CS TIPS provide framework for supporting all students, including those with significant cognitive disabilities, to actively interact with others, engage with classmates, learn grade-level general education curriculum and other essential skills, and participate in routines and transitions.



Who are the Communicative Support TIPS for?

The CS TIPS are geared towards general and special educators, including specialized support personnel.



Communicative Support TIP Example

TIP #4:

Successfully Using Communication Practices in the Inclusive Class



TIES Inclusive Practice Series











Parent Video Series

Support for Families of Students with Significant Disabilities



The TIES Center is the national technical assistance center on inclusive policies and practices. Its purpose is to create sustainable changes in K-8 school and district educational systems so that students with significant cognitive disabilities can fully engage in the same activities as their general education peers while being instructed in a way that meets individual learning needs.



What is the Parent Video Series?

Parents are their children's first and longest teachers. Their home is their child's first inclusive environment. The Parent Video Series supports families in understanding the important role they play in their child's learning and highlights ways they can teach their children with significant cognitive disabilities at home as part of ongoing routines. They also support conversations with their children's teachers for setting high expectations and link home-school supports.



Who is the Parent Video Series for?

The Parent Video Series is for families of children with significant cognitive disabilities. Others may benefit from the ideas captured in the videos, too, such as day care support. Also, teachers can share them with families to support home-school discussions.



Parent Video Series





How might you use the information/resources just shared in your district or schools?



www.menti.com and use the code 2676 6586

OR

https://www.menti.com/54iux3j3xb



Join us as we work to build equitable and inclusive systems! Thank you!



Join Our E-Newsletter E-mail (Required) *	
First Name	
.ast Name	
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