

Supporting and Engaging Faculty in Inclusive Education



Overview

- Understanding your audience
 - Institution and individuals
- Introducing the Concept
 - Paint a picture
- Enlisting teachers
 - General requests
 - Personal requests
- Training
- Ongoing support

Understanding your audience

Institution

Mission & values
Promotion and tenure
Strategic Plan



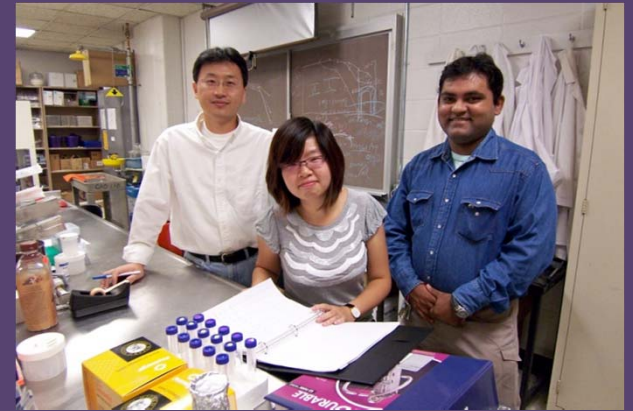
**CONNECT YOUR PROGRAM WITH THE
CAMPUS-WIDE STRATEGIC PLAN!**

Your program should align with and promote the mission of the institution.

Understanding your audience

Individual

Professional demands
and expectations



Understand their background (or lack thereof)

Align program with promotion criteria

**PARTICIPATION IN YOUR PROGRAM SHOULD FACILITATE
THE TENURE AND PROMOTION PROCESS FOR FACULTY**

Introducing the Concept

Paint a Picture

Strength in numbers - over 250 programs nationally

Describe purpose and expectations of program

Describe expectations for
a given course

Create a concrete vision

Explain UDL/differentiation

Provide sample work

Describe what students
might do in class

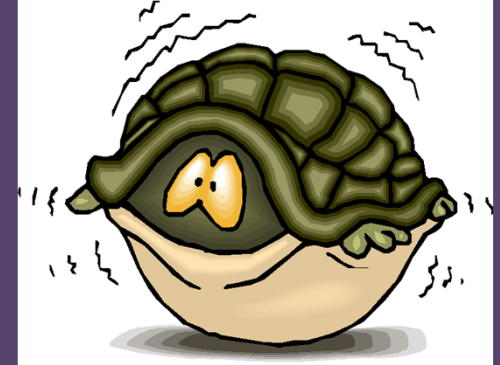
If possible, show video



Introducing the Concept

Understand Faculty Fears

- I'm not trained in special needs...
- Can they really do the work?...
- My class is usually in lecture format...
- I don't know how to modify instruction...
- It's not fair to give a separate assignment...
- This will diminish the academic experience for traditional students
- I am already too busy – I can't take on more work



Enlisting Teachers

General Requests

Call to all faculty

Most effective if tied to other initiatives
(e.g., First Year Experience, Honors)



Advantages: Will elicit unexpected allies
Raise program awareness campus-wide



Enlisting Teachers

General Requests

Disadvantages: Bystander effect

Enlisting Teachers

Personal Requests



One-on-one approach

Begin discussion early

Two strategies:

Best Teachers

Student Interests

Invite prospective faculty to an inclusive class

Emphasize training and ongoing support

Faculty Training

Timing, Pragmatics, Funding

Survey faculty in advance to schedule training

Align with other pedagogical initiatives

e.g., technology training

first year experience

Whenever possible, pay faculty to attend

Make training official; focus on strong pedagogy

Faculty Training

Components of the Training

Align with other pedagogical initiatives
e.g., technology training
first year experience

Reduce fear and stress

Disability awareness (language, expectations, thought)

Focus on planning and strong pedagogy

Use concrete examples to set expectations

Whenever possible, pay faculty to attend

Make training official focus on strong pedagogy

Faculty Training

Reducing fear and stress

Inclusion is a process...

...which takes time, preparation, and collaboration to be perfected.

The heart of successful inclusion is relationships.



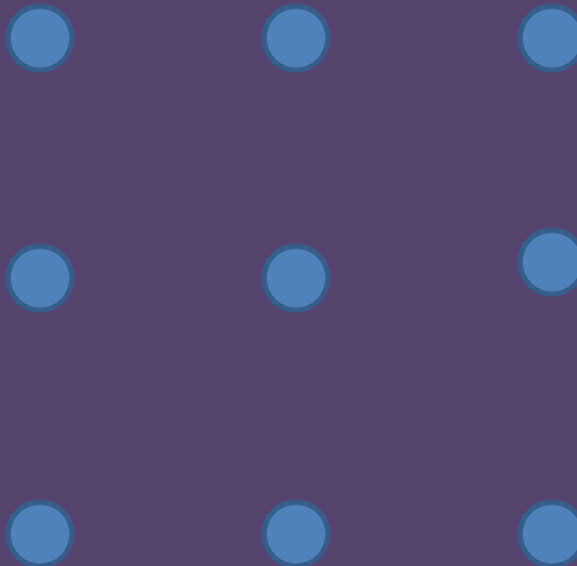
Interdependence is the key concept. We are called to live as a community, dependent on one another for support and direction.

St. Catherine of Siena, *Dial. I, 7*

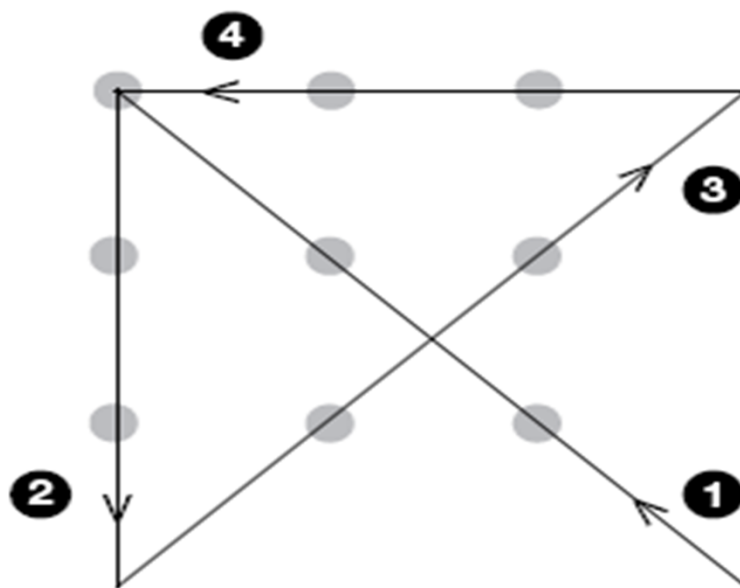
Reducing fear and stress

INCLUSION IS HARD!!

Connect all the dots using straight lines. You may only go through each dot once, and you may NOT lift your pen from the paper.



Solution

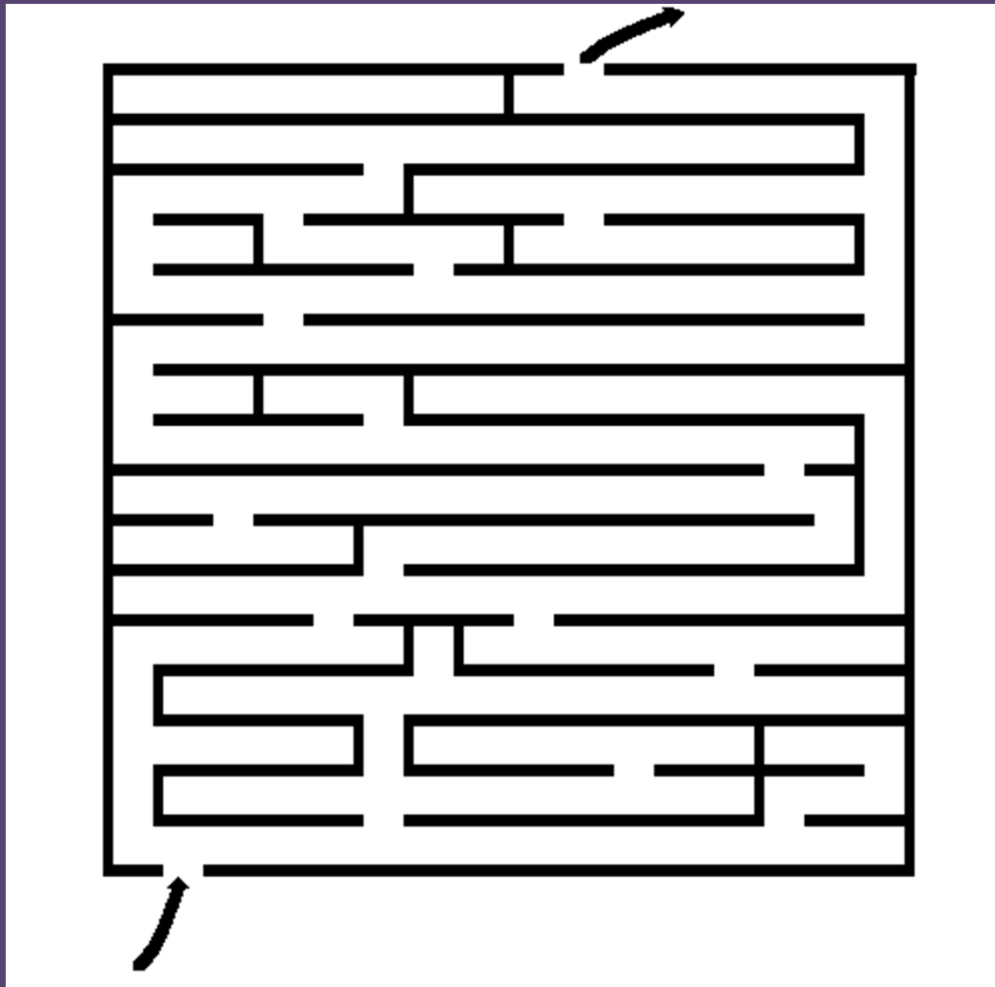


Faculty Training

Disability Awareness

- Recognizing our own disabilities*
- Discrimination throughout history*
- Stereotype awareness*
- Disability simulations*
- Cooperative problem solving*
- Continue the discussion. Follow up!*

Focus on Planning and Pedagogy



Faculty Training

Expectations and Examples

The seven most dangerous words in education:

He

won't

get

anything

out

of

it!

Study Guide for Sensation and Perception

Please use the terms below to fill in the blanks.

iris cornea pupil lens rods cones

_____ helps focus light through a process called accommodation. It can harden and yellow with age.

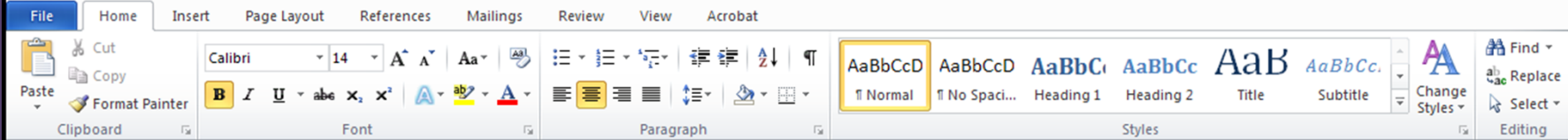
Your natural eye color is seen in the _____.

The _____ is the black part of the eye that dilates in the dark and when you are aroused.

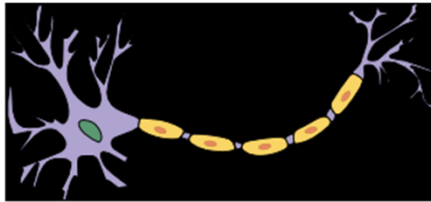
The _____ are sensory receptors that help us see in dim light.

_____ are sensory receptors that help us see color and detail.

The outer covering of the eye is called the _____.



Study Guide for Neuroscience



Please label the following parts of the neuron above:

Dendrites Axon Axon Terminals Soma(cell body) Myelin sheath

Please use the terms below to fill in the blanks.

axon myelin sheath dendrites cell body

neurotransmitters action potential synapse

_____ are branch-like arms that receive messages from other neurons.

The long, single extension that sends signals to other neurons is the _____.

The part of the neuron that supports the life and health of the neuron is the _____.

The _____ insulates the axon and speeds up the messages.

Faculty Training

Ongoing Support

Program Director

Faculty Mentor System

Teaching apprentices