Module Home



**Outline­**

**Creating an Inclusive School Environment**:

A Model for School Leaders

* Module Description: This module offers a general overview of the concepts that principals should consider when creating inclusive schools (est. completion time: 2 hours).

Challenge

* Video: My name is Gina Lawrence, and I’m the principal of…

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Initial Thoughts

* What is inclusion and why is it important?
* What model can school leaders use to guide the change necessary for creating inclusive school environments?
* How can school leaders prepare for the changes required to create inclusive school environments?
* How can school leaders implement changes that result in inclusive school environments?
* How can school leaders sustain the positive efforts toward creating inclusive school environments?

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Perspectives & Resources

* Module Objectives
* Understand the concept of inclusion and why it is important
* Possess the knowledge required to lead the change to create an inclusive school environment
* Understand how to create a climate for inclusion
* Recognize how to sustain an inclusive school environment

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* Page 1: Assistive Technology
* Ms. Lawrence, the principal of Central Middle School, is eager to…
* Video: Watch the movie to find out what happens during…
* Did You Know?
* Audio: Cynthia Alexander describe some of the aspects of inclusive…
* Audio: Brenda Williams describe some of the aspects of inclusive…
* For Your Information
  + Link: integration [definition]
  + Link: mainstreaming [definition]
* Student with Disabilities [drop-down menu]
* Students without Disabilities [drop-down menu]
* Teachers and Schools [drop-down menu]
* Parents and the Community [drop-down menu]
* Research Shows

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* Page 2: How Does Inclusion Differ from Traditional Instruction?
* Although great gains have been made toward creating inclusive…
* Link: Click for an expanded version of this table [drop-down table]
* Traditional/Inclusive [table]
  + Link: some students [definition]
  + Link: some parents [definition]
* Audio: Listen as Elaine Mulligan explains why inclusive schools…
* Video: The movie below describes what she found.
* For Your Information
  + Link: IEP team [definition]

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* Page 3: Why Should School Environments Become Inclusive?
* To better meet the diverse needs of all students, school personnel…
* Legal Imperative/Professional Imperative [table]
  + Link: Click to learn more about federal legislation [drop-down table]
  + Link: Click to learn more about professional… [drop-down table]
    - Link: Council of Chief State School Officers [website]
    - Link: National Association of Elementary School… [website]
    - Link: National Association of Secondary School… [website]
* Audio: Listen as Joseph Murphy discusses how professional standards…
* Audio: Listen as John Nori discusses how professional standards…
* Moral Imperatives
* Audio: Listen as Mel Riddile discusses the moral imperative related to…
* Audio: Listen as Jennie Scott discusses the moral imperative related to…
* Audio: Listen as Cynthia Alexander discusses the moral imperative…

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* Page 4: Kotter’s Model of Change
* Although legislation and professional standards outline the *what* and…
* For Your Information

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* Page 5: Establish a Sense of Urgency
* The first step toward building an inclusive environment is to *establish*…
* When establishing a sense of urgency school leaders… [bullet points]
* Recognize the Need for Change
  + Present data
    - Possible organizing questions [table]
  + Highlight current realities
    - Link: AYP (adequate yearly progress) [definition]
    - Audio: Elaine Mulligan discusses two current realities…
  + Encourage self-reflection
    - Principals can help staff recognize the need… [bullet points]
* Barriers to Creating a Sense of Urgency
  + These may include… [bullet points]
  + Myth: Inclusion is an excuse for “dumping”… [drop-down menu]
    - Link: least-restrictive environment [definition]
  + Myth: Students with disabilities will not… [drop-down menu]
  + Myth: Students with disabilities must spend… [drop-down menu]
  + Myth: Students with disabilities will be socially… [drop-down menu]
  + Myth: Students without disabilities will suffer… [drop-down menu]
  + Myth: It is unrealistic to expect the general… [drop-down menu]
  + Audio: Matt Montoya created an inclusive school environment…
  + Research Shows
  + To build a sense of urgency about creating…
    - Link: Reading data for the last two years [drop-down menu]
    - Link: Discipline referral data for the last… [drop-down menu]
    - Link: Click to view the results of her… [drop-down menu]
  + Activity

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* Page 6: Form a Guiding Team
* The process of creating an inclusive school environment requires…
* Link: distributed leadership [definition]
* Engage the Right People
  + For Your Information
* Ensure Effective Teamwork
  + Effective group processes
  + Training
    - Now that Ms. Lawrence has established a sense of…
      * Link: Click to review… [drop-down menu]
    - Activity
      * Link: Click to download a form… [drop-down menu]

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* Page 7: Create a Vision
* Once a guiding team has been formed, the next step is to…
* Identify What Works
  + Link: common characteristics indicative of an… [drop-down menu]
* Create a Vision Statement
  + A good vision statement is… [drop-down menu]
  + Longview Middle School Vision Statement
    - Audio: Mel Riddile discusses why it is important for…
* Determine Whether the Vision Can Be Measured
  + Longview Middle School: Monitoring the School’s Vision… [table]
  + Ms. Lawrence and the guiding team decide that before creating a…
    - Link: Click to view their responses [drop-down menu]
    - Link: Click to see their evaluation table [drop-down menu]
  + Activity
    - Link: Create a Vision Statement [drop-down menu]
    - Link: Vision Statement Evaluation Table [drop-down menu]

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* Page 8: Communicate the Vision
* Now that school personnel have created a sense of urgency…
* Communicating to Gain Support
  + The key to achieving buy-in among stakeholders… [bullet points]
* Evaluating Stakeholder Support
  + Link: Click to view a quantitative measure… [drop-down menu]
  + Audio: Listen as Elaine Mulligan discusses two ways that the…
  + Now that Ms. Lawrence and the guiding team have created…
    - Link: Click to view the CMS… [drop-down menu]
    - Link: Click to learn how CMS… [drop-down menu]
  + Activity

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* Page 9: Enable Action
* When the guiding team has gained support for inclusion from…
* Evaluate Current Level of Inclusiveness
  + Link: Click for a PDF version of this checklist…
* Identify Priorities
  + Link: Click to learn how to do a SWOT… [drop-down menu]
  + For Your Information
* Create an Action Plan
  + In general, an action plan will include… [bullet points]
  + Link: To learn how to turn identified priorities… [drop-down menu]
* Implement the Action Plan
  + Audio: Mel Riddile offers suggestions about how to begin…
  + Though at first the guiding team at CMS was energized by…
    - Link: CMS Quality Indicators of an Inclusive… [PDF]
    - Link: CMS SWOT analysis [drop-down menu]
    - Link: CMS action plan [drop-down menu]
  + Activity

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* Page 10: Ensure Short-Term Wins
* Having created an action plan, it’s now time for the guiding team to…
* To create short-term wins, the guiding team needs to… [bullet points]
* Did You Know?
* Engage More People
  + Audio: Pearl Sims relates an experience she had when leading…
* Make Progress Visible
* Reward Individuals
  + Some of the ways the guiding team can recognize… [bullet points]
  + Because premature victory celebrations can quash… [bullet points]
  + For Your Information
  + Ms. Lawrence knows that an early victory in the change…
    - Link: Provide teachers with common… [drop-down menu]
    - Link: Utilize volunteers to increase… [drop-down menu]
  + Activity

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* Page 11: Improve and Expand
* As with most major school changes, creating an inclusive school…
* Refine Procedures
  + As part of their examination, they should… [bullet points]
* Build Leadership Capacity
  + Audio: Mark Wilson talks about his own experience building…
  + For Your Information
  + At the end of the school year, and approximately five months…
    - Link: Click to view the notes from the… [drop-down menu]
  + Activity

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* Page 12: Anchor the Changes
* As school personnel accomplish each step in the action plan…
* The team can accomplish this by gradually infusing… [bullet points]
* For Your Information
  + Link: recursive [definition]
* Ms. Lawrence continues to meet with the guiding team and with others…
  + Link: Click to view CMS’s checklist for… [drop-down menu]
* Activity

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| NOTES |  |

* Page 13: References & Additional Resources
* Suggested module citation
* References
* Additional Resources
* Page 14: Credits
* Module Developers
* Module Production Team
* Media

Wrap Up

* Summary of the module
* Video: Click on the movie below to review that process.
* Audio: Matt Montoya on student outcomes from creating an inclusive…
* Audio: Mark Wilson on student outcomes from creating an inclusive…
* Revisit your Initial Thoughts responses

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Assessment

* Take some time now to answer the following questions.

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You Have Completed This Module

* Give Us Your Feedback
  + Link: Module Feedback Form
* Professional Development Hours
  + Link: IRIS PD Options
* Related Resources [link]