

New York State Education Department Office of Special Education

### **Educational Partnership**

























# Transition Assessment: Part 3—Transition Assessment for Students with Intellectual and Developmental Disabilities

**Presenter Name** 

Produced by the Technical Assistance Partnership (TAP) for Transition at Cornell University.

Last updated on November 6, 2023



### Disclaimer

The resources shown are designed to provide helpful information. Resources are provided for instructional use purposes only and do not constitute NYSED endorsement of any vendor, author, or other sources. To the best of our knowledge, the resources provided are true and complete.

### **Meet and Greet**









Introduce yourself (name, school/district, role) Think about what it means to be Career and Self-Aware

Share your answer with the group

# Blueprint for Improved Results for Students with Disabilities



### **Self-Advocacy**

Students engage in self-advocacy and are involved in determining their own educational goals and plan.



### **Family Partnership**

Parents, and other family members, are engaged as meaningful partners in the special education process and the education of their child.



### Specially-Designed Instruction

Teachers design, provide, and assess the effectiveness of specially-designed instruction to provide students with disabilities with access to participate and progress in the general education curriculum.



#### Research-Based Instruction

Teachers provide research-based instructional teaching and learning strategies and supports for students with disabilities.



#### Multi-tiered Support

Schools provide multi-tiered systems of behavioral and academic support.



#### **Inclusive Activities**

Schools provide high-quality inclusive programs and activities.



### **Transition Support**

Schools provide appropriate instruction for students with disabilities in career development and opportunities to participate in work-based learning.

## **Meeting Norms**

- Take care of your needs (water, food, restroom, etc.)
- Speak your truth—Use "I" statements
- Ask what you need to understand and contribute
- Listen with respect
- Push your growing edge
- Participate and struggle together
- Expect a lack of closure
- Respect each others' needs

# Learning Objectives

### **Participants will:**

- Learn about research that supports transition assessment for students with intellectual and developmental disabilities
- Identify and explore transition assessments for students with intellectual and developmental disabilities
- Utilize transition assessment results for students with intellectual and developmental disabilities to inform transition planning and Individualized Education Program (IEP) development

### Materials

- Transition Assessment Resources for Students with intellectual and developmental disabilities
- From Assessment to Practice: A Model for Teachers
- Transition Assessment Planning Form
- Pictorial Interest Inventory—Fillable
- Task Analysis Supplement
- Employment Support Indicators
- ChoiceMaker: Choosing Employment Goals Reproducibles
- Lilly Case Study
- Family Involvement in the Transition Assessment Process
- Transition IEP Mapping Tool—Lilly

### What Research Tells Us

Why Is **Transition** Important for Students with Intellectual and Developmental **Disabilities?** (1 of 3)

- Students with intellectual and developmental disabilities who receive services from outside agencies early in their secondary school education have better employment outcomes than those who apply later (Brigman, 2014).
- Family expectations of paid employment and becoming self-supporting predict employment outcomes for students with intellectual and developmental disabilities (Carter et al., 2012; Doren et al., 2012; Martinez et al., 2012; Simonsen & Neubert, 2012).

Why Is
Transition
Important for
Students with
Significant
Disabilities?
(2 of 3)

- When families support goals for independent living and provide opportunities to interact with peers who also have career and independent living aspirations, the person is more likely to hold a job and live independently (Isakson et al., 2006).
- Having family members who are familiar with vocational supports needed, receive employment information from the school, and encourage and support engagement in social networks separate from the family also increases the likelihood of employment (Blustein et al., 2016; Eisenman, 2007).

Why Is **Transition** Important for Students with Intellectual and Developmental **Disabilities?** (3 of 3)

- Students with intellectual and developmental disabilities who experience paid work, full or part-time, summer or annual, are more likely to be employed after high school (Blustein et al., 2016; Papay & Bambara, 2014).
- Teacher expectations for student employment can significantly impact the post-school employment outcomes for students with intellectual and developmental disabilities (Blustein et al., 2016; Carter et al., 2010).
- Individuals with higher self-care skills are more likely to be employed, attend postsecondary education, and live independently (Blustein et al., 2016; Carter et al., 2011; Carter et al., 2012; Foley et al., 2012)

### **Transition Assessment**

### What Is Transition Assessment?

- An ongoing process of collecting information on a student's strengths, interests, skills or aptitudes, preferences, and needs related to current demands and future career, educational, personal, and social environments
- Provides a foundation for defining IEP goals, transition services, and guides instructional decision-making
- Results from initial assessments should be the starting point for transition planning
- Transition assessments help students with disabilities identify the skills needed to achieve post-school goals
- Serves as a guide for students to make informed choices and take charge of their transition planning process

## **Transition Assessment Should Address**



### **Education and Training**

**Three Areas** 

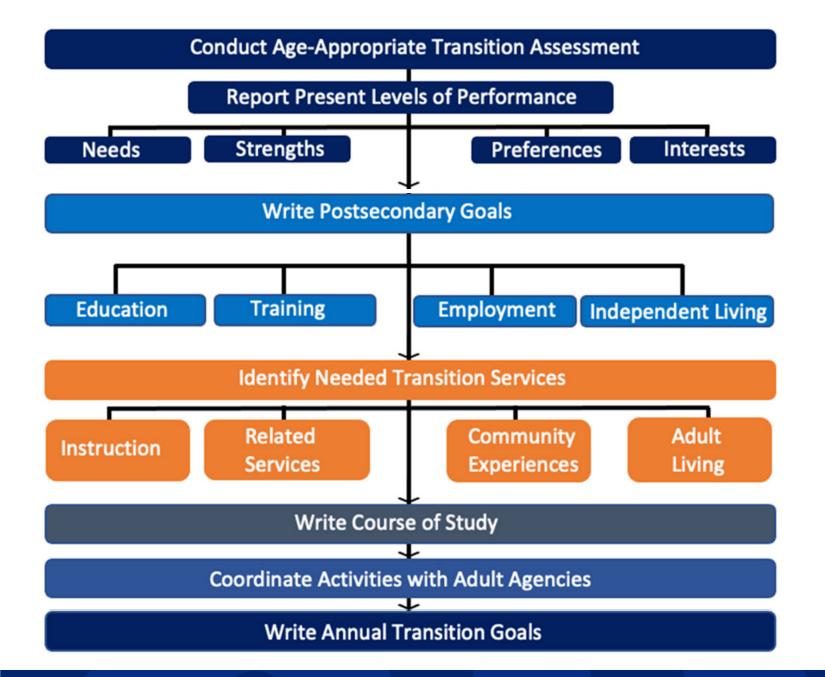


**Employment** 



Independent Living (if appropriate)







# From Transition Assessment to Practice

### **Transition Assessment Planning Form**



This planning form provides a fillable template that follows the student throughout the transition planning process. It will assist users to:

- Describe accurate present levels of performance, including the student's skills/strengths, preferences, interests, and needs related to postsecondary goals.
- Identify transition needs, services, and coordinated activities.
- Craft questions to pinpoint information and data needed by the team.
- Conduct, analyze, and summarize transition assessments.

# Transition Assessments for Education and Training

# Postsecondary Education and Experience (PEaE) Assessment

- A Delphi method was used to identify and validate skill requirements for postsecondary experience programs across the country.
- The PEaE Assessment consists of 71 questions for IEP teams to complete.
- These questions were evaluated, revised, and confirmed important by PEaE directors.

The potential student currently participates in all mandatory meetings and planning sessions.

○ Never	
○ Rarely	
O Sometimes	
O Most of the time	
O Always	

### **Think College**

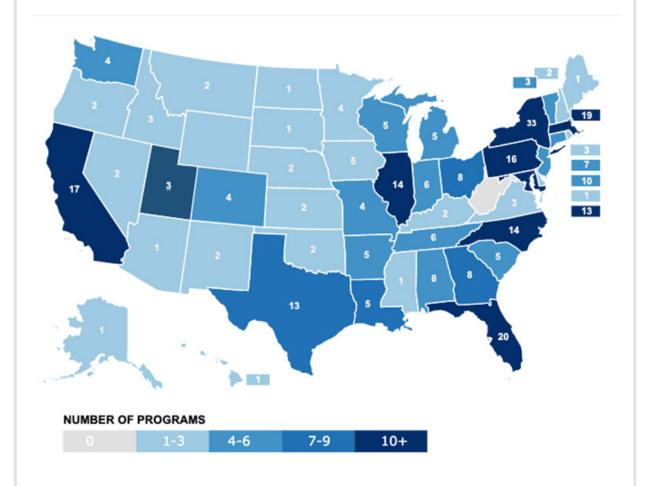
- A national organization dedicated to developing, expanding, and improving inclusive higher education options for people with an intellectual disability.
- Think College supports
   evidence-based and
   student-centered research
   and practice.

#### Find the College that is right for you!

This directory includes information on 300 college programs for students with intellectual disability. You can search by program name, location, and other keywords. "Advanced Filters" offer more options to narrow your search.

Review these Frequently Asked Questions for answers to some general questions on college programs, how we gather the information in the directory, and how to use the features of College Search.

Once you have located colleges you are interested in, download the How To Think College Guide to Conducting a College Search [PDF]. It provides you with the right questions to ask in order to get the answers you need about each program on your list. The How To guide is also available in Spanish.



College Search 20

# Transition Assessments for Employment

# Picture Interest Career Survey (PICS) 3rd Edition

- This inventory is designed for people:
  - With limited familiarity with English
  - Who are developmentally delayed or have a learning disability
  - With limited access to education
  - Who are chronically unemployed
- Uses the Realistic, Investigative, Artistic, Social, Enterprising, and Conventional (RIASEC) occupational coding system. Includes streamlined instructions, an updated design, and a few modified pictures for greater clarity
- Can be given to groups or individuals
- Available in print or online

# Picture Interest Career Survey Third Edition

A visual way to identify your career interests and start career exploration and planning

Robert P. Brady, EdD

Name		
Date		

The Picture Interest Career Survey (PICS) is a quick, visual way for you to identify work environments that interest you. You can then use your PICS results to explore careers that match those interests.

- Directions Each of the 36 items consists of three pictures. Each picture shows an individual working. Decide which of the three pictures in each item is most interesting to you and then circle that picture. Work through all 36 items in chronological order, and circle only one picture in each item. There are no right or wrong answers.
  - **Example** In the sample item below are three pictures of individuals working. Picture A is a person cleaning a floor, picture B is a person arranging flowers, and picture C is a person delivering mail. If picture B interests you the most out of the three pictures, then circle it. The item number (1 in this sample) is printed to the left of picture A.



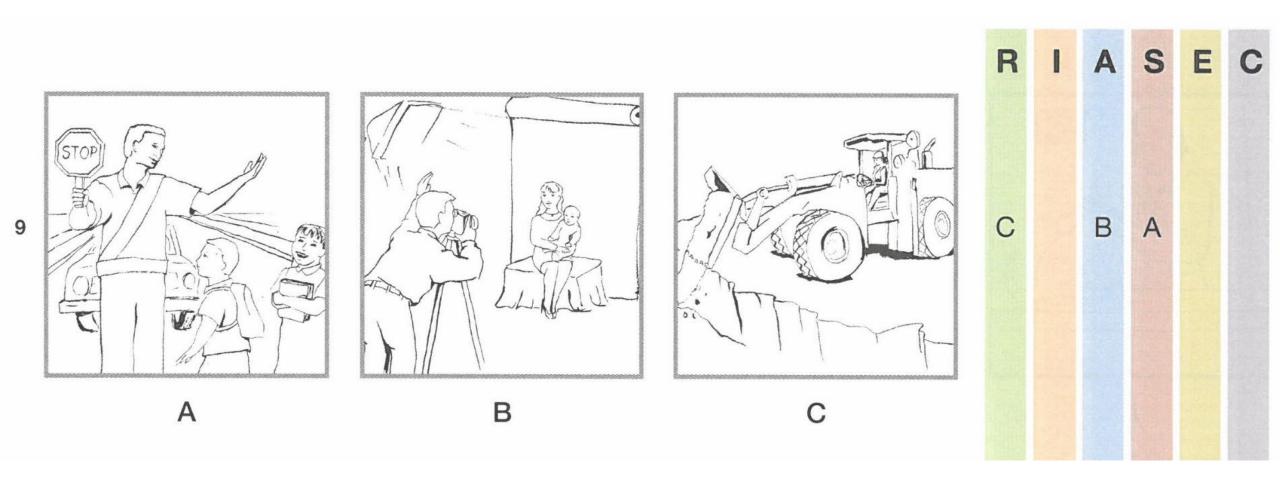




Turn the page to get started with Step 1

PICS 3<sup>rd</sup> Edition 22

### PICS 3rd Edition (Continued)



# Picture-Based Career Interest Assessments



### **Pictorial Interest Inventory**

Structured around eight different career fields

Student name: Today's Date:

Birth Date: Age:

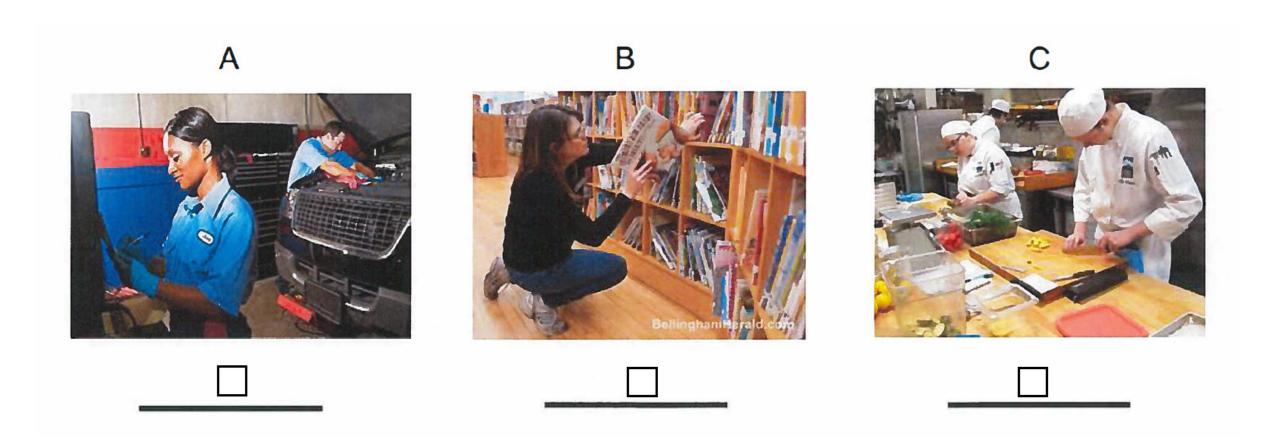
How to Use This Inventory



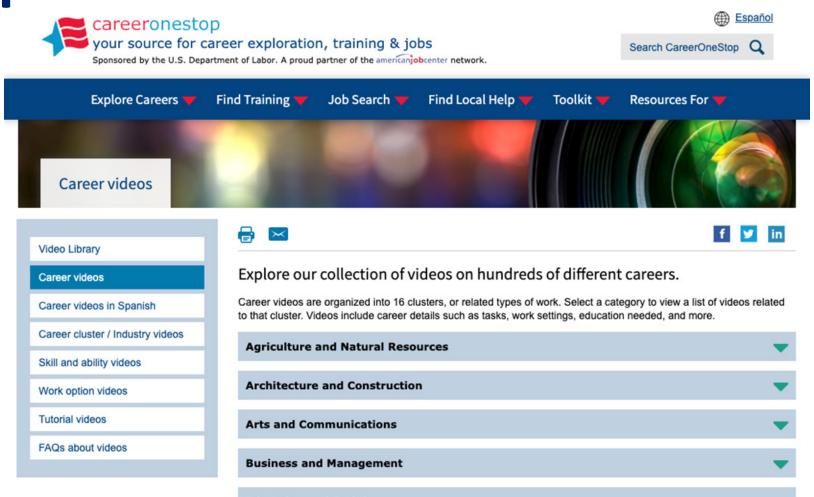
#### Directions:

- Each page contains three pictures.
- Choose the picture from each group that shows the task you like most.
- Place an "X" under the picture of the task you choose.
- Choose <u>only one</u> from each page.

### **Pictorial Interest Inventory Sample**



# CareerOneStop—Videos in English and Spanish



# Transition Assessments for Independent Living

# Life Skills Inventory Independent Living Skills Assessment Tool

Cate	gory C: Personal Appearance and Hygiene					
Basi	Basic - Must be able to do 4 of 4:					
	Can dress self (including underwear, socks, and tied shoes) in a reasonably acceptable fashion.  Can bathe self.  Knows how to use soap, shampoo, deodorant, shaving cream, other common personal products appropriate to sex.  Brushes teeth regularly.					
Inter	mediate - Must be able to do 3 of 3:					
	Showers or bathes regularly. Keeps hair clean and neat. Dresses in reasonably clean clothing.					
Adva	Advanced - Must be able to do 4 of 6:					
00000	Can read clothing labels and determine which clothes are to be dry cleaned, hand washed, and machine-washed.  Can sort and machine-wash clothes at a Laundromat using appropriate temperatures, amounts of soap, bleach, etc.  Can dry clothes in a dryer using appropriate settings.  Knows the cost of and can budget money for special hair and nail care (i.e., permanents, braiding, manicures, etc.).  Can iron clothes.  Can sew on buttons and make minor clothing repairs.					
Exceptional - Must know at least 2:						
	Can hand wash items following the instructions on the label. Knows appropriate clothing to wear for almost all occasions. Knows approximate cost of dry cleaning and can arrange for dry cleaning.					

### **Task Analysis Supplement**





# THE NATIONAL PROFESSIONAL DEVELOPMENT CENTER ON AUTISM SPECTRUM DISORDERS

- 1. Blank Task Analysis
- 2. Brushing Teeth
- 3. Using the Bathroom
- 4. Setting the Table
- 5. Peer Play with Trains
- 6. Tying Shoe (1)

- 7. Tying Shoe (2)
- 8. Dialing 911
- 9. Washing Hands (1)
- 10. Washing Hands (2)
- 11. Cutting Paper
- 12. Using Dictionary (1)
- 13. Using Dictionary (2)
- 14. Locating Website

- 15. Purchasing Items in Grocery Store
- 16. Alternative Task Analysis Format
- 17. Prerequisite and Long-Term Planning Goal Example
- 18. Bathroom Visual Supports

(Austin, 2011) 29

# Target Skill: Using the Bathroom

### **Directions:**

Describe each step, in order, for the behavior. Then, for each date on which the behavior is practiced, record the level of independence for each step of the behavior. Use the following symbols for your records:

I—Independent, Correct

M—Modeled, Gesture

V—Verbally Prompted

**P**—Physically Prompted

Step	Description of Step	Date:	Date:
1	Goes to the bathroom		
2	Closes bathroom door		
3	Pulls down pants		
4	Pulls down underwear		
5	Sits on toilet		
6	Voids in toilet		
7	Reaches for toilet paper holder		
8	Takes 5 pieces of toilet paper		
9	Wipes with toilet paper		
10	Drops paper in toilet		
11	Stands up		
12	Pulls up underwear		
13	Pulls up pants		
14	Flushes toilet		
15	Washes hands		
16	Exits bathroom		

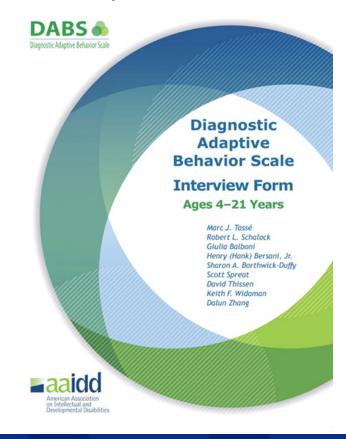


# Diagnostic Adaptive Behavior Scale (DABS) and User's Manual

### **Assesses:**

- Conceptual Skills
  - Numbers, money, time, etc.
- Social Skills
  - Following rules, gullibility, avoiding victimization
- Practical Skills
  - Health care, transportation, safety

Cost: \$155 (25 forms + Manual)



# Supports Intensity Scale Children's Version (SIS-C)

### **Assesses:**

- Medical conditions and behaviors that require substantial levels of support
- School participation
- Health and safety
- Advocacy
- Home living

Cost: \$12 per assessment



# Transition Assessments that Generalize Across Areas

# Transition Rating Scale (TRS) 3.0

- Cost \$20 for a pack of 10 assessments.
- Transition assessment for learners with pervasive and long-term needs for support.
- Designed for educators and parents to complete.
- Assesses five areas:
  - Employment
  - Recreation and Leisure
  - Community Participation
  - Postsecondary Education
  - Future Outcome and/Goals Assessment



This scale is a replacement for the discontinued ESTR-S.

#### Transition Rating Scale 3.0

Transition assessment for learners with pervasive and long-term needs for support.

Name			Parent/Guardian	
School/Agency		Р	rimary Disability	
Secondary Disability (dual diagnos	is)			
Grade Birth (	ate	Age _		Gender
Evaluators				
Name			Title	
Name			Title	
Date of Evaluation		Antici	pated Date of G	raduation

#### Introduction

The goal of transition assessment is to gather information that accurately and comprehensively reflects the learner's present level of performance. The TRS 3.0 provides an efficient yet thorough means of identifying present levels of performance in each of five transition areas for learners with needing life-time supports.

#### Directions for Using the TRS 2.0

This scale differs from the other TRS Scales in that descriptive information is provided about the learner's skills, level of participation, characteristics, status of planning and desired postschool outcomes.

The format of the TRS 3.0 consists of a checklist layout for indicating skills along with a space for descriptive narratives, designed to generate insight into the learner's present level of performance. It is essential for users to use the narrative section to record descriptions of the most significant needs for programming and/or support. Gathering information from parents is important when assessing students with with life-time needs for support. The authors have concluded that rating scales provide minimal information with these learners, rather descriptive information based on parental input is most useful.

The TRS 3.0 is designed to elicit programming information BOTH from parents/caregivers and educators. Important Note: To keep instrumental language consistent, we refer to "the learner". If parents or home caregivers complete the instrument, they can think of "the learner" as their "son/daughter". We have used this language within the scale.

#### **Electronic Version**

An electronic version of the scale allows educators to complete the scale online. If users plan to employ the online TRS 3.0 (with its accompanying report generator), the paper version would only be used to gather information from parents/caregivers.

The online purchase is an assessment package that includes 1) a computer printout of a completed TRS 3.0(completed online) and 2) an assessment summary of the completed scale.

#### Future Outcomes/Goals Assessment

Reviewing the learner's postschool outcomes, in each of five transition areas, is critical to transition planning. The authors have included a worksheet on the last two pages of this protocol for parents to indicate their interests and preferences. We suggest that this be completed yearly.

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ESTR Publications • Email transition@estr.net • Web https://estr.net

## **TRS 3.0 Employment Sample**

#### **Employment**

1. The learner (or my son/daughter) demonstrates fine motor skills: (check all that apply)					
	Grasping objects		Unwrapping objects		Pressing buttons/switches
	Stacking objects		Turning objects		Putting two objects together
	Pushing objects		Transferring objects		Opening containers
	Stirring		Drawing/writing		Manipulating objects
	Pouring		Sweeping (manually moving) object	ts into	containers
	Pointing to objects/pictures, especially when information is requested				
2. The learner (or my son/daughter) demonstrates gross motor skills: (check all that apply)					
	Sitting with supports		Scooting on floor		Pushing up to a sitting position
	Sitting without supports		Rolling over		Walking
	Using stairs/managing small evaluations such as door jams				

### **TRS 3.0 Home Living Sample**

### **Home Living**

1. The learner (or my son/daughter) cares for personal toileting needs: (check all that apply)					
	Asks to use toilet	$\Box$	Indicates when wet or soiled		
	Diapering required—learner cooperates with process		Diapering required—learner resists process		
	Uses toilet independently (and appropriately)				
	Uses toilet with assistance - Describe assistan	ce:			
2. The learner (or my son/daughter) demonstrates hygiene and grooming skills: (check the level of participation)					
	Completes grooming tasks without assistance				
Please list:					
	Completes grooming tasks with assistance				
	Describe assistance:	_			
	Cooperates (without resistance) in hygiene tasks (washing hands & face, brushing teeth, bathing)				
	Resists during hygiene tasks completed by others (washing hands & face, brushing teeth, bathing)				

## TRS 3.0 Community Participation Sample

#### **Community Participation**

1. The learner (or my son/daughter) accesses specified areas within his/her school and neighborhood: (check one)								
	Independently and consistently  With assistance  Does not participate							
2. The le	2. The learner (or my son/daughter) understands relevant community signs (e.g., men, women):							
	Yes - Please identify:							
	No							
	3. The learner (or my son/daughter) understands (reacts appropriately) to various pedestrian safety markings and/or expectations (avoids jaywalking, understands traffic lights, watches for cars/bicycles when walking).							
	Yes No							
4. The le	earner (or my son/daughter) participates in ordering his/her food in restaurants.							
	Orders with assistance Does not participate							
	Orders independently (includes with communication board)							

### **Personal Preference Indicators**

- Interview format
- Designed for student's family members, friends, or professionals who know student well enough to provide information
- Free
- Available in English and Spanish
- Assesses likes, dislikes, social indicators, choices, health, body clock, and future

## Personal **Preference Indicator Sample Items**

#### **FAVORITES**

#### **Individual Indicators**

What are the person's favorites? Do you know why? How can you tell? Any other things?

- foods
- games
- music/sounds
- smells

- friends
- topics/objects
- activities/place to go
   being alone/with others
- TV show animals
- color

clothes

Who are the person's favorite people? Do you know why? How can you tell?

What are the person's favorite things about himself or herself?

#### FEELINGS

#### **Emotion Indicators**

What calms the person? Do you know why? How can you tell?

- holding/being held
- music

animals

rocking

lights

activities (alone/with others)

smells/odors

- laughter
- being talked to

What makes the person happy? How do you know?

outdoors

indoors

food

games

- being with friends/family
- being active

- going someplace
- · music or sounds

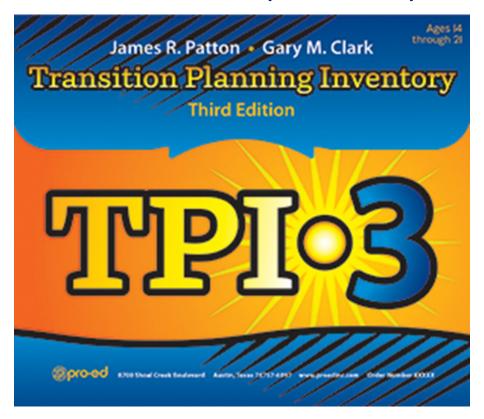
## Transition Planning Inventory (TPI)-3 Modified Form

For Students With Autism or Other Significant Support Needs

Assesses likely settings for postsecondary outcomes:

- Employment type
- Learning options
- Living situation
- Leisure activities
- Health

Cost: \$39.00 (25 forms)



### Sample TPI-3 Modified Items

				ME		ndy com	we have	and as	es nen	d god on to	eded
		40	Lappor	AT Know	depende	ing len	COMP	the as	Studios	N. 39 90	
Plan	ning Areas				Rating			Actions		Recomme	endations
wo	PRKING: CAREER CHOICE AND PLANNING										
1.	Names occupations he/she likes the most.										
2.	Knows about Jobs he/she likes and what they require.										
3.	Knows his/her strengths and how they match occupations liked the most.										
4.	$\label{lem:chooses} \begin{picture}(20,20) \put(0,0){\line(1,0){10}} \put(0,0){\$										
wo	PRKING: EMPLOYMENT KNOWLEDGE AND SKILLS										
5.	Has general Job skills for keeping a Job.										
6.	Has work attitudes for keeping a Job.										
7.	Has the specific knowledge and skills for an entry-level job.										
8.	Knows how to get a Job.										
9.	Knows how to change Jobs.										
LE	ARNING: FURTHER EDUCATION/TRAINING										
10.	Knows how to get into a community job-training program.										
11.	Knows how to get into a postschool college program that meets needs.										
12.	Knows how to access services for students with disabilities.										
13.	Knows how to get help from classmates, friends, family, or others.										
LE	ARNING: FUNCTIONAL COMMUNICATION										
14.	Has needed speaking skills. [Speaking may include manual/tactile/visual/auditory communication and/or assistive technology devices/services.]										

	DAILY LIVING							
	DAILY LIVING ACTIVITIES Can the student independently							
Yes	No	Eat?						
Yes	No	Prepare food?						
Yes	No	Do laundry?						
Yes	No	Groom and take care of hygier	ne?					
Yes	No	Perform housekeeping activities?						
Yes	No	Manage time and follow a schedule?						
		Y LIVING PTATIONS	Not addicable	Possibly could use	Using but could be improved	Using Independently		
D	ressi	ng Aids						
A	dapt	ive Clothing						
A	dapt							
R	Roll-in Shower							
A	Adaptive Hygiene Devices							

Ţ	TRANSPORTATION TRANSPORTATION ACTIVITIES Can the student							
Yes	No	Drive?						
Yes	No	Get in/out of any vehicle to be	a pass	enger'	?			
Yes	No	Transfer into vehicle and load	mobilit	ty dev	ice?			
Yes	No	Get into vehicle with ramp or lift?						
Yes	No	Independently arrange transportation?						
Yes	No	Independently utilize public transportation?						
_		NSPORTATION PTATIONS	Not applicable	Possiby could use	Using but could be improved	Using indepen- dently		
		e Driving Equipment						
Ca De	Car Top or Bumper Carrier for Mobility Device							
	Van with Ramp or Lift							
-	Other							
Co	Comments:							

Assistive
Technology
Protocol for
Transition
Planning

# Functional Vocational Assessment

## What is a Functional Vocational Assessment?

- Functional vocational evaluation is an ongoing process that identifies a student's career interests, work-related aptitudes and skills, and need for training.
- In New York State (NYS), it is an assessment to determine a student's strengths, abilities, and needs in an actual or simulated work setting or in real work sample experiences.

## **Employment Support Indicators**



Employment Support Indicator

Preferences

Choices

Self-determination



A Guide for Planning

#### **Domains**

- Social supports
- Work setting supports
- Work style supports

Cost: Free

## Sample Employment Support Indicators Items

#### SOCIAL SUPPORTS

Which statements best describe the social support needs of the job candidate?

#### Understanding Affect

- Understands facial expressions and gestures of others
- Understands own facial expressions and gestures
- Does not consistently interpret expressions and gestures of self or others
- Can express own feelings clearly

#### Interpersonal Skills

- Understands personal space (self and others)
- Understands what is appropriate to say to whom, when, and where
- Maintains appropriate voice volume
- Uses accepted nonverbal cues

- Needs support to get clarification or understand instructions from others in work setting
- Needs demonstration of tasks that are expected

#### Handling Criticism/Stress

- Accepts criticism and can change behavior
- Cannot accept criticism
- Takes appropriate steps to decrease stress

#### Communication

- Uses a combination of words, gestures and pictures to understand and communicate
- Uses assistive devices to communicate
- Needs interpreter services

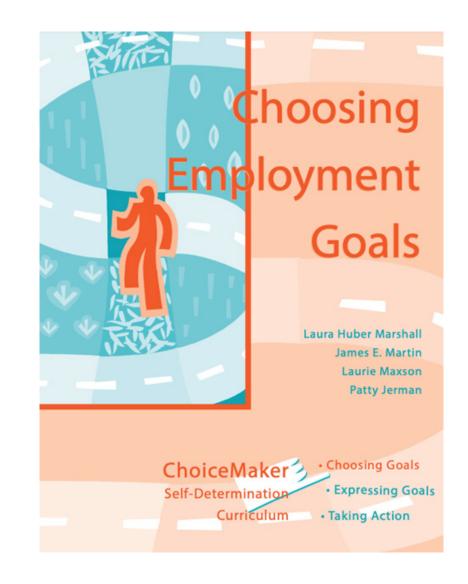
### ChoiceMaker

**Choosing Employment Goals** 

#### **Lessons include:**

- Choosing general goals
- Experience-based lessons
- Dream job lessons

Cost: Free



## **Functional Vocational Assessments**



#### **Job Characteristics I Like Worksheet**

Nan	ne	Date	_ Site		
	Circle the job characteristic or characteristics you like best.  What I Like	Circle the job characteristic or characteristics that best describe what is at this job.  What Is Here	Circle YES if circled in the columns is t Circle NO if	e first two the same. f it is not.	
1.	work alone lots of people around	work alone lots of people around	YES	NO	
2.	quiet workplace noisy workplace	quiet workplace noisy workplace	YES	NO	
3.	weekdays only weekends too	weekdays only weekends too	YES	NO	
4.	easy job challenging job	easy job challenging job	YES	NO	
5.	dress up for work do not dress up wear uniform	dress up for work do not dress up wear uniform	YES	NO	
6.	standing up sitting down moving around	standing up sitting down moving around	YES	NO	
7.	work mornings work afternoons work nights	work mornings work afternoons work nights	YES	NO	
8.	co-workers my age co-workers not my age	co-workers my age co-workers not my age	YES	NO	

## **Situational Assessments**



#### Job Duties—How I Did Worksheet

Name		Date Site			
Write the job duties you performed at your job site.  Circle 3, 2, or 1— whichever describes your performance.		Circle 3, 2, or 1— whichever describes student's performance.	Circle YES if your and your super- visor's evaluations are the same. If they are not the same, circle NO.		
Job Duties	How I Did		Supervisor Thinks	Matches	
Job Duty #1	SPEED very good OK needs improvement	3 2 1	SPEED very good 3 OK 2 needs improvement 1	YES NO	
	INDEPENDENT very good OK needs improvement	3 2 1	INDEPENDENT very good 3 OK 2 needs improvement 1	YES NO	
	ACCURATE very good OK needs improvement	3 2 1	ACCURATE very good 3 OK 2 needs improvement 1	YES NO	
Job Duty #2	SPEED very good OK needs improvement	3 2 1	SPEED very good 3 OK 2 needs improvement 1	YES NO	
	INDEPENDENT very good OK needs improvement	3 2 1	INDEPENDENT very good 3 OK 2 needs improvement 1	YES NO	
	ACCURATE very good OK needs improvement	3 2 1	ACCURATE very good 3 OK 2 needs improvement 1	YES NO	

## **Self-Directed Employment**

- Curriculum-based assessments including:
  - Making choices
  - Exploring choices
  - Testing choices
  - Final choices
  - Job matching skills
  - On the job assessments
- Includes a picture bank

Cost: Free



A Handbook for Transition Teachers and Employment Specialists

by

James E. Martin, Ph.D. University of Oklahoma, Norman

Dennis E. Mithaug, Ph.D.

Columbia University New York City

John H. Oliphint, M.Ed.

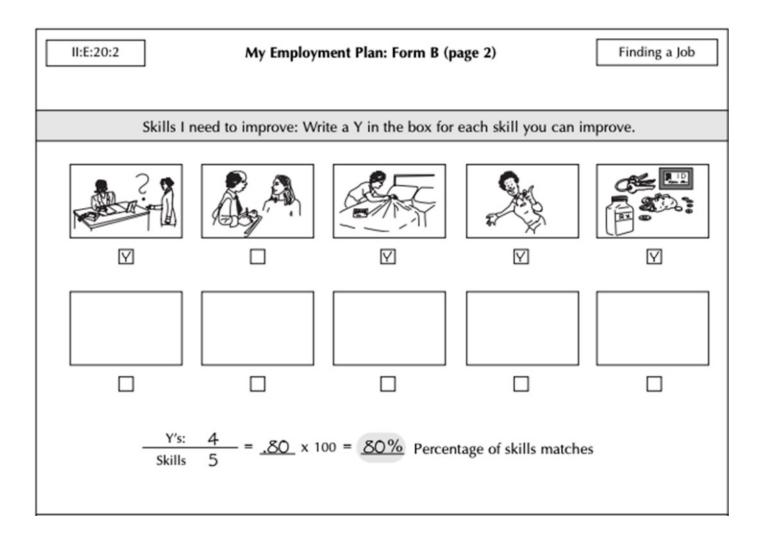
City of Colorado Springs Colorado James V. Husch, M.A.

Pikes Peak Board of Cooperative Education Services Fountain, Colorado

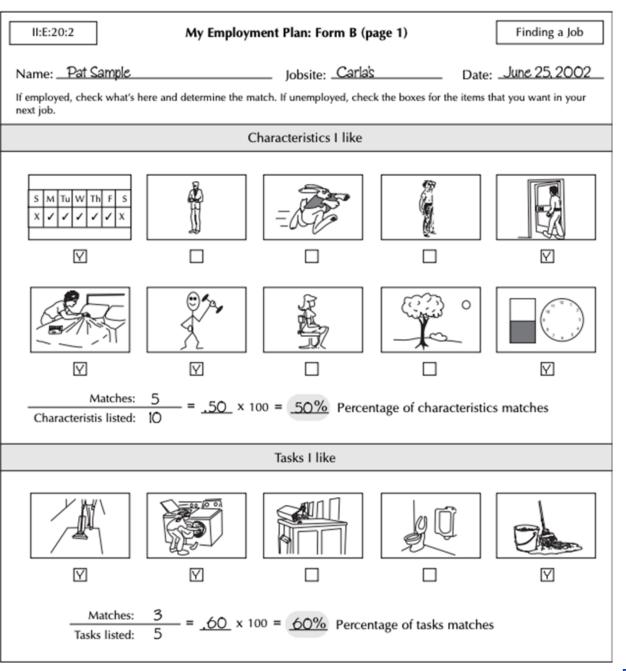
Eva S. Frazier, M.A.

Academy School District Colorado Springs

# Self-Directed Employment— Situational Assessment



# Self-Directed Employment— My Employment Plan



# Progress Monitoring Applications (Apps)

## **Progress Monitoring**

- Data sources may include direct observation and/or behavioral observation.
- There are a variety of ways to collect data, and how teachers collect data will be determined by the type of skills they are teaching and the mastery criteria within goals and objectives.
- Considerations for data collection include:
  - What you already know about a student;
  - What you need to learn about a student;
  - How information about the student will be gathered;
  - Who will gather the information about the student; and
  - When will data be collected?

(NTACT, 2018) 54

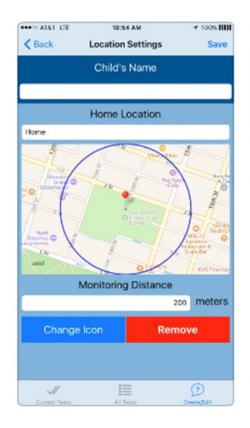
## TaskAnalysisLIFE

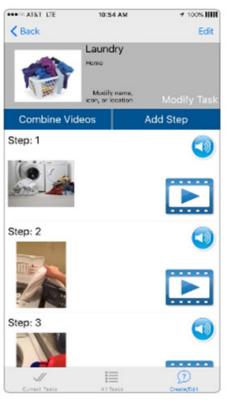
#### **Features:**

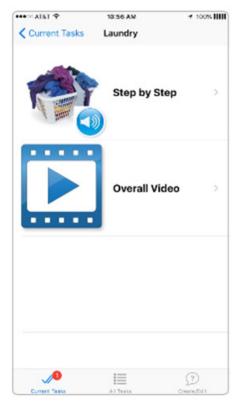
- TaskAnalysis is a highly customizable Mobile Application that can support individuals with intellectual disabilities to independently and efficiently complete tasks.
- Tasks can be broken down into manageable steps. Users can access picture, text, and audio support, along with video prompting and video modeling supports all within one mobile application.
- TaskAnalysis works on Global Positioning System (GPS) location and will automatically populate tasks associated with a particular location.
- Tasks can be created for users to support them at work, home, school, or any other location.



## TaskAnalysisLIFE Sample











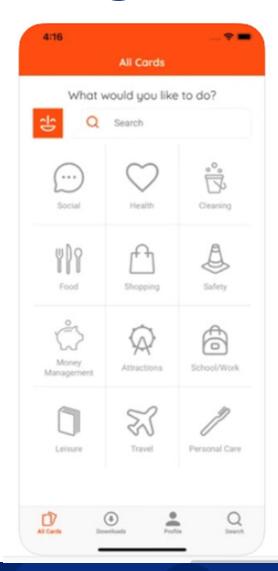
## MagnusCards—Autism App

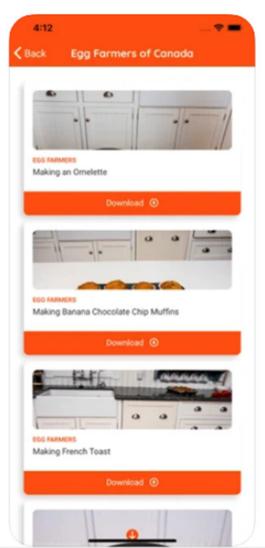
#### **Features:**

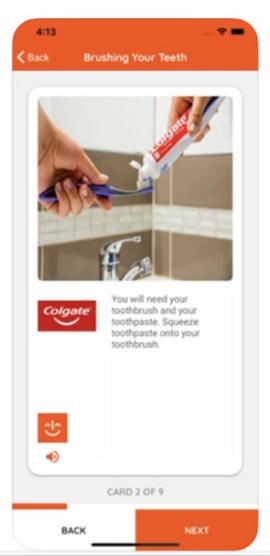
- 12 categories of life skills learning, including social, travel, personal care, and shopping.
- English and French languages: Select your language of choice in your personal device settings.
- No Wi-Fi required: Downloaded card decks are available for offline use.



## Magnus Cards Sample









### CanPlan

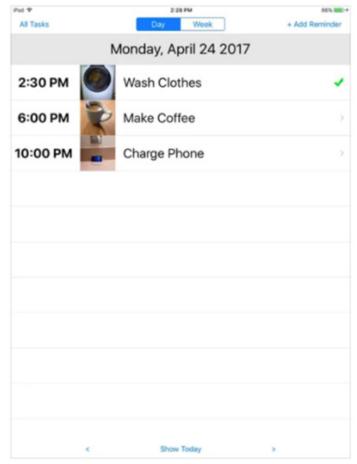
#### **Features:**

- Task sequencing: breaks each task into an easy-to-follow sequence of photos, with optional text or audio
- Virtually any activity can be broken into a sequence of easy-to-follow steps, illustrated by photos and reinforced with optional text and audio.
- Scheduling and reminder features ensure each task gets done on time.
- Take photos of each step in a task, add text or audio as needed. The task is then filed under a customizable set of categories, which could include areas such as: food preparation, household chores, shopping, transportation, exercise, and workplace tasks.



## **CanPlan Sample**







# How to Use Transition Assessment Results





- Lilly is an ungraded 20-year-old student with multiple disabilities who lives at home with her parents. Lilly is educated primarily in a special class with other peers who have high support needs.
- She participated in one transition assessment this school year:
  - Pictorial Career Interest Survey
- Lilly's parents also completed two transition assessments this year:
  - Personal Preference Indicators
  - Parent Survey/Interview
- Lilly's teachers have completed task analyses and performance logs related to her work-based learning (WBL) experiences.

# Lilly's Case Study: Using Transition Assessment Results (1 of 5)

### When developing:

Present Levels of Performance and Individual Needs

Measurable Postsecondary Goals

Annual Goals Related to Transition Service Needs

Courses of Study

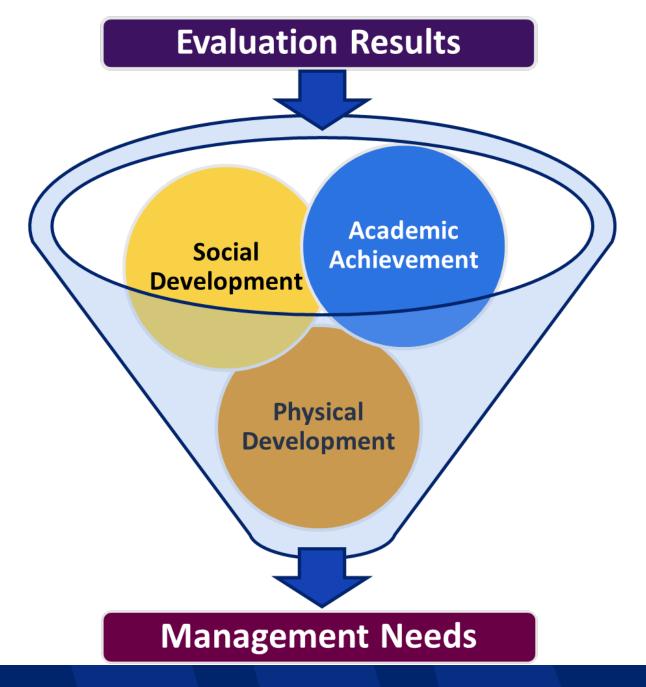
**Coordinated Set of Activities** 

## Lilly's Evaluation Results

Four areas addressed in documenting present level of performance and individual needs

#### Including:

- Strengths
- Preferences
- Interests
- Needs
- Concerns of the parent



## Lilly's Pictorial Interest Inventory

#### **Score Sheet**

Key Letter	Number of X's	Interest Area
Α	0	Automotive
В	1	Clerical
С	4	Food Services (meal prep and helping customers)
D	2	Custodial/Housekeeping
E	1	Landscape/building trades
F	1	Materials and handling
G	3	Caring for others
Н	4	Retail (helping customers and displays)

## Lilly's Personal Preference Indicators

#### SOCIAL

#### **Socialization Indicators**

How does the person communicate on his/her own? Head turns and humming or grunting sounds Does the person have a nickname? If so, what is it? Yes, we call her Lil How accurately does the person relate information to you and to others? She can make choices but not speak Does the person have a sense of humor? Yes! She makes noises whenever her brother is being funny How does the person show affection? She turns her head towards the person and makes humming sounds Does the person require excessive feedback and/or direction? Lilly needs hand-over-hand assistance How would you describe the person's relationship with his/her peers? Lilly loves to be around peers Does the person request to be with or visit someone—relative, friend, etc.? She likes to be around family and friends Does the person have a concept about being cautious with strangers? Yes, she looks uncomfortable with strangers Does the person respond to facial expressions? Which ones? How? Sometimes, she hums when we are laughing Does the person use facial expressions to communicate? Which ones? What do they mean? Not really

## Parent Survey/Interview



### **Completed by Lilly's Parents**

#### Parent/Guardian Questions

- What do you see as (student's name) greatest strengths?
  Lilly tells us her wants/needs through head turns and humming or grunting sounds.
- What skills would you like to see (student's name) improve or learn over the next year?
  We would like Lilly to increase her ability to use a head switch for communication.
- What goals would you like (student's name) to pursue?
  We would like Lilly to attend a day program and volunteer or work in the community.

## Lilly's Transition Assessment Information

In December 20XX, Lilly took the Pictorial Interest Inventory. In January 20XX, Lilly's parents completed the Personal Preference Indicators survey and a parent survey/interview.

- Lilly expressed interest in food services and retail.
- Lilly enjoys music and looking at window displays at the mall. She also likes to be in the kitchen while her parents cook dinner.
- Lilly enjoys being around people, especially her family and caregivers.
- Her parents would like to see her increase her use of functional communication by incorporating a head switch, or similar communication device.
- They would like Lilly to volunteer or work in the community in addition to attending a day program.

## Lilly's Academic Achievement, Functional Performance, and Learning Characteristics

- Levels of knowledge and development in subject and skills and information:
  - Lilly requires intensive supports to access content and activities within the school.
     She receives specially designed instruction (SDI) with intensive modifications and accommodations.
- Student strengths, preferences, and interests:
  - She likes listening to music and has expressed interest in food services and retail.
  - She can communicate preferences and interests with gestures and/or eye contact.
  - At home, Lilly likes to help during meal preparation.
  - Lilly's parents report that she enjoys looking at window displays in a busy mall.

# Lilly's Academic Achievement, Functional Performance, and Learning Characteristics (continued)

- Academic, developmental, and functional needs of the student:
  - Limitation with motor skills and requires hand-over-hand assistance for all activities.
  - Instruction and support on increasing the use of a head-activated switch with consistency.
  - Parents would like for Lilly to continue to work on her functional reading skills.

## Lilly's Social Development

- The degree and quality of the student's relationships with peers and adults; feelings about self and social adjustment to school and community environments:
  - Lilly enjoys group activities but has difficulty adjusting quickly to different environments.
  - She responds well to adults/school staff that she knows and appears uncomfortable with initial interactions with strangers in the community.
- Student strengths:
  - Lilly communicates her likes by turning her head toward a preferred activity or humming. She communicates dislikes by turning her head away from an activity or grunting.
  - At her WBL site, Lilly was able to direct customers of the Sip-Em school-based enterprise to fill out order forms using a head switch with pre-recorded responses on three occasions with verbal prompts.

## Lilly's Social Development (continued)

- Social development needs of the student that are of concern to the parent:
  - Lilly needs to increase her functional communication skills as indicated by structured teacher observations.
  - Lilly needs to practice self-determination skills by making choices on preferred activities/settings.
  - Lilly needs to continue to improve her ability to complete job-related tasks with minimal prompting.
  - Parents expressed a concern about balancing Lilly's preference for being around people and her need for downtime, due to her physical and medical needs. They would like to see her continue to work on using her head switch.

## Lilly's Physical Development

- The degree and quality of the student's motor and sensory development, health, vitality, and physical skills pertain to the learning process:
  - Lilly relies on help from others to move her electric wheelchair with hand-overhand support, especially when she is fatigued; and to place her in a chair, a stander, or on a mat for all activities.
  - She has limited fine motor skills requiring hand-over-hand assistance for all activities.
  - Due to Lilly's medical needs, she demonstrates limited stamina.

### Lilly's Physical Development (continued)

- Student strengths:
  - Lilly can use head gestures to communicate and is receptive to hand-over-hand assistance to participate in classroom/vocational activities.
- Physical development needs of the student:
  - Lilly needs support moving from one activity to the next and requires a twoperson lift or a mechanical device for all transfers.
  - She requires a schedule that accommodates periods of alertness, e.g., midmorning.
  - Physical needs and self-care supports limit her ability to participate in numerous WBL experiences.
  - Lilly's parents want to ensure that her work experience at the Sip-Em coffee shop is meeting her physical needs and that Lilly is receiving enough downtime during the day.

## Lilly's Management Needs

- The nature and degree to which environmental, human, or material resources are needed to address needs identified on previous slides.
  - **Environmental Modifications**—Lilly needs:
    - Adaptive equipment for transfers
    - Adaptive equipment for communication
    - Breaks to support stamina throughout the day
  - Human Resources—Lilly needs:
    - Nursing for medical needs
    - Adult support for mobility
    - Adult support to access the curriculum and safely travel between classes
  - Material Resources—Lilly needs:
    - Access to visual cues for attention
    - Instructional material in alternative formats

# Lilly's Case Study: Using Transition Assessment Results (2 of 5)

#### When developing:

Present Levels of Performance and Individual Needs

**Measurable Postsecondary Goals** 

Annual Goals Related to Transition Service Needs

Courses of Study

**Coordinated Set of Activities** 

### Measurable Postsecondary Goals

Long-term goals for living, working, and learning as an adult

- Education/Training
- Employment
- Independent Living (when appropriate)
  - Independent Living Skills are required when a student is taught to alternate achievement standards.

# Lilly's Measurable Postsecondary Goals

#### Education/Training

 After exiting high school, Lilly will attend a day habilitation program a few days per week with individuals of similar age and needs, to maintain and improve communication and self-care skills.

#### Employment

• After high school, given intensive support from a job coach, Lilly will obtain parttime employment or a volunteer position in a setting she enjoys (e.g., the mall, a coffee shop, a restaurant, or public music venue).

#### Independent Living

 After high school, Lilly will continue to live at home with family and use a head switch system of communication so that she can effectively communicate her wants and needs.

## Lilly's Transition Needs



- Consider the student's strengths, preferences, and interests as they relate to transition from school to post-school activities.
- Review transition assessment results to identify needs and create annual transition goals, activities, and services based on the results.

What transition needs are identified through Lilly's transition assessment results?

# Lilly's Case Study: Using Transition Assessment Results (3 of 5)

#### When developing:

Present Levels of Performance and Individual Needs

Measurable Postsecondary Goals

**Annual Goals Related to Transition Service Needs** 

Courses of Study

**Coordinated Set of Activities** 

# Lilly's Postsecondary Goal: Education and Training

Postsecondary Education and Training Goal—After exiting high school, Lilly will attend a day habilitation program a few days per week with individuals of similar age and needs, to maintain and improve communication and self-care skills.

**Transition Need**—Lilly needs to continue to improve her communication and self-care skills.

# Lilly's Annual Goal to Support Education/Training

Annual Goal: Given direct instruction on utilizing a head switch for communication, Lilly will independently (without teacher prompting) participate/actively respond in classroom activities with 70% accuracy as measured by teacher rubrics.

- Criteria: 70% accuracy over the course of 4 weeks
- Method: Teacher rubric
- Schedule: Weekly

Benchmark 1: Lilly will utilize a head switch to answer yes and no questions with moderate prompting (3-5 physical prompts).

Benchmark 2: Lilly will utilize a head switch to answer yes and no questions with minimal prompting (1-2 physical prompts).

Benchmark 3: Lilly will answer a story elements question with moderate prompting (2-5 verbal prompts).

Benchmark 4: Lilly will answer a story elements question with minimal prompting (1-2 verbal prompts).

## Lilly's Postsecondary Goal: Employment

Postsecondary employment goal—After high school, given intensive support from a job coach, Lilly will obtain part-time employment or a volunteer position in a setting she enjoys (e.g., the mall, a coffee shop, restaurant, or public music venue).

**Transition need**—Lilly needs to continue to improve her ability to complete job-related tasks with minimal prompting.

# Lilly's Annual Goal to Support Employment

Annual Goal: Given direct instruction for completing a job-related task, and a system of least prompting provided by the job coach, Lilly will complete a job-related task (directing customers) with 75% accuracy by the end of the 1st school semester.

- Criteria: 2 consecutive trials over 2 weeks
- Method: Structured teacher observation
- Schedule: Weekly

Short-term objective 1: Lilly will greet customers upon entering the coffee shop with minimal prompting (1–2 physical prompts).

Short-term objective 2: Lilly will direct customers to complete an order form with minimal prompting (1–2 physical prompts).

Short-term objective 3: Lilly will direct customers to place their completed order form in the order basket (1–2 physical prompts).

# Lilly's Postsecondary Goal: Independent Living

**Postsecondary independent living goal**—After high school, Lilly will continue to live at home with family and use a head switch system of communication so that she can effectively communicate her wants and needs.

**Transition need**—Lilly needs to continue to develop her self-determination skills of choice-making.

# Lilly's Annual Goal to Support Independent Living

Annual goal: Given four options for leisure activities to participate in during the school day, Lilly will identify her likes and dislikes by using her communication device.

- Criteria: In 3 out of 4 trials, over 4 weeks
- Method: Recorded observations
- Schedule: Weekly

Benchmark 1: Lilly will express a like or dislike for one leisure activity by using her communication device.

<u>Benchmark 2</u>: Lilly will express a like or dislike for two leisure activities by using her communication device.

Benchmark 3: Lilly will express a like or dislike for three leisure activities by using her communication device.

# Lilly's Case Study: Using Transition Assessment Results (4 of 5)

#### When developing:

Present Levels of Performance and Individual Needs

Measurable Postsecondary Goals

Annual Goals Related to Transition Service Needs

**Courses of Study** 

**Coordinated Set of Activities** 

# Lilly's Course of Study

Based on Lilly's assessment results and interests, Lilly will receive SDI in a modified general education curriculum that includes skill development in the following areas:

- Life Skills;
- Functional Finance;
- Modified Health; and
- Music Appreciation.

In addition, Lilly will be working toward the achievement of the Career Development and Occupational Studies (CDOS) learning standards to support the Skills and Achievement Commencement Credential which includes participating in a supervised work experience.

# Lilly's Case Study: Using Transition Assessment Results (5 of 5)

#### When developing:

Present Levels of Performance and Individual Needs

Measurable Postsecondary Goals

Annual Goals Related to Transition Service Needs

Courses of Study

**Coordinated Set of Activities** 

# Lilly's Coordinated Set of Transition Activities



Needed Activities	Service/Activity	District/Agency Responsible	
Instruction	SDI in functional math and reading	Special Education Teacher, ABC District	
Related services	Receive instruction on how to use a head- activated switch to increase functional communication	Speech-language Pathologist, ABC District	
Community experiences	Visit community-based employment in preferred settings: record store, skating rink, and coffee shop	Job Coach, ABC District	

# Lilly's Coordinated Set of Transition Activities (continued)

Needed Activities	Service/Activity	District/Agency Responsible	
Employment and other post-school adult living objectives	Tour postsecondary day habilitation programs for individuals with intellectual and developmental disabilities	Care Coordinator, XYZ Agency	
Daily living skills (if applicable)	Identify options for participation in recreational activities in the community	Special Education Teacher, ABC District	
Functional vocational assessment (if applicable)	assessment (if through task analysis and work performance		

# Lilly's IEP Mapping Tool



#### **Using Lilly's Transition Assessment Results to Inform Her IEP**

Transition Planning IEP Mapping Template

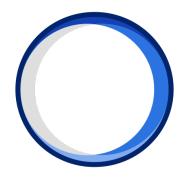
Date \_\_\_\_\_ Student Name: \_\_\_\_\_

Evaluative Results	Present Levels of Performance	Measurable Postsecondary Goals	Transition Needs	Transition-Related Annual Goals	Coordinated Set of Activities
Transition	Strengths:	Education/Training:	Transition Needs:	Education/Training	Instruction:
Assessments:	Lilly can communicate	After exiting high	Lilly's transition needs	Goal:	Specially designed
Pictorial Career	preferences with	school, Lilly will	include:	Given direct	instruction in
Interest Inventory:	gestures, sounds, and	attend a day	<ul> <li>Improving functional</li> </ul>	instruction on utilizing	functional math and
Highest interest	eye contact. She is	habilitation program a	reading skills.	a head switch for	reading
areas:	beginning to direct	few days per week	<ul> <li>Improving functional</li> </ul>	communication, Lilly	
<ul> <li>Food Services (meal</li> </ul>	customers to fill out	with individuals of	communication skills	will independently	Related Services:
prep and helping	order forms using a	similar age and needs,	including instruction	(without teacher	Instruction on how to
customers)	head-switch and pre-	to maintain and	and support on	prompting)	use a head-activated
<ul> <li>Retail (helping</li> </ul>	corded responses	improve	increasing the use of	participate/actively	switch to increase
customers and	with verbal prompts.	communication and	a head-activated	respond in classroom	functional
displays)		self-care skills.	switch with	activities with 70%	communication
W 78500	Preferences:		consistency.	accuracy as measured	
Student Transition	Lilly prefers to be	Employment:	Practice self-	by teacher rubrics.	Community
Survey: At school Lilly	included in group	After high school,	determination skills	Criteria: 70%	Experiences:
likes work, art, and	activities and being	given intensive	by making choices on	accuracy over the	Visit community-based
music. She would like	around family,	support from a job	preferred	course of 4 weeks	employment in

### **Wrap-Up Activity**

#### **Leaving in Good Shape**





What do you still have questions about?



What three things could you use from today moving forward?



What's squared away?
What do you really understand?

#### Resources

- <u>CareerOneStop Career</u> Videos in English and Spanish
- ChoiceMaker Self-Determination Lesson Materials
- <u>Diagnostic Adaptive Behavior Scale (DABS)</u>
- <u>Employment Support Indicators</u>
- Life Skills Inventory Independent Living Skills Assessment Tool
- Personal Preference Indicators
- <u>Picture Interest Career Survey (PICS) 3rd Edition</u>
- Postsecondary Education and Experience (PEaE) Assessment
- Self-Directed Employment
- Supports Intensity Scales (SIS-C) for Children and Adults
- TPI-3 Modified Form for Students with Autism or Other Significant Support Needs
- Transition Rating Scale (TRS) 3.0

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# **Contact Us**

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