

Designing for DIVERSITY

Needs Based Design

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Welcome!

Our Plan Together

November 15: Kick Off - What is **Inclusion?**

December 6: Session 1 - Getting to know students from a **strength-based perspective**

February 21: Session 2 - Designing **needs-based classroom support plans**

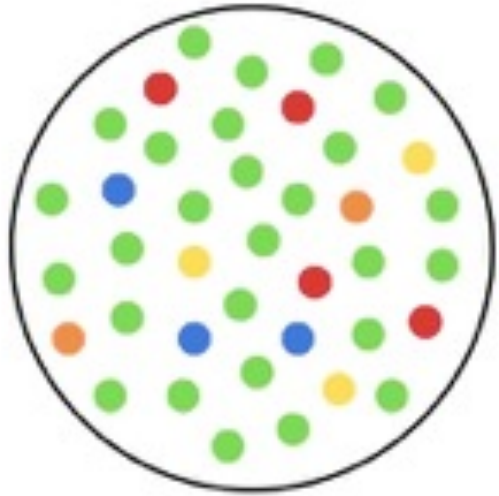
March 20: Session 3 - Making decisions to **reduce barriers for ALL**

April 17: Session 4 - Curricular Design Strategies: **Backwards Design**

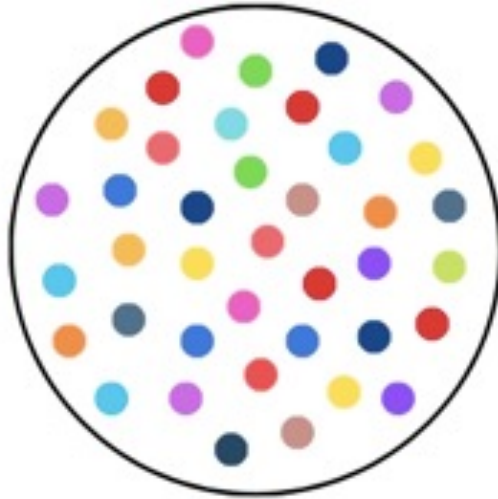
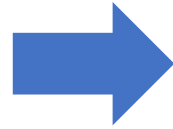
May 1: Session 5 - Curricular Design Strategies: Lesson Design through a **UDL lens**

May 15: Session 6 - Inclusive **Assessment**

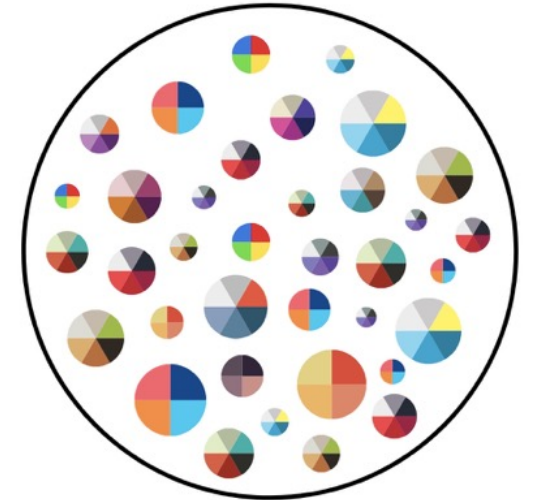
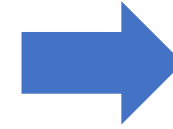
WHAT IS *inclusion* ?



How do we
include people
with disabilities?



How do we teach
to *diversity*?



How do we
teach to *identity*?

What grade level curriculum are we using?
What are the learning standards?

CURRICULUM & ASSESSMENT DESIGN

Student choice of challenge
Adjustable Curriculum

Students

Who are the pilots?
What are their dimensions?
Where is their agency?

Student choice of evidence
Adjustable Assessment

NEEDS BASED DESIGN

What are the student needs?
What barriers are getting in the way?
What do student require to navigate
needs & barriers?

Adjustable Supports & Strategies
Student choice of tools and actions

INSTRUCTIONAL DESIGN

How will students show growth
within the learning standard?
How do we know?

What grade level curriculum are we using?
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Adjustable Assessment

Strategies to Get to Know Learners

Help us get to know: _____ Date: _____

Person connected to _____	Identities	Interests	Strengths	Stretches	Needs
Who are you and how do you know _____?	What words would you use to describe _____? What groups is _____ connected to in their community?	What is _____ interested in? What do they like to do on their own? With their friends? Family? Community?	What is _____ good at? What can they teach others?	What is hard for _____? What do you think _____ wants to get better at?	What does _____ need support with? What is important for people to know about _____?
Person 1:					
Person 2:					
Person 3:					
Person 4:					

Moore, 2023

Google Form:
<https://forms.gle/6CaTcpW3sSQnQnCp7>

Class Review:		School Team:		Date:	
Class Dimensions					
Class Identities Student Perspectives:		Class Interests Student Perspectives:		Classroom Strengths Student Perspectives:	
Team Perspectives:		Team Perspectives:		Team Perspectives:	
Class Needs					
Need:	Need:	Need:	Need:	Need:	Need:
Team Goals					
Some big questions and/or goals that we have for this class:					
Team Reflections & Decisions					
What works well for this class?				What else can we do to reduce barriers for this class?	

Identities	Interests	Strengths
Choose at least 3 questions to respond to from this section.	Choose at least 3 questions to respond to from this section.	Choose at least 3 questions to respond to from this section.
How do you identify? Your answer: _____	What brings you joy? Your answer: _____	What feels easy to you? Your answer: _____
What are some words that describe you? Your answer: _____	What are some of your favourite things/activities? Your answer: _____	What do you know a lot about? Your answer: _____
Complete the statement: I am ... Your answer: _____	What are some things that you like to do with your family? Your friends? Your answer: _____	What unique perspective do you bring to conversations? Your answer: _____
What communities are you and your family a part of? Your answer: _____	What do you wish you could spend more time doing or learning about? Your answer: _____	What are you really good at? Your answer: _____
What are your pro nouns? Your answer: _____	What would you if you had a day off? Your answer: _____	What could you teach to someone else? Your answer: _____

Who am I? Profile

Who am I? (Identities)	What do I love? (Interests)	What am I good at? (Strengths)	How do I want to grow? (Stretches)	What makes it hard for me to grow? (Needs)
How do you identify? What are some words that describe you? Complete the statement: I am ... What communities are you and your family a part of? What are your pro nouns? What place do you call home? What languages do you speak? What cultures, races or nations do you identify with? Are there any disabilities that you identify with?	What brings you joy? What are some of your favourite things/ activities? What are some things that you do with your family and friends? What do you wish you could spend more time doing? What do you want to learn more about? What would you do if you had a full day off? What do you like to learn/ read about? What kinds of shows/ movies/ books do you like?	What feels easy to you? What do you know a lot about? What perspective do you bring to conversations? What are you really good at? How can I help others? (Strengths) What could you teach to someone else? Why is your family/ class/group so lucky to have you? How do you help out at home? In other activities? What do you do that brings other people joy?	What is a goal that you have for yourself? What do you want to get better at? What is something you want to learn more about? What do you wish you could do more of? What is an area that you need some practice in? What could you work on now, that will help you in the future? What do you need support for at school? What do you wish you could do more of without help?	What makes it hard for you to learn? What helps you learn best? What makes it hard for you to pay attention/ focus? Do you prefer to work alone or in a group? What makes it hard to get to school/ go to class? What do you wish was different about school? What materials/tools do you need in a classroom? What is important for your teacher to know about you?

Words that describe me:

→

My favourite books/stories:

→

Things I like to do when I'm alone:

↓

Things I like to do with my friends:

←

Things I like to do with my family:

←

Things I'm very good at or interested in:

↓

Things I like (or need) you to know about me:

→

My hopes and dreams for myself are:

→

The easiest way for me to show what I know is:

→

Things I would like to get better at in this class are:

↑

THIS IS ME!

Homework

- Collect some data about your student's dimensions (from their perspective)
 - Interview
 - Google form
 - Family Inventory
- Bring back data and some student samples to next session
- Start to build your class review (the yellow parts)
 - Student dimensions
 - Big questions
 - Big goals

What grade level curriculum are we using?
What are the learning standards?

CURRICULUM & ASSESSMENT DESIGN

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What is needs based design?



Shifting the Paradigm: **MEDICAL MODEL OF DISABILITY**

Place

Shifting the Paradigm: MEDICAL MODEL OF DISABILITY

Student



Place

Historical Special Education

If a student isn't successful:

- Remove the child
- Diagnose the problems in the student
- Fix the student
- Student goes back when they are "ready"

Shifting the Paradigm: MEDICAL MODEL OF DISABILITY



Student



Historical Special Education

If student isn't successful:

- Remove the student
- Diagnose the problems in the student
- Fix the student
- Student goes back when they are "ready"

Shifting the Paradigm: MEDICAL MODEL OF DISABILITY

Student



Place

Historical Special Education

If student isn't successful:

- Remove the student
- Diagnose the problems in the student
- Fix the student
- Student goes back when they are "ready"

BUT WAIT...

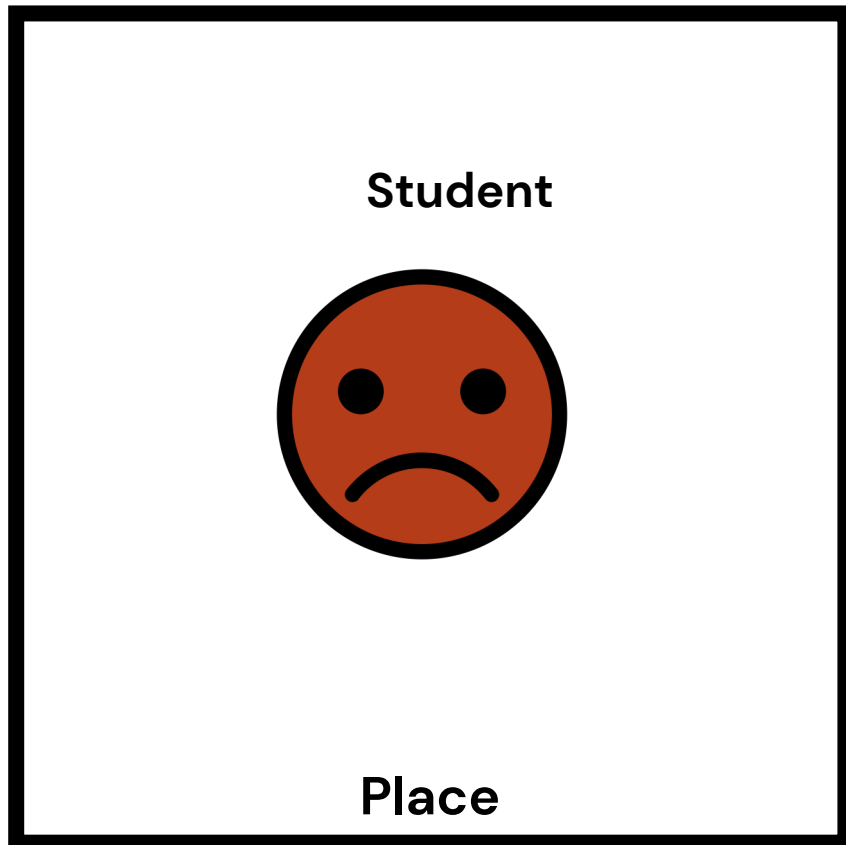
People with disabilities said:



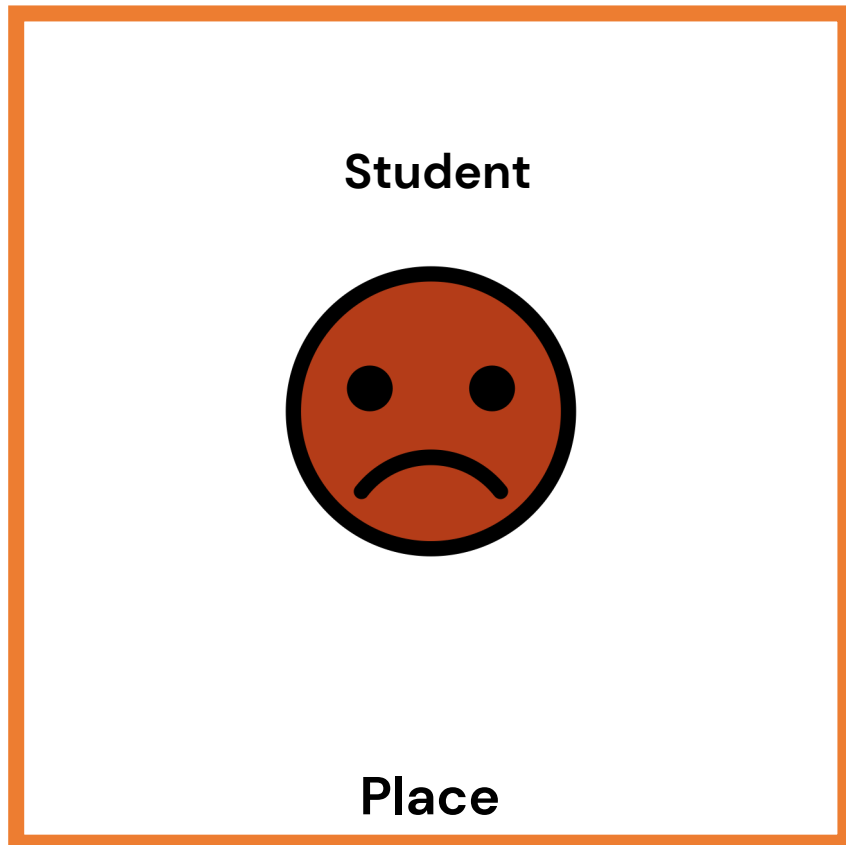
"I am not broken."

"I do not need to be fixed!"

Shifting the Paradigm: SOCIAL MODEL OF DISABILITY



Shifting the Paradigm: SOCIAL MODEL OF DISABILITY



Social Model

If a **student** isn't successful:

- Diagnose the barriers in the place
- Target the place



"When a flower doesn't bloom,
you **fix the environment** in
which it grows, not the
flower."

–Alexander den Heijer



What is happening in the *environment*?

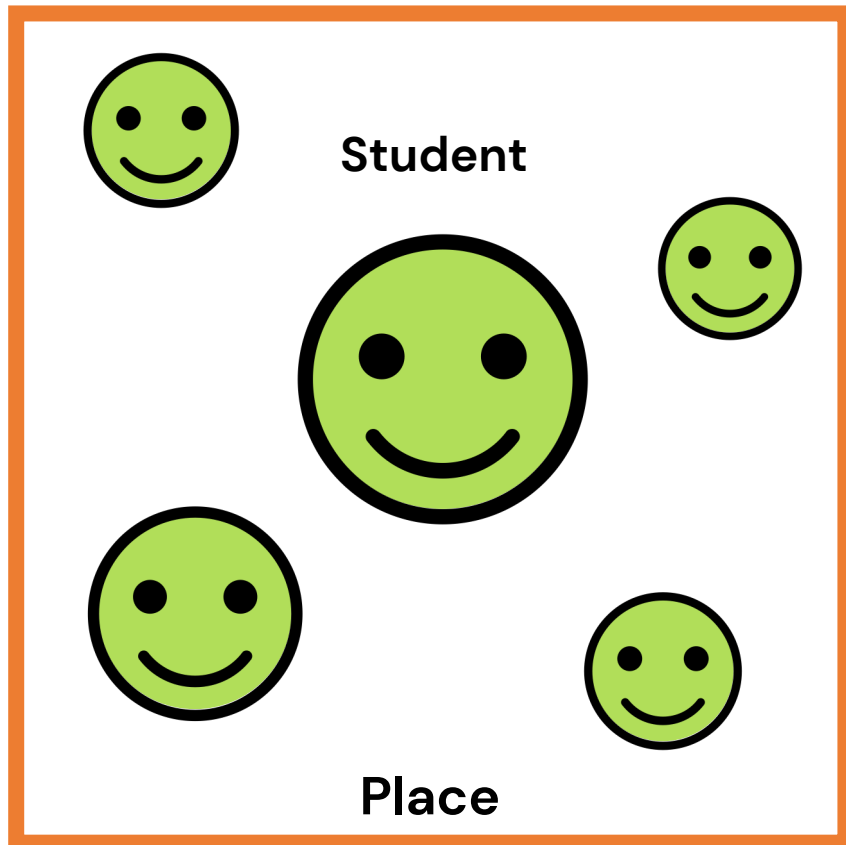
What are the potential *barriers*?

not enough light

not enough water

not enough space

Shifting the Paradigm: SOCIAL MODEL OF DISABILITY



Social Model

If a **student** isn't successful:

- Diagnose the barriers in the place
- Target the place
- Support EVERYONE in the place

BUT WAIT...

Teachers said:

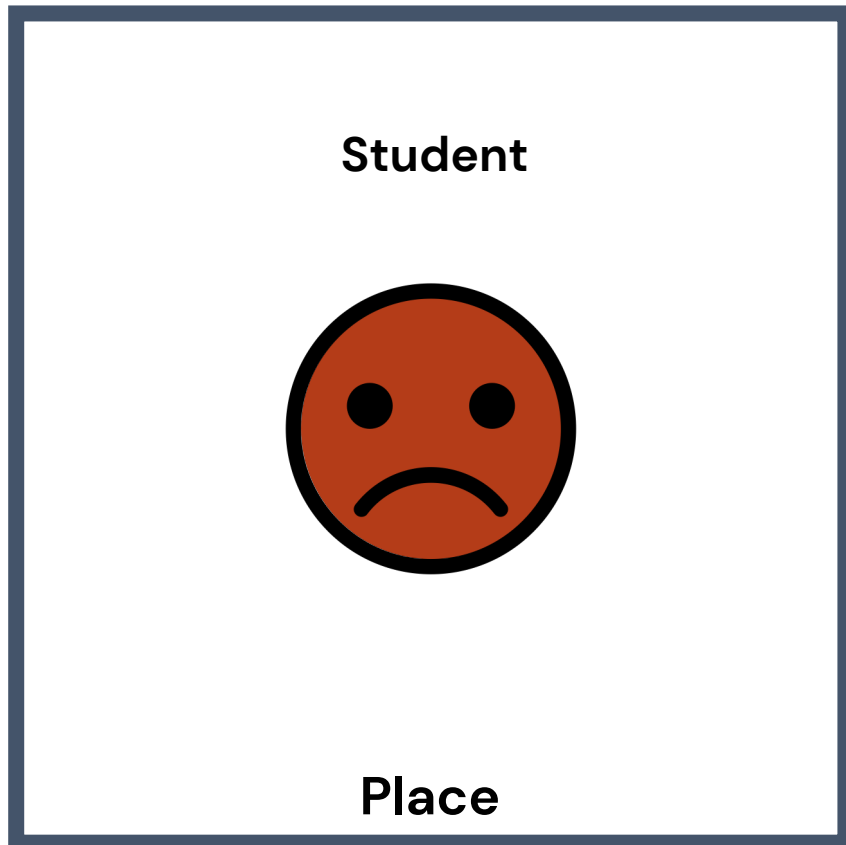


"What about all the different individual needs in a shared place?"

WE HAVE
diverse
GARDENS!



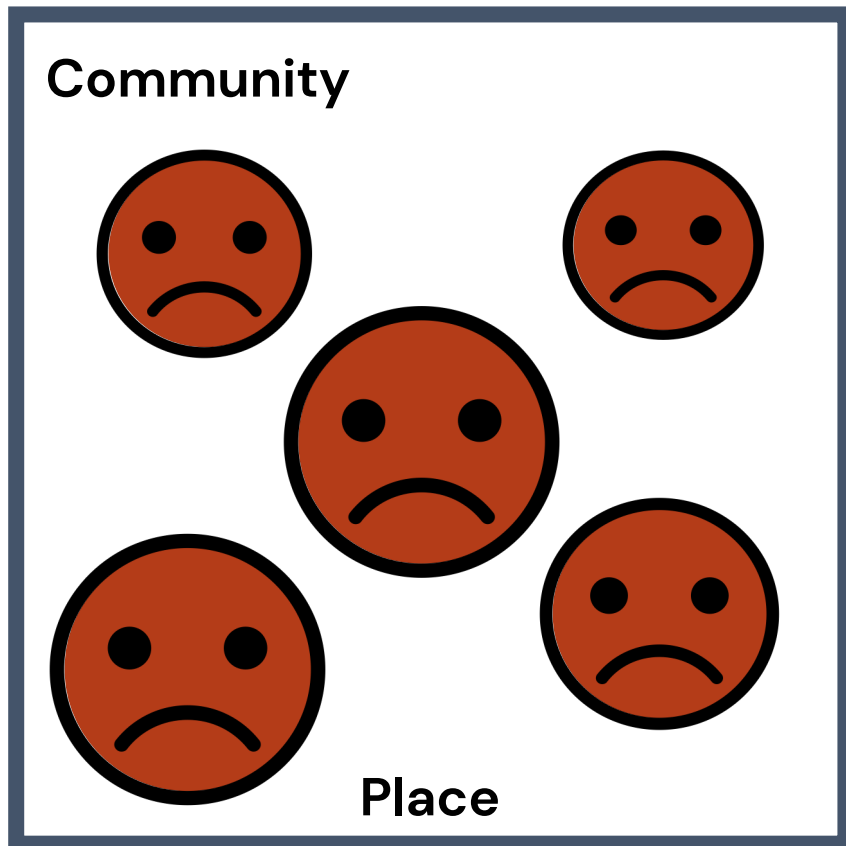
Shifting the Paradigm: PERSON-PLACE MODEL OF NEED



Inclusive Education

If one **student** is struggling...

Shifting the Paradigm: PERSON-PLACE MODEL OF NEED

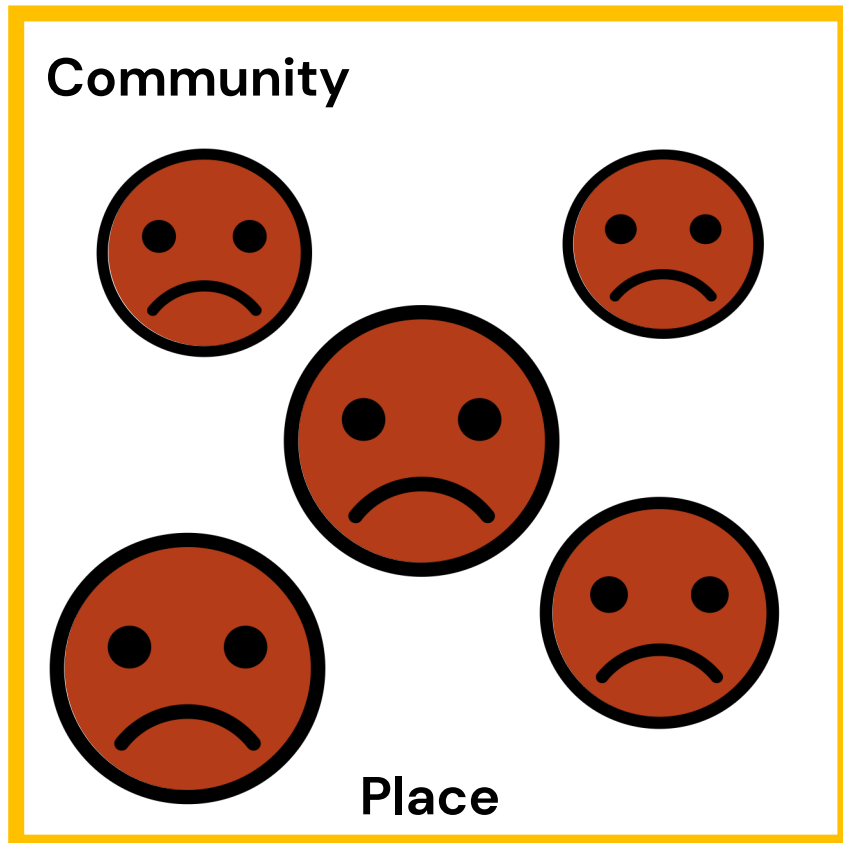


Inclusive Education

If one student is struggling...

...more than one student is struggling

Shifting the Paradigm: PERSON-PLACE MODEL OF NEED



Inclusive Education

FIRST: Identify barriers in place by determining needs of everyone in the community

FIRST! Reduce or eliminate barriers in place by reducing or eliminating barriers for everyone in the community



All plants
need light



All plants
need moisture



All plants
need space

Shifting the Paradigm: PERSON-PLACE MODEL OF NEED



Inclusive Education

FIRST: Identify barriers in the place

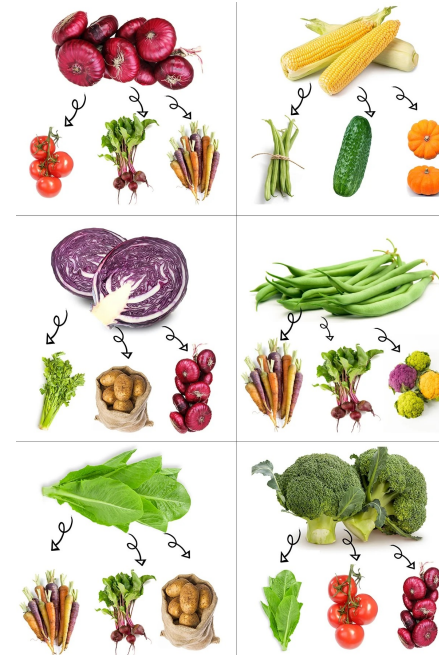
THEN: Reduce or eliminate barriers in place by determining needs of everyone in the community

NEXT! Determine the needs of individuals and anticipate the supports & strategies that they will require in **universal** ways

PERIODIC TABLE OF
PLANT NUTRIENTS

7 N Nitrogen	15 P Phosphorus	19 K Potassium	12 Mg Magnesium	16 S Sulfur	20 Ca Calcium
Primary Macronutrients			Secondary Macronutrients		
5 B Boron	17 Cl Chlorine				
25 Mn Manganese	26 Fe Iron	28 Ni Nickel	29 Cu Copper	30 Zn Zinc	42 Mo Molybdenum
Micronutrients					

Source: Greenandvibrant.com



Some plants need
added nutrients

Some plants need
companions

THEN! Determine the needs of individuals and anticipate the supports & strategies that they will require in **individualized** ways



A few plants may need very specific temperatures and humidity levels

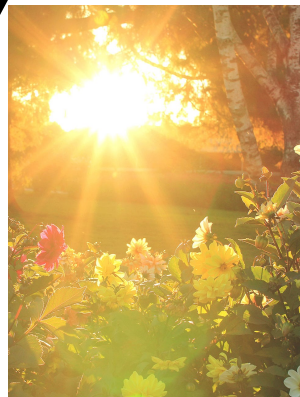
MULTIPLE LAYERS OF SUPPORT



PERIODIC TABLE OF PLANT NUTRIENTS

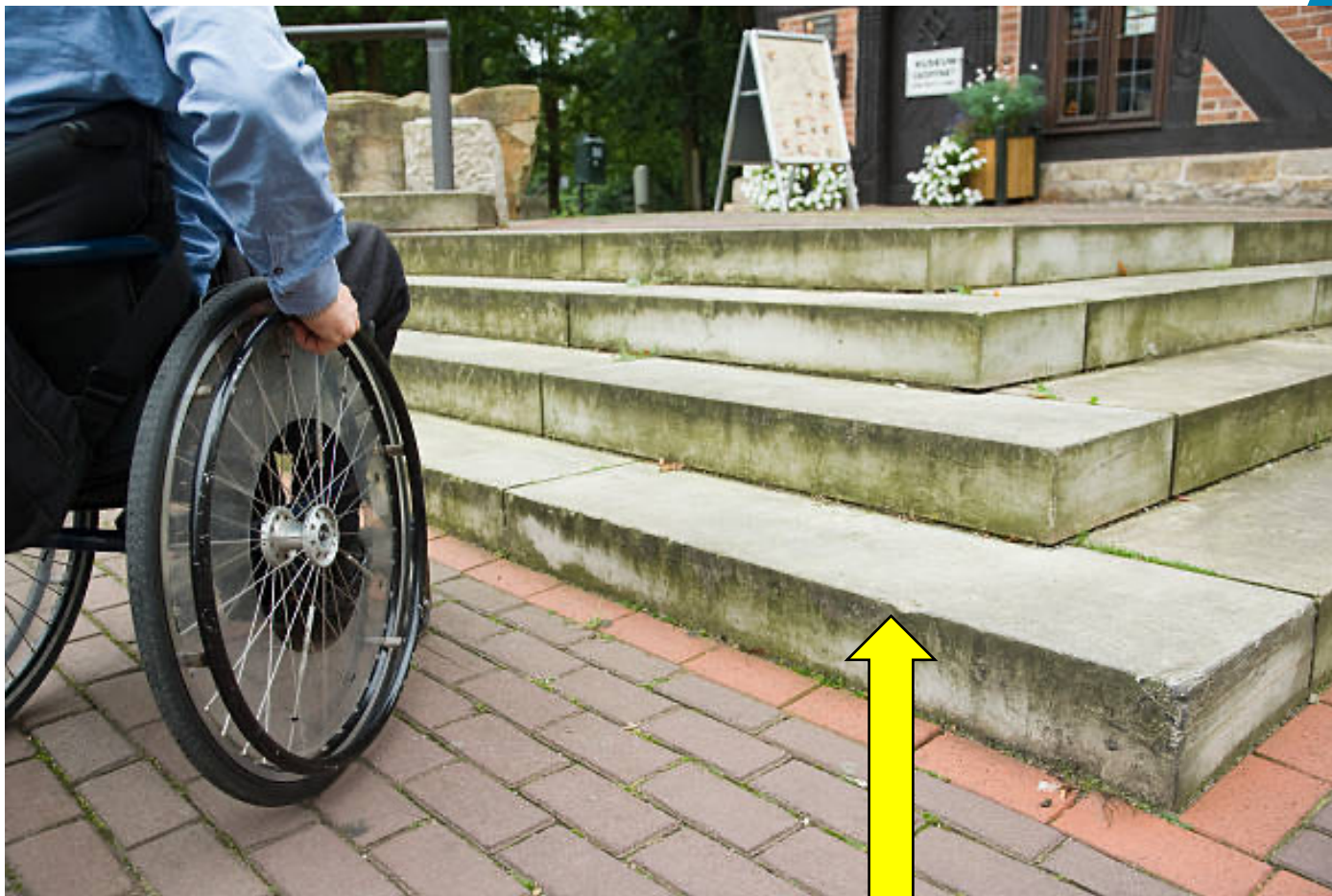
7 N Nitrogen	15 P Phosphorus	19 K Potassium	12 Mg Magnesium	16 S Sulfur	20 Ca Calcium
Primary Macronutrients			Secondary Macronutrients		
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Micronutrients					

Source: Greenandvibrant.com



What is needs based design?



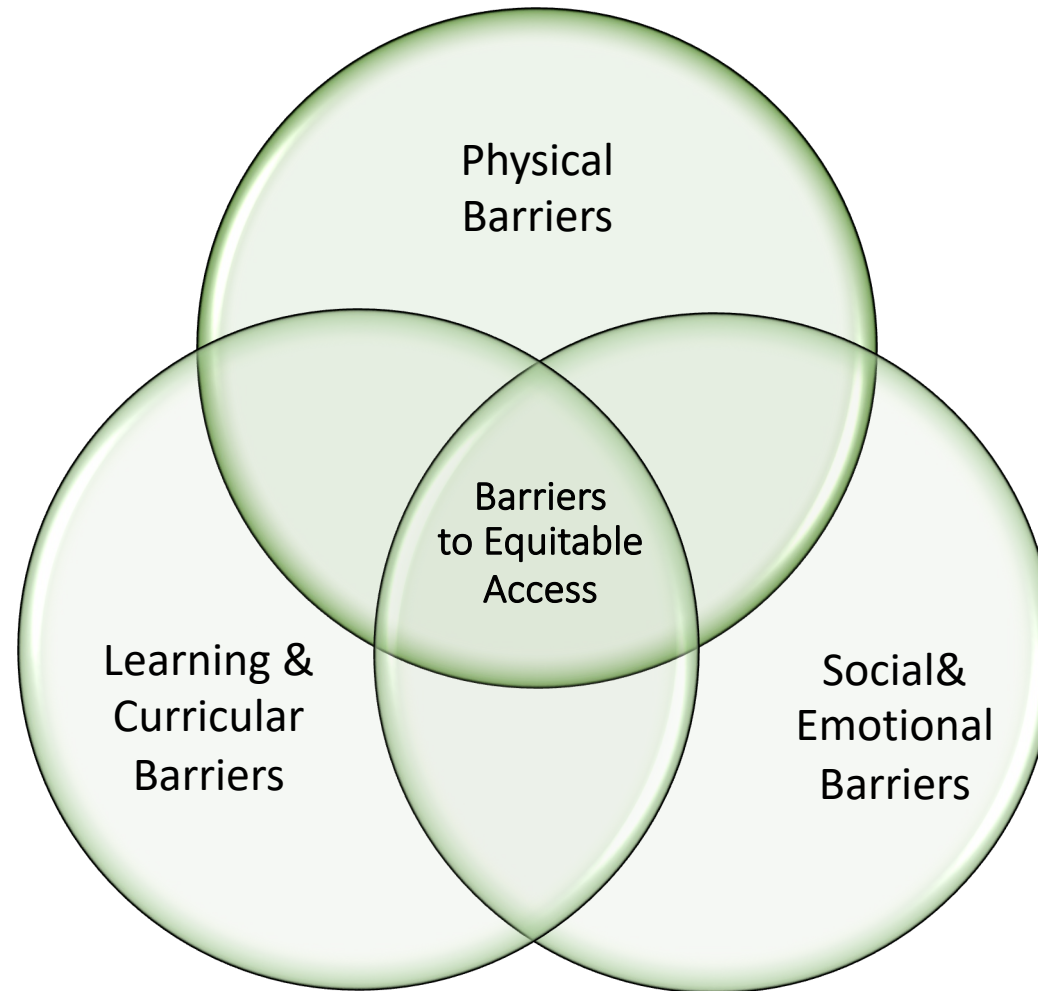


Barriers

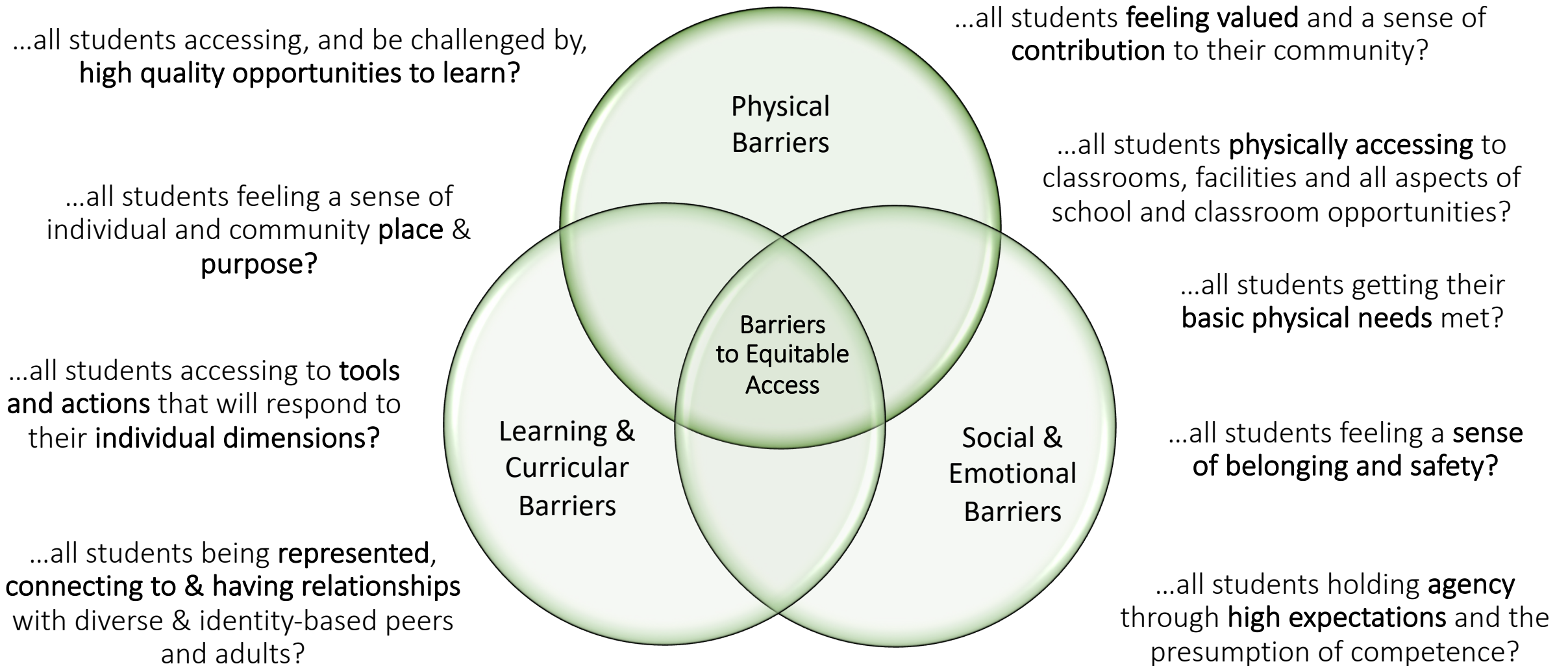
What are barriers?



Increasing Inclusive & Equitable Access by Reducing Barriers for All



What do all students need? What gets in the way?



Examples of Initiatives that Reduce Barriers for ALL

Student Self Determination
& Agency

Standards Based
Assessment

Culturally Responsive
Practices

Mind Up/ Zones of
Regulation Etc.

Differentiation

Needs Based
Design

Trauma Sensitive
Instruction

Inquiry

Positive Behaviour
Supports

SEL

21st Century Learning

Student Voice

Universal Design
for Learning

Barriers
to Equitable
Access

Strength Based
Perspectives

Accessible
Playgrounds

ICBIEP

Learning &
Curricular
Barriers

Social &
Emotional
Barriers

Learning Continuums

Land-Based Learning

Restorative Justice
Practices

School Lunch
Programs

Differentiated Instruction &
Curriculum

Reducing barriers for ALL

- What initiatives are in place in your context that is designing to reduce barriers and increase access for all students?

What we are learning in this series that will reduce barriers for all

Student Self Determination
& Agency

Standards Based
Assessment

Differentiation

Needs Based
Design

Culturally Responsive
Practices

Mind Up/ Zones of
Regulation Etc.

Inquiry

Positive Behaviour
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Barriers

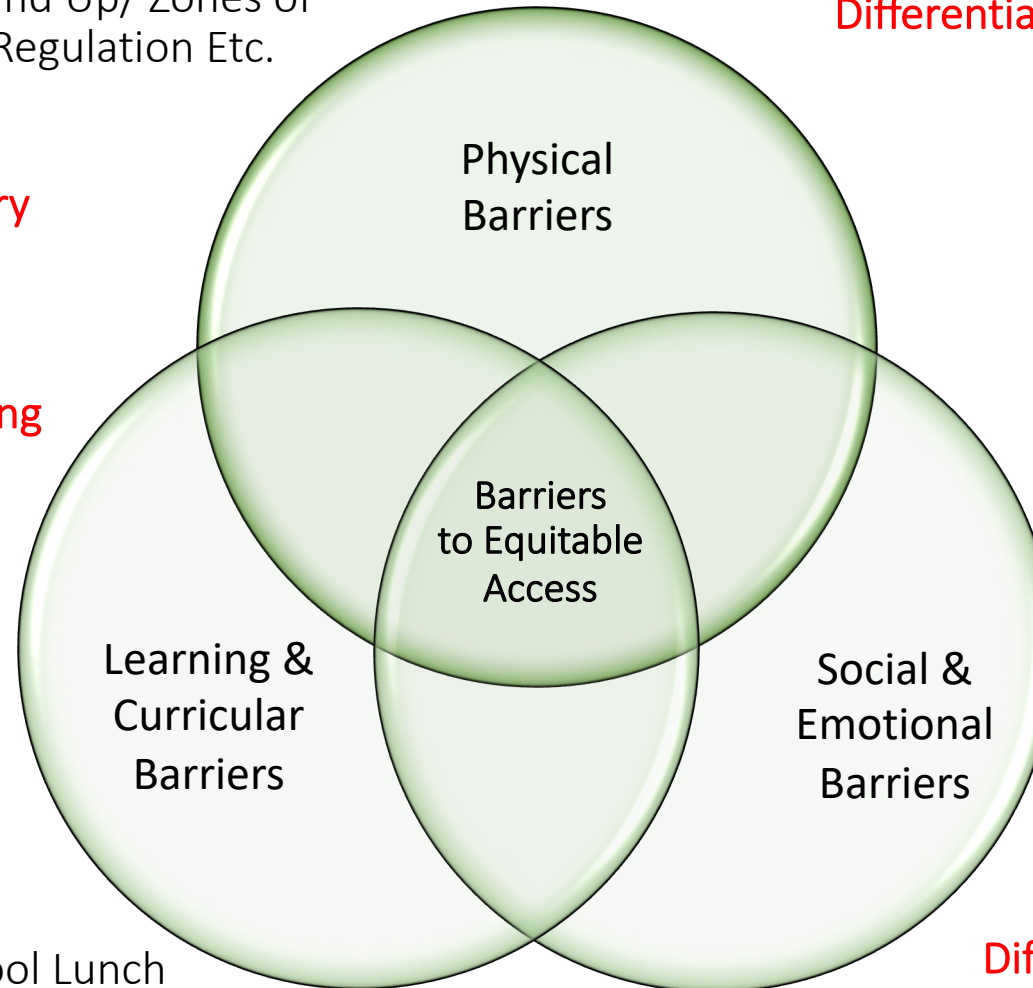
Social &
Emotional
Barriers

Land-Based Learning

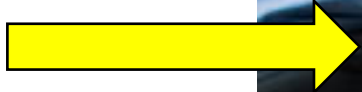
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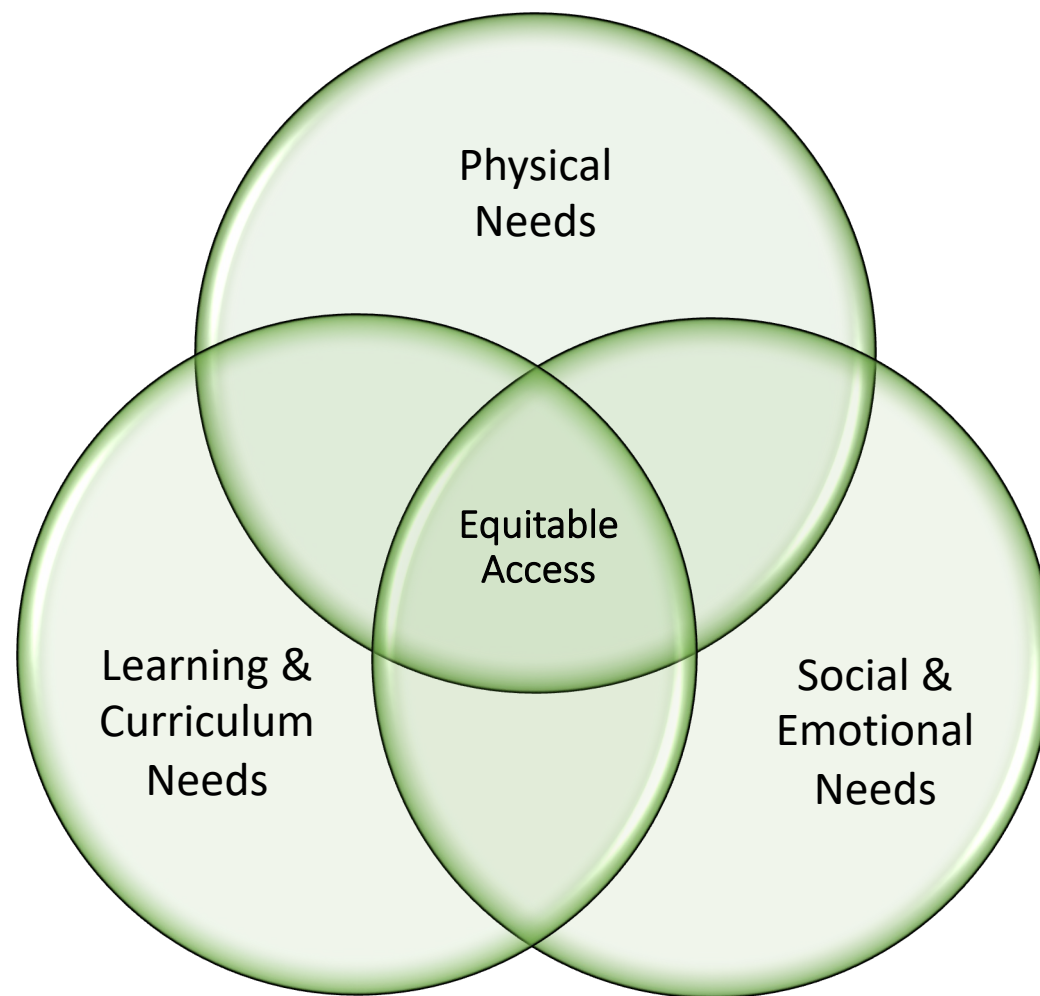
Differentiated Instruction &
Curriculum



Needs

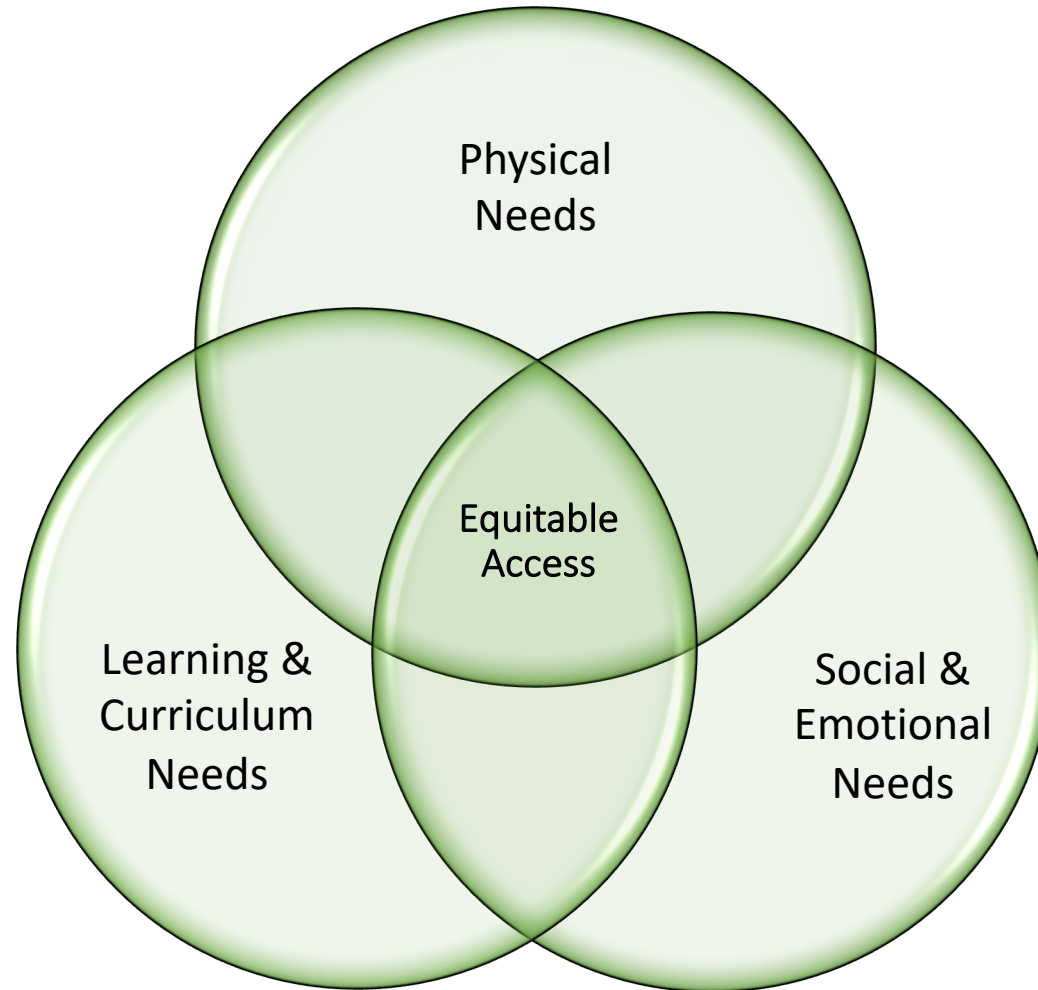


Increasing Inclusive & Equitable Access by Designing for Individual Needs



Increasing Inclusive & Equitable Access by Designing for Individual Needs

- Attention
- Anxiety
- Communication (receptive)
- Communication (expressive)
- Eating/Food
- Engagement/Motivation
- Executive functioning
- Family/community and/or identity
- Frustration/ Anger
- Grief/ Trauma
- Gross and/or Fine motor
- Intellectual ability (access)
- Intellectual ability (challenge)



- Language
- Literacy (decoding)
- Literacy (understanding)
- Literacy (written output)
- Literacy (Speaking/ oral language)
- Medical
- Memory
- Numeracy
- Personal Care
- Physical/Mobility
- Self Advocacy
- Self Regulation (emotional)
- Self Regulation (behavioural)
- Self Regulation(learning)
- Self Esteem
- Self Harm
- Sensory
- Social Skills
- Transitioning
- Vision and/or hearing

Classroom Support Planning: Collaborative Needs Based Reflection

Target Classroom:

Classroom Teacher(s):

Support Teachers/Staff:

Date:

1. Look at the following areas of need as a team
2. Record needs for students who have IEPs (Individual education plan) and/or LSPs (learning support plan)
3. You can refer to individual assessments and recommendations as well as specialists to determine needs if useful
4. Record needs for students in class who do not have IEP or LSP
5. Look for clusters of need and reflect on community impact
6. Determine priority classroom needs to develop Classroom Support Plan

Areas of Need	Students who have this need (underline students who have IEP/LSPs)	This need impacts the community and/or there is a cluster of students who have this need	This need can be managed over time and/or not critical	This is an individual need area and/or community does not need support in this area
Addiction				
Attendance/ Lateness				
Attention				
Anxiety/ Depression				
Bullying				
Communication (receptive)				
Communication (expressive)				
Eating/Food/Allergies				
Engagement/Motivation				
Executive Functioning				
Family/Community/Identity				
Frustration/ Anger				
Greif/ Trauma				
Gross/Fine Motor Skills				
Intellectual Ability (access)				

Intellectual Ability (extend)				
Language				
Literacy (decoding)				
Literacy (understanding)				
Literacy (written output)				
Literacy (oral language/speaking)				
Medical				
Memory				
Mental Health				
Numeracy				
Personal Care				
Personal Safety				
Physical/Mobility				
Self-Advocacy				
Self-Regulation (emotional)				
Self-Regulation (behavioural)				
Self-Regulation (learning)				
Self Esteem				
Self-Harm/ Self Injurious Behaviour				
Sensory				
Social Skills				
Transitioning				
Other:				
Other:				



Priority Community Needs	Specialists/Individuals to connect to	Priority Individual Needs	Specialists/Individuals to connect to

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6. Determine priority classroom needs to develop Classroom Support Plan



Areas of Need Choices (EC, HN) Life Skills (KD, IN) Resource (JC)	Students who have this need (underline students who have IEP/504)	This need impacts the community and/or there is a cluster of students who have this need	This need can be managed over time and/or not critical	This is an individual need area and/or community does not need support in this area
Addiction				
Attendance/ Lateness	JA			x
Attention	JA, RM		x	
Anxiety/ Depression	GA, LB, JA, ES, KR, GS	x		
Bullying				
Communication (receptive)				
Communication (expressive)	GA, LB		x	
Eating/Food/Allergies	LB			x
Engagement/Motivation	LB, JA, ES, NS	x		
Executive Functioning	MA, LB, JA	x		
Family/Community/Identity	JA, ES, JK, LE	x		
Frustration/ Anger	JA, ES		x	
Greif/ Trauma	GA, LB, JA, ES, KK	x		
Gross/Fine Motor Skills	LB, BB			x
Intellectual Ability (access)	GA, MA		x	
Intellectual Ability (extend)	BW, IM, MB		x	

Language				
Literacy (decoding)	MA, KR, TP, AD		x	
Literacy (understanding)	GA, MA, KR, TP, AD		x	
Literacy (written output)	MA, LB, KR, TP, AD		x	
Literacy (oral language/speaking)	GA		x	
Medical				
Memory				
Mental Health				
Numeracy	ES, KR			
Personal Care	GA			x
Personal Safety				
Physical/Mobility				
Self-Advocacy	LB			x
Self-Regulation (emotional)	GA, JA, ES	x		
Self-Regulation (behavioural)	ES	x		
Self-Regulation (learning)				
Self Esteem	LB, JA, ES	x		
Self-Harm/ Self Injurious Behaviour				
Sensory				
Social Skills	GA, LB, JA, ES	x		
Transitioning	JA, ES	x		
Other:				
Other:				

Priority Community Needs	Specialists/Individuals to connect to	Priority Individual Needs	Specialists/Individuals to connect to
Anxiety/ emotional self- Regulation	Counsellors – Jessica		
Family support/ trauma	Counsellors – Jessica, Community Schools – Diana		
Literacy	Title – Kori, Mica, Melissa		
Engagement/ Motivation	Sarah, Shelley, Jasmine, Kim		

Class Review:		School Team:		Date:	
Class Dimensions					
Class Identities Student Perspectives:		Class Interests Student Perspectives:		Classroom Strengths Student Perspectives:	
Team Perspectives:		Team Perspectives:		Team Perspectives:	
Class Needs					
Need:	Need:	Need:	Need:	Need:	
Team Goals					
Some big questions and/or goals that we have for this class:					
Team Reflections & Decisions					
What works well for this class?			What else can we do to reduce barriers for this class?		

Class Review for: Grade 2		School: BG Elementary		Date: Fall 2022	
We can plan for our students by getting to know their dimensions:					
Identities Culture/Race: Indo-Canadian, Mexican, Marshallese, Caucasian Disability: Autism, Intellectual Disability Language: Mixtec, Punjabi, English, Spanish SOGI: 10B /10G Family: only children, large families, adopted, immigrant families		Interests Art, hands on activities, outdoor time, listen to stories, free choice, centre time, performances, builders, Lego, crafting, drawing, want to be at school, athletes, artists, outdoorsy		Strengths Students are lively, fun, never bored, they like and support each other, are kind, creative, drawing, working together, supporting and helping each other, encourage each other, love learning, flexible, persuasive, a group that is very independent, persevere, kind, work hard, coping - showing a lot growth	
Based on student dimensions we can ask questions and set some goals:					
Some questions we have about this class: <ul style="list-style-type: none">- How do we address a large academic spread?- How do we support a range of readers?- How do we manage challenging behaviours?			Some goals we have for this class: <ul style="list-style-type: none">- Improve listening skills, develop social skills, using words to solve their problems, develop reading/writing skills, teach them to regulate their behaviour		
We can respond to student dimensions by targeting specific core competencies					
Strength areas: Social Awareness & Responsibility Creative Thinking			Stretch areas: Problem Solving Communication		
We can respond to student dimensions by reducing and eliminating barriers for everyone:					
What have we tried that is working: Having a clear schedule of the day, ready/do/done, organization strategies (book bins for the week), math manipulatives, individual, white boards, check in mornings			What do we still want to try: <ul style="list-style-type: none">- Adjusting the classroom layout to include some calm down spaces, allow students to take breaks when needed- Create an inclusive curricular unit plan		
We can respond to student dimensions by determining and prioritizing individual needs:					
Need: Executive Functioning (task initiation, sequencing) AM, <u>AB</u> , EB, AR, JR, PS, LT, <u>CT</u>	Need: Communication (Expressive) * <u>CT</u> , EB, AR	Need: Self Regulation (Emotional) * AA, <u>AB</u> , EB, HB, AR, PS, LT, <u>CT</u>	Need: Anxiety* PS, LT, <u>CT</u> , EW, MJ, FT, IO	Need: Social Skills (Problem Solving) * <u>AB</u> , EB, HB, AR, PS, <u>CT</u> , EW, MJ	
* Also an IEP Need Area					

Class Review for: Ms. Hinz Grade 7: CREW, Humanities & Science		School: Nechako Valley Secondary School		Date: October 17, 2023	
We can plan for our students by getting to know their dimensions:					
Identities Culture/Race: Canadian, Indigenous, American, Philippines Disability: Autism, ADHD Intellectual Disability, Behavioral, Learning Disability Language: English, French, Filipino SOGI: 12 identify as F, 16 identify as M Family: Rural families, large families, x generation families, mixed and blended families, international families, farming and forestry families		Interests Outdoors, dirt biking, hunting, horses, art, music, reading, football, hockey, volleyball, soccer, ruby, painting, cooking, computers, gaming, movies, band, agriculture, farming,		Strengths Kind hearted, help take care of class pet Gizmo, love hands on activities, athletic, competitive, artistic, inquiry learning, asking questions , open to learning different perspectives, love being outside, helping others	
				Stretches Listening when others are speaking, self-regulation, coming to class prepared, transitions, following directions,, writing, decision making, taking risks , dealing with anxiety, being quiet when asked .	
Based on student dimensions we can ask questions and set some goals:					
Some questions we have about this class: <ul style="list-style-type: none">How can we create a learning environment to meet everyone's needs and goalsHow can we learn self regulation and ways to deal with anxiety and stressHow can we incorporate more hands on learning and inquiry based learning given time and resource restraintsHow can we incorporate more of the Indigenous principals of learning			Some goals we have for this class: <ul style="list-style-type: none">To be open to try new thingsTo build self confidence and self esteemTo learn that its ok to make mistakes and try again		
We can respond to student dimensions by reducing and eliminating barriers for everyone:					
What have we tried that is working: <ul style="list-style-type: none">Student choiceGames and visuals to help learningOutdoor land based learningReward system for positive behaviorCreating a safe and inclusive classroom environment where all learners are welcomed			What do we still want to try: <ul style="list-style-type: none">Incorporating more SEL strategies in the classroom to help support all learnersBuild a more needs based classroom to help support all learnersTeach self regulation skills and strategiesFinding ways to build self esteem and self confidence		
We can respond to student dimensions by determining and prioritizing individual needs: (This is based on Student IEPs, observations made by Ms. Hinz (Class teacher) and help from Ms. Wall (Class EA))					
Need: Organization Everyone	Need: Social Skills LB, HS, WS, CA, , JM	Need: Transitions LB, HS, WS, CA,,JM, everyone	Need: Language and Reading LB, HS, WS, CA,JM	Need: SEL and Self regulation LB, HS,WS,CA,JM, Everyone	
* Also an IEP Need Area					

How do we reduce barriers?



How do we support needs?



What is one useful idea?

What is one thing you want to try?

What is one thing you want to think about?

What is one thing you want to learn more about?

**What is one thing you want to share with
someone who is not here today?**

Your job: March 20, 2024

1. Complete a Needs Based Reflection on a class and prioritize 4 Needs areas to target
2. Finish building the Class Review

Classroom Support Planning: Collaborative Needs Based Reflection

Target Classroom: _____ Classroom Teacher(s): _____ Support Teachers/Staff: _____ Date: _____

1. Look at the following areas of need as a team
2. Record needs for students who have IEPs (Individual education plan) and/or LSPs (learning support plan)
3. You can refer to individual assessments and recommendations as well as specialists to determine needs if useful
4. Record needs for students in class who do not have IEP or LSP
5. Look for clusters of need and reflect on community impact
6. Determine priority classroom needs to develop Classroom Support Plan

Areas of Need	Students who have this need (underline students who have IEP/LSPs)	This need impacts the community and/or there is a cluster of students who have this need	This need can be managed over time and/or not critical	This is an individual need area and/or community does not need support in this area
Addiction				
Attendance/ Lateness				
Attention				
Anxiety/ Depression				
Bullying				
Communication (receptive)				
Communication (expressive)				
Eating/ Food/Allergies				
Engagement/Motivation				
Executive Functioning				
Family/Community/Identity				
Frustration/ Anger				
Greif/ Trauma				
Gross/Fine Motor Skills				
Intellectual Ability (access)				

Collaborative Needs Based Reflection

Dr. Shelley Moore, 2023

Class Review:		School Team:		Date:	
Class Dimensions					
Class Identities		Classroom Strengths		Classroom Stretches	
Student Perspectives:		Student Perspectives:		Student Perspectives:	
Team Perspectives:		Team Perspectives:		Team Perspectives:	
Class Needs					
Need:	Need:	Need:	Need:	Need:	
Team Goals					
Some big questions and/or goals that we have for this class:					
Team Reflections & Decisions					
What works well for this class?			What else can we do to reduce barriers for this class?		

Welcome!

Our Plan Together

November 15: Kick Off - What is **Inclusion?**

December 6: Session 1 - Getting to know students from a **strength-based perspective**

February 21: Session 2 - Designing **needs-based classroom support plans**

March 20: Session 3 - Making decisions to **reduce barriers for ALL**

April 17: Session 4 - Curricular Design Strategies: **Backwards Design**

May 1: Session 5 - Curricular Design Strategies: Lesson Design through a **UDL lens**

May 15: Session 6 - Inclusive **Assessment**

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