



Individualized Learning Plans

A Study to Promote Promising Practices

Today's Agenda

- ILP Project Goals and Selection Process
- Research Design and Methodology
- Technical Support Services for Schools
- Career Locker and other on-line software for Individualized Learning Plans
- School Inventories and Action Planning
- Student Surveys and Focus Groups
- Resources

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A Burgeoning Perspective

- All students deserve the opportunity to graduate from high school and to participate successfully in work and education after high school

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Who We Are

- The National Collaborative on Workforce and Disability for Youth (NCWD-Youth)
 - Based at the Institute for Educational Leadership
 - Funded by the US Department of Labor's Office of Disability Employment Policy (ODEP)
 - Web site is www.ncwd-youth.info

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Partnerships/Collaborators

- The Center for Education and Work
University of Wisconsin/Madison
 - <http://www.cew.wisc.edu/>
- The Institute on Community Integration
University of Minnesota
 - <http://www.ici.umn.edu>

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Project Goals

- To evaluate the link between quality individual learning plans (ILP's) and a number of career development and workforce readiness indicators.
- We hypothesize that students with more robust and fully-implemented ILP's will demonstrate more engagement in career decision-making, report more confidence in the career search process, and report higher workforce readiness.

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In addition...

- We want to evaluate the link between ILP quality and academic performance because we believe that ILP's will facilitate both increased relevance of course material and learning experiences that support academic and career development.
- Therefore, we expect that students assessed as having more robust and fully-implemented ILP's to perform better in school as indicated by grades, attendance, and assessment scores.

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Individual Learning Plan: A Definition

An Individualized Learning Plan is a strategic planning tool which assists students in course selections and provides opportunities for coordinated learning experiences, including career development and career exploration activities intended to help them identify and achieve post-secondary goals.

Note the similarities with IEP/Transition Plans

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Selection of States

- 2007 Education Commission of the States report
- 20 states require some form of ILP for HS students
- 14 states have used them for more than 2 years
- 7 states were determined to use them effectively
- 4 states chosen by ODEP for this study: Washington, New Mexico, South Carolina, Louisiana

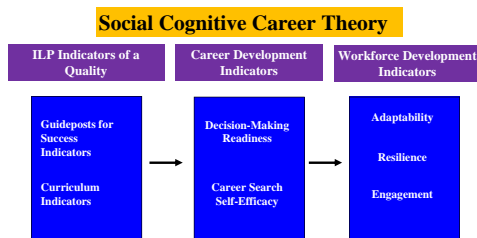
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Research Purpose

- Quality ILP's link to career development and workforce development
- "Quality" indicators: Guidepost and SCCT Curriculum Ingredients
- Career development: decision-making readiness and career search self-efficacy
- Workforce development: adaptability, resilience, and engagement.

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Research Design



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Some Basic Elements of SCCT

- **Self-Efficacy:** Beliefs about one's ability to perform specific behaviors: *Can I do this?*
- **Outcome Expectations:** Beliefs about the consequences of given actions: *If I do this, what will happen?*
- **Goals:** Determination to engage in a particular activity or to produce a particular outcome: *How much do I want to do this?*
- **Contextual Supports & Barriers:** Supports and barriers that accompany goal pursuit (e.g., "chilly climate"): *How will the environment treat me if I try this?*

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A Framework for Secondary Education & Transition

- The National Alliance for Secondary Education and Transition—National Standards and Quality Indicators
 - Met in 2003 and 2004
 - Representatives from 40 national organizations
 - Focus on serving all youth
 - Transition Toolkit for Systems Improvement
 - Led to the Development of...

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The Guideposts for Success

Experiences Supporting Development and the Career Planning Process

1. School-Based Preparatory Experiences
2. Career Preparation & Work-Based Learning Experiences
3. Youth Development & Youth Leadership Opportunities
4. Connecting Activities & Support Services
5. Family Involvement Activities

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1. School-Based Preparatory Experiences

- Standards and high expectations
- Based on meaningful indicators of student learning and skills
- Career and technical education options
- Accommodations and adaptive technology for youth with disabilities

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2. Career Preparation & Work-Based Learning Experiences

- Secondary and postsecondary
- In-school and community-based
- Structured exposure in paid and unpaid work
- Mentoring and Internships
- Ongoing assessment
- Collaborative support

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3. Youth Development & Youth Leadership Opportunities

- Activities that allow youth to control and direct their own lives based on informed decisions
 - Self-advocacy
 - Conflict resolution
 - Personal leadership
 - Community Service
 - Mentoring

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4. Connecting Activities & Support Services

- Physical and mental health services
- Transportation
- Tutoring
- Financial planning and management
- Postsecondary supports
- Assistive technology for youth with disabilities

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5. Family Involvement and Supports

- Access to community resources
- Opportunities to be engaged in decision making
- Opportunities to learn about legislation, disabilities, and career options

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Action Plans Technical Assistance Needs

- As part of this project, ODEP, NCWD/Youth, and the Center for Education and Work will provide technical assistance to study participants
- Webinars and consulting
- Conferencing with other states and schools
- In all five *Guidepost* areas

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Career Locker

- Career Locker is an interactive career exploration and planning website which includes career assessments; information about occupations, colleges, training, and many other components of transition to adulthood.
- <http://careerlocker.com/Default.asp>

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Louisiana ePortfolio

- ePortfolio is a detailed account of a student's abilities, skills, knowledge, qualities, talents, and achievements acquired at work, school, playing sports, pursuing hobbies, volunteering, and pursuing interests, among other things.
- <https://www.laeportal.com/main.aspx?stq=home&item=main#>

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South Carolina Personal Pathways to Success

- Personal Pathways to Success provides educational and career planning resources that bring together all South Carolinians – students, parents, educators, adult job seekers, and employers. The services offered provide strong support for South Carolina's workforce and economic development priorities.
- <https://www.scpathways.org/EEDA3/default.aspx>

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Professional Development NCWD/Youth KSA's

- A framework for assisting adults who work with youth in workforce development
- Connections to training resources and information
- Includes assessment activities for practitioners
- Ten competency areas

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Ten Competency Areas

- Knowledge of Field
- Communication with Youth
- Assessment and Individualized Planning
- Relationship to Family and Community
- Workforce Preparation
- Career Exploration
- Relationships with Employers & Between Employer and Employee
- Connection to Resources
- Program Design and Delivery
- Administrative Skills

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Our Web Sites

The National Collaborative on Workforce and Disability for Youth

www.ncwd-youth.info

U.S. Department of Labor, Office of Disability Employment Policy (ODEP)

<http://www.dol.gov/odep/>

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Our Web Sites

National Center on Secondary Education and Transition

www.ncset.org

National Alliance on Secondary Education and Transition

www.nasetalliance.org

Institute on Community Integration

www.ici.umn.edu

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Types of Products and Resources

- How to Guides
- Information and Policy Briefs
- Background Papers
- Facts and Statistics
- Jump Starts
- Funding Sources
- Training Materials

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Think College

- The Consortium for Postsecondary Education for Individuals with Developmental Disabilities

www.thinkcollege.net

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