

# How change happens

Class 2, December 12, 2024

Inclusion Academy: Disruption





What we know

# Inclusive experiences build well-being



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**Inclusive practices are good  
for the brain!**

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Skills development; relationship  
development; stress reduction

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Promote well-being, resiliency, and  
the ability to mitigate extreme stress



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## **Inclusion is important from the start**

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Children seek to belong & learn  
to connect socially from very early in life

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Early inclusion promotes continued  
social connection and community; early  
isolation predicts longer-term isolation

# Inclusion is intentional

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**Inclusive learning is not the same as integration**

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It involves policy, practices, resources and support

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It promotes membership, participation, and belonging





# Classroom research says...

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Inclusive early learning beats segregated settings [15 to 1](#).  
Research show loss of skills in segregated settings

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Children with disabilities, including significant disabilities, make [significant developmental and learning progress](#) in inclusive settings

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All kids benefit. Social emotional development of children without IEPs is notable. Where [multitiered systems](#) are in place, benefits are seen for all students

# Disability is diversity

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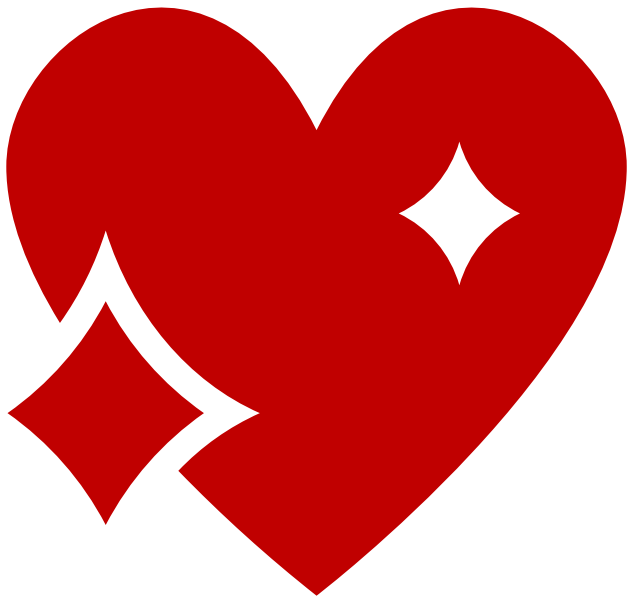
How people [think about disability](#) (or frame it) affects how they treat people with disabilities

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[Disability justice](#) considers the whole person (intersectional identities). It works to shift how social movements think of disability and ableism

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Ableism is discrimination or prejudice against people with disabilities based on the belief that typical abilities are superior. It is rooted in the assumption that disabled people require 'fixing' and defines people by their disability





# Section 504, ADA, IDEA all support inclusion



Equal opportunity



Most integrated setting appropriate

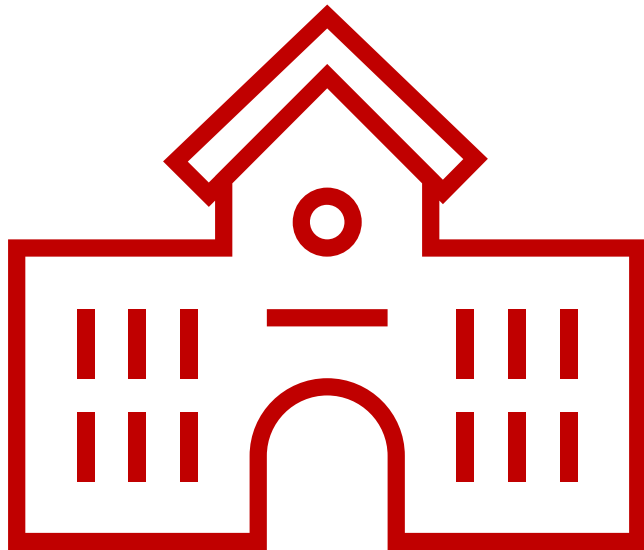


No one earns inclusion. It is assumed

Section 504 of the Rehabilitation Act of 1973  
Americans with Disabilities Act, Title II  
Individuals with Disabilities Act



# “LRE” in preschool



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IEP teams have flexibility to be creative

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You can embed inclusive placement in IEP goals; you can request staff training in IEPs

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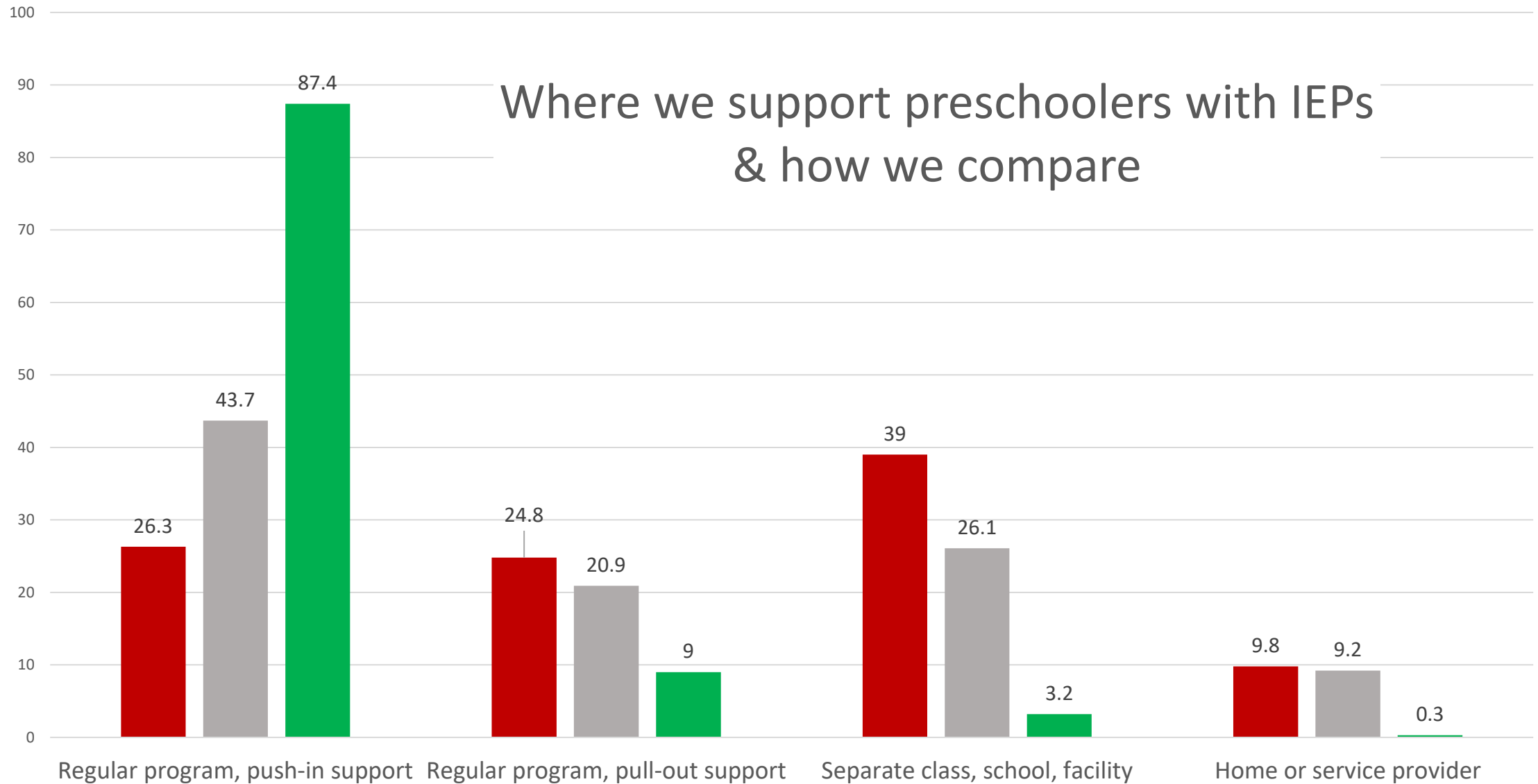
School districts can't deny LRE because they don't offer general education preschool settings. They need to figure out service delivery that complies with IDEA rules, including delivering services in a community preschool



Where we are

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# Where we support preschoolers with IEPs & how we compare

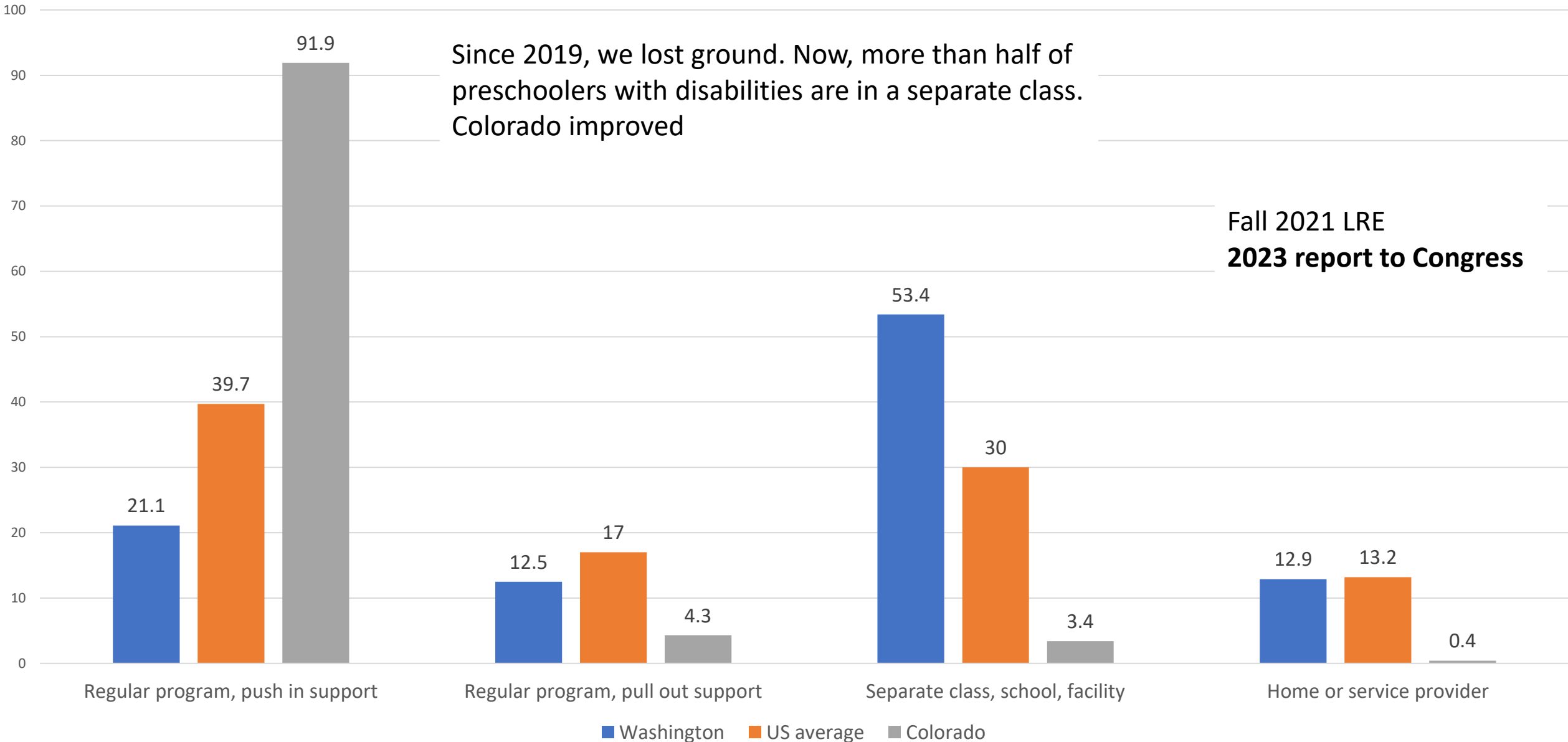


■ Washington ■ National ■ Colorado

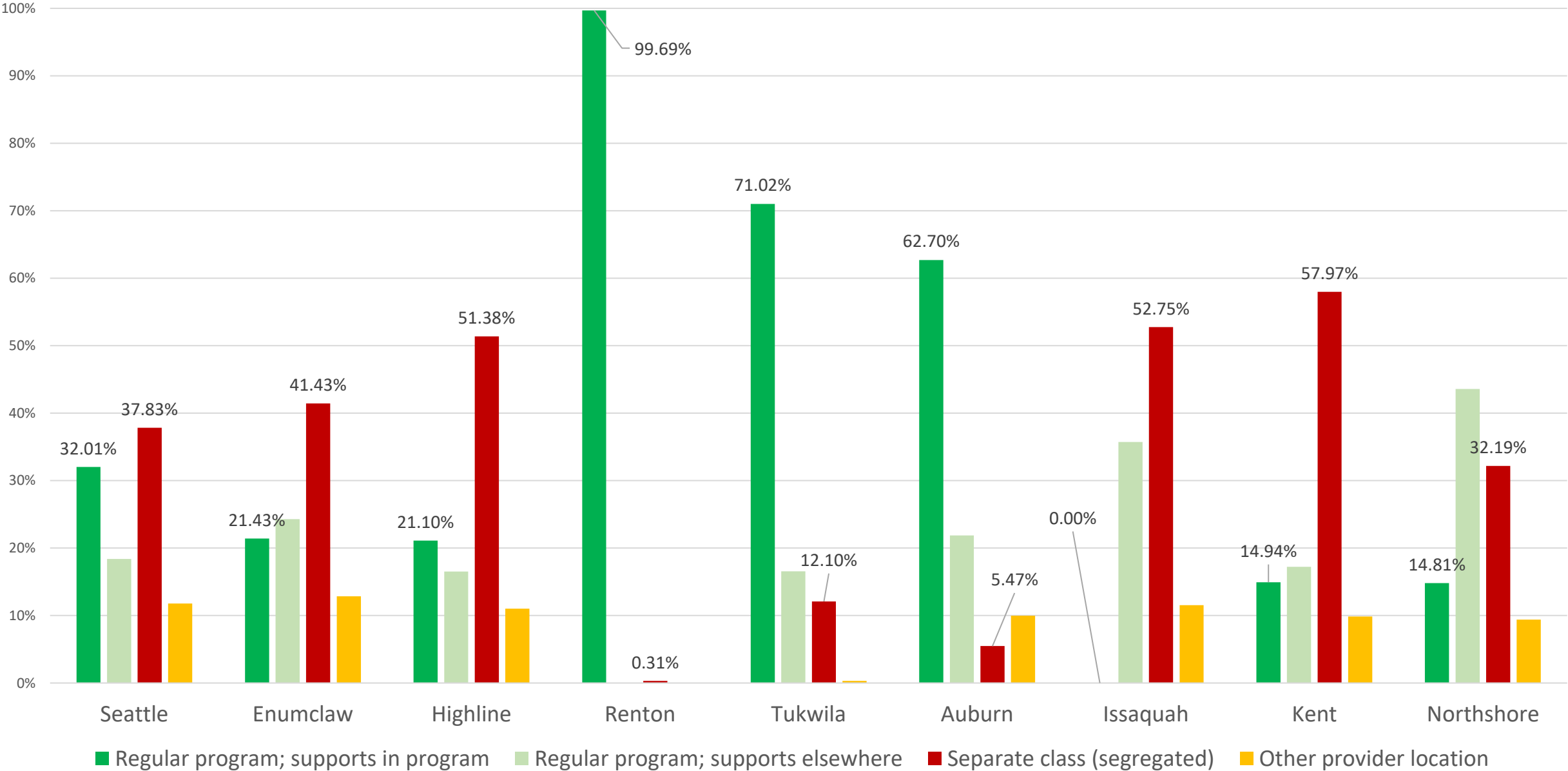
# Where we support preschoolers with IEPs & how we compare

Since 2019, we lost ground. Now, more than half of preschoolers with disabilities are in a separate class. Colorado improved

Fall 2021 LRE  
**2023 report to Congress**



# King County sampling, preschool settings, 2019-20





# How Change Happens

Part 1 – **BEHAVIORAL CHANGE**



# Power moms take on dyslexia

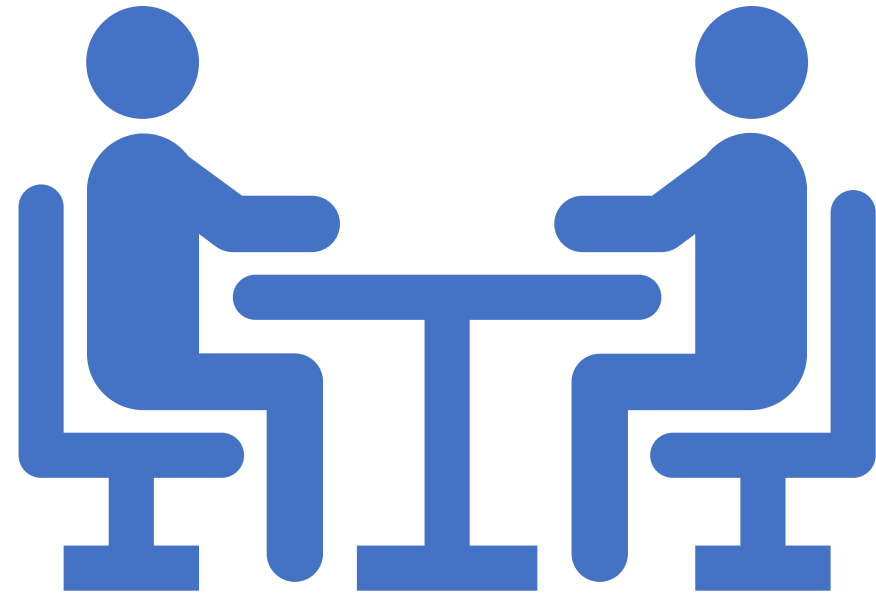
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- Saw a problem
- Connected
- Gathered data
- Decided how to solve problem
- Friendly overtures to "market" action
- **NO CHANGE**

## Power moms take on SEL

- Saw a problem
- Connected with people
- Gathered data
- Defined an action
- Connected more (and more, and more)
- Sought support, built rapport
- **ONGOING CHANGE**

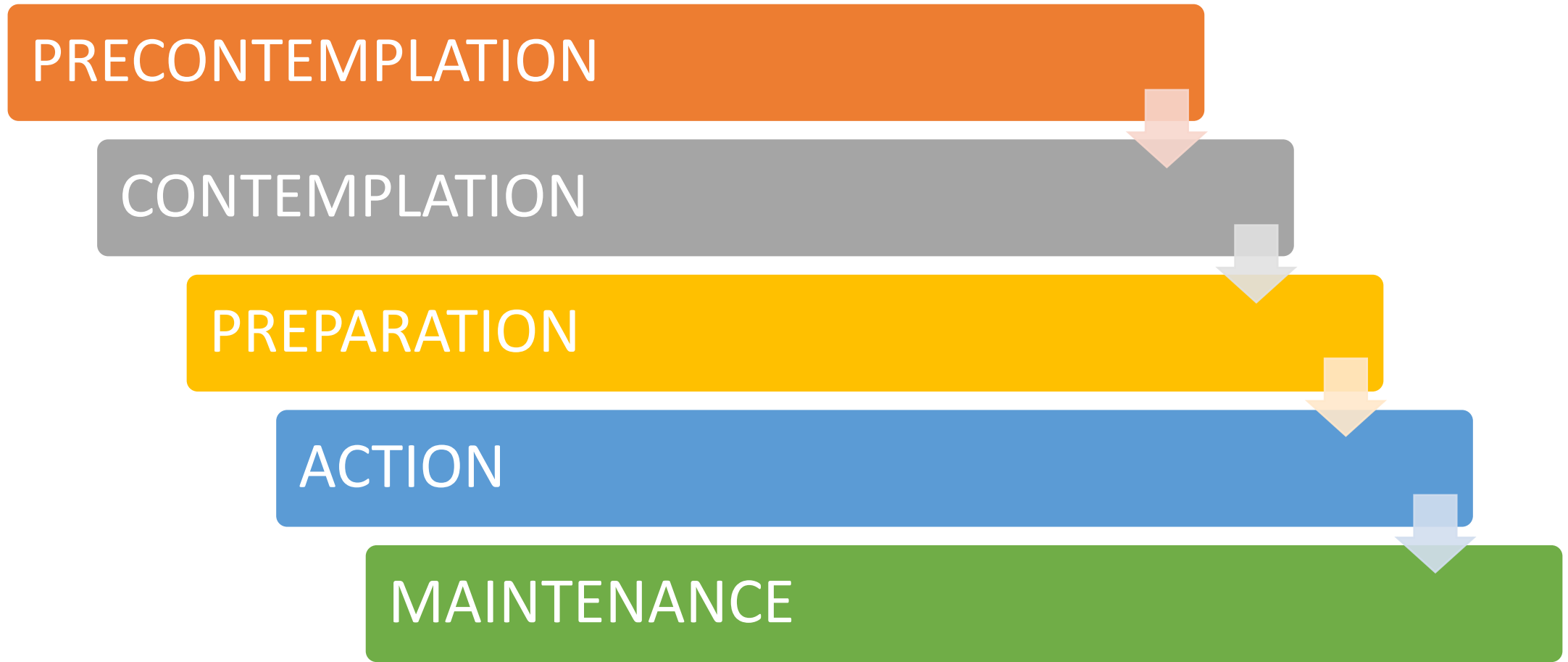


**How does change happen?** Motivation. A plan. Allies. Follow through. Whether it is at the micro level (say, an inclusive placement for your child in a neighborhood school) or large-scale shift in attitudes and practices, when it comes to change, there are elements you need to plan for and **behavioral stages to be aware of.**

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**Intentions aren't enough**

# Behavioral stages of change







# Precontemplation.

**Denies** there is a problem.



# Precontemplation.

To **advance**, they need to **be made aware** of the problem and consequences of not acting



# Contemplation.

**Recognizes** the problem and potential consequences of not acting, but not yet committed to making a change.



# Contemplation.

To advance, they need to recognize that the **benefits of change outweigh the risks** of staying the same.



# Preparation.

**Actively creating a plan.**

Do not rush. The planning stage  
sets up success.





# Preparation.

People in this stage **may need support** to craft a good implementation plan



# Action.

Plan is done; person  
or organization is ready to act.  
**This is the change!**



# Maintenance.

What happens if obstacles arise?  
Successful, **long-term change**  
**requires monitoring**



# Maintenance.

You need to be prepared to **craft strategies** to address emerging issues, secure resources, and provide affirmation.

Change happens when people **commit** to a specific action; **win over** allies and skeptics; take time to **plan** for implementation; **follow through** with monitoring and needed adjustments

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**Intentions aren't enough**





A sense of humor  
can also be super  
helpful. (Promotes  
resilience!)

**How Change Happens**

# Behavioral stages of change



PRECONTEMPLATION



CONTEMPLATION



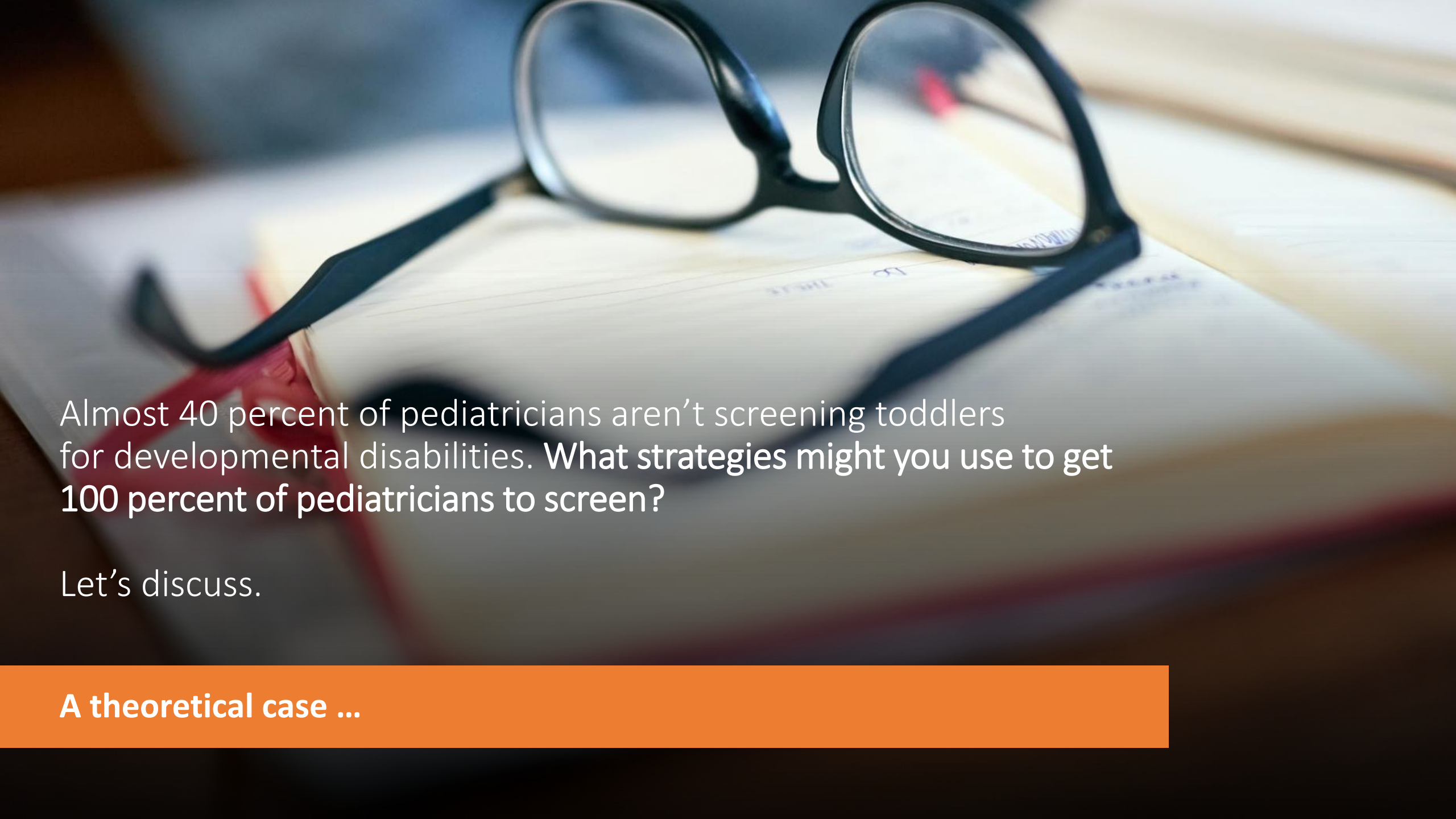
PREPARATION



ACTION



MAINTENANCE



Almost 40 percent of pediatricians aren't screening toddlers for developmental disabilities. **What strategies might you use to get 100 percent of pediatricians to screen?**

Let's discuss.

**A theoretical case ...**

Would your strategy change if you found out doctors **agreed** that developmental screenings were important but lacked tools?

What about  
if they didn't have relationships  
with intervention specialists?

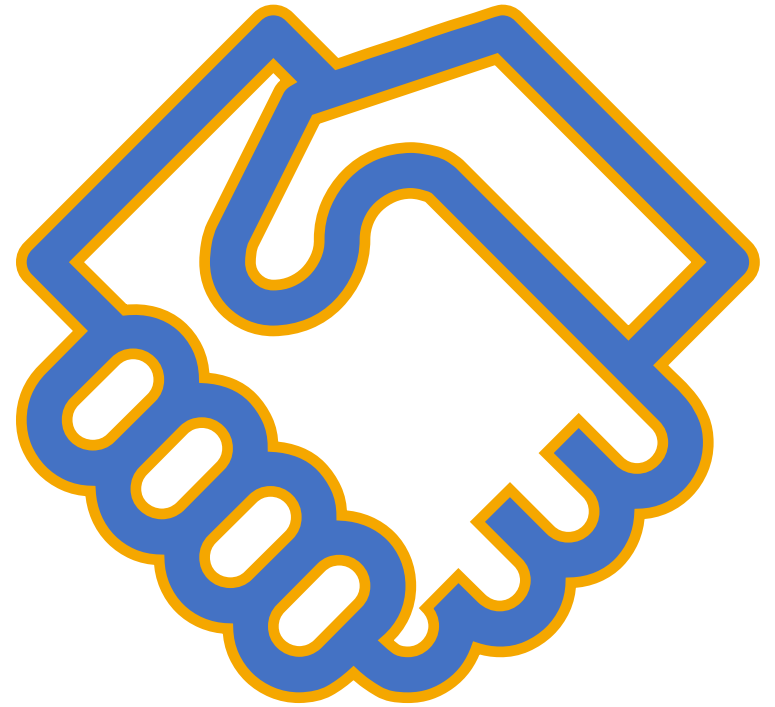
# More Pediatricians Screen for Developmental Delays After the AAP Offers Screening Tools, Educational Support

... “The study, published online March 2, showed that screening rates increased from 21 percent in 2002 to 48 percent in 2009. In 2016, 63 percent of pediatricians reported use of standardized developmental screening tools ... In 2006, the AAP released guidelines, updated in 2020, calling for developmental surveillance at every visit and use of a standardized screening tool at the 9-month, 18-month, and 30-month well-child visits. The authors note that the goal is for universal screening ... They suggest a need for improved communication between pediatricians and local early intervention professionals.”



# Advocates usually ask OTHERS to change

- Is the person or organization **READY** to change?
- Do they even agree there is a problem?
- Do they agree with your solution?
- Do they have the support and resources to make the change?



Your approach will vary based on your target and where **they** are in the process of behavior change. Being loud isn't enough. You need to be intentional.

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**Strategy and tactics**

Change happens when people **commit** to a specific action; **win over** allies and skeptics; take time to **plan** for implementation; **follow through** with monitoring and needed adjustments

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**So how do you “win over” allies?**



# Suggested reading

- [Change Doesn't Happen Overnight: It Happens In These Five Stages](#) – A look at the behavioral elements of change (Forbes)
- [What Makes Change Happen?](#) - Business take on change; flags the importance of small changes to build momentum and the need to condition the culture (Harvard Business Review)
- [Why Change Doesn't Happen, and What to Do About It](#) - Another business take; things to consider about why a policy change may not take in a school or other organizational culture (Entrepreneur)
- [Effective advocacy 101: how to bring about change in five steps](#)– A look at what works in the political space (The Guardian)

# Resources

- [Frameworks Institute](#) - This institute researches how to frame social and science issues so the public engages. Has examples of “reframing” that the public connects with.
  - Work in early childhood:  
<https://www.frame-worksinstitute.org/early-childhood-development.html>
- [National Center on Dialogue and Deliberation](#) - This online community looks at ways to bring people together across divides to tackle challenges.
  - Great resources (<http://ncdd.org/rc/>) if you are interested in hosting community conversations



# How Change Happens

Part 2 – THE INGREDIENTS

People who study successful campaigns identify **essential ingredients**



**CLARITY**



**DATA**



**STORIES**



**ALLIES**



**CHAMPIONS**



**MEDIA**



**CELEBRATION**

# Clarity



## What needs to change?

This isn't about describing a problem. You need **clarity around action**. You need to be able to answer: What, why, how, when and where first for the problem you see, and then to answer the same for the action to resolve it.

# Data



To convince people to do something differently – to see that the benefits of action outweigh the risks of staying the same – you need research on your side. Any potential allies will ask for it. People who haven't bought into an idea will challenge you. **You need to know the research.**



# Stories



You need to be able to personalize what is at stake.

**Who does this change affect?** What do they have to win or lose?



# Allies



You need friends who share your vision and goals and who are **willing to assist**. At the micro level, this could be sitting with you at a meeting. At the large-scale level, you may want to recruit a group of people who will call or email in favor of a bill, testify to the school board, or meet with civic leaders.



# Champions



You need someone who can **influence** the system or organization that you want to change. This can include civic leaders, other organizations, professionals in the field, well-respected community members. It can also include unexpected voices – like students.

# Media



At the micro level, being able to effectively communicate what you want may suffice. Tools like a child's one-page profile can be impactful.

<p><b>DENNIS HS FRESHMAN</b></p> <ul style="list-style-type: none"><li>• I love the Seahawks and the Ducks</li><li>• Athletic - I have done 3 triathlons and play golf</li><li>• Volunteer at Snow Cap.</li><li>• I love hard rock!</li></ul> 	<p><b>STRENGTHS/ ATTRIBUTES</b></p> <ul style="list-style-type: none"><li>• Contributor - I like to help</li><li>• Sense of humor</li><li>• Empathetic, a good friend</li><li>• Very physical</li></ul> <p><b>I am a learner! Teach me and I will learn!</b></p> 	<p><b>VISION AND GOALS</b></p> <ul style="list-style-type: none"><li>• I will graduate with a modified diploma</li><li>• I will get a job at my uncle's car shop</li><li>• I will have a house and a roommate</li><li>• I will keep active</li></ul> <p><b>I want a whole life!</b></p> 	<p><b>WHAT WORKS</b></p> <ul style="list-style-type: none"><li>• Treat me like I'm 15!</li><li>• Peer/group learning</li><li>• Breathe through stuttering</li><li>• Clear instructions</li><li>• Movement breaks</li></ul> <p><b>WHAT DOESN'T</b></p> <ul style="list-style-type: none"><li>• Gluten /Dairy/ Soy</li><li>• Talking over me</li><li>• No sensory breaks</li><li>• Low expectations</li><li>• Rushing me</li></ul>
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# Media

For large-scale efforts you need others to carry the message. The news media can be effective in explaining research, telling stories, and validating your cause. Be sure to identify your audience; that will help you identify appropriate media partners.



# Media

You can also  
create your  
own media  
campaign

## #NoBodyIsDisposable

Disabled people, fat people, elders, and people with AIDS or other illnesses are being specifically targeted for denial of life-saving care during care rationing.

These triage policies disproportionately target people of color, poor folks, immigrants, queer and trans folks, incarcerated and homeless folks, and others already considered disposable by capitalist, white supremacist society.

We say NO!

People of color and disabled people deserve to live — EUGENICS WILL NOT HAPPEN ON OUR WATCH!

## #NoICUgenics

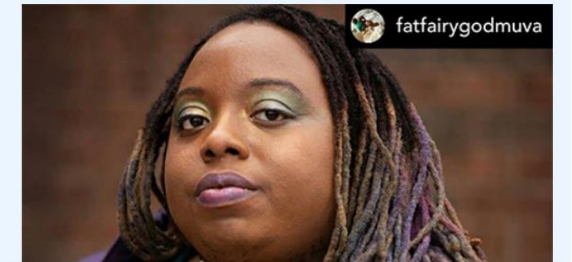
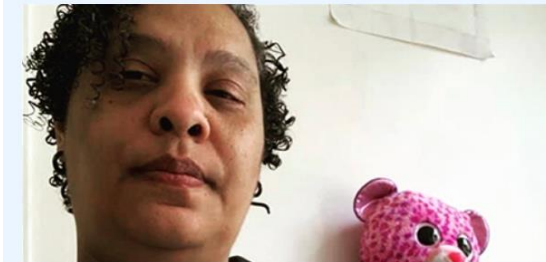
## ACT NOW

| [Contact elected officials](#)

| [Sign our open letter to medical professionals](#)

| [Post a Solidarity Selfie](#)

## KNOW YOUR RIGHTS






# Media

Or help educate your friends with social media posts

 **Nicole Jorwic** @NJorwic · Apr 8

"As of Monday, 1,100 of the 140,000 developmentally disabled people monitored by the state (NY) had tested positive for the virus, state officials said. One hundred five had died — a rate, far higher than in the general population." Furious [#WeAreEssential](#)



'It's Hit Our Front Door': Homes for the Disabled See a Surge of Covid-19  
Caregivers for people with special needs are reeling as the coronavirus preys on the most vulnerable.  
[nytimes.com](#)

29 575 601

 **Matthew Dietz** @dislaw · 6h

When is [@BrowardCounty](#) going to do at-home testing for ppl w/ [#disabilities](#)? Miami-Dade just started, and [@CityofMiami](#) started on 3/23 & tested more than 2,100 ppl. [#WeAreEssential](#) [#COVID19](#) [@senatormanrich](#) [@FrancisSuarez](#) [@DisabilityRtsFL](#) [@CILbroward](#)



For the homebound, Miami-Dade first responders offer a coronavirus te...  
The red Miami Fire Rescue van pulled up to the Brickell apartment building early Tuesday, with two medics dressed in protective gear insid...  
[miamiherald.com](#)

1 3 5

 **The Arc of King County**

Published by Ramona Hattendorf [?] · March 5 · 🌐

Most homeless households are touched by disability. We thank the legislature for taking up this issue with HB 2456.  
<https://kuow.org/.../advocates-urge-lawmakers-to-extend-child...>



[KUOW.ORG](#)

**Advocates urge lawmakers to extend child care subsidy for homeless families**

# Celebration

Thank people, publicly  
and often.

Thank you for your Advocacy on  
**HOUSING AND HOMELESSNESS ADVOCACY DAY!**  
Monday, February 3, 2020



**The Arc of King County**  
Published by Ramona Hattendorf (P) · June 25, 2019 ·

We are thrilled to announce our 2019 Community Change Champion, Joey Wilson (also known as the guy who helped pass HB 1199/lifting caps on Healthcare for Workers with Disabilities). We will be honoring Joey and all the honorees at our annual potluck, Tuesday, July 16, at 5:30 pm at the Renton Community Center.

You can read about Joey and the other honorees here:  
<https://arcofkingcountyvoice.blogspot.com/.../2019-inclusion-...>

**Community Change Champions**  
Our rights are civil rights