

Supporting Schools to Create Enabling Environments

A Roadmap for Inclusion in the General Education Schools

Ensure inclusive and quality education for all and promote lifelong learning.

I too want to make my school inclusive

How can I do this?

Stage I: Creating The Environment For Change

1: Constitute the school inclusion committee(SIC)

- ✓ Members reflect school diversity selected through a fair and transparent process
- ✓ Sets clear vision and goals for inclusive education (IE)
- ✓ SIC is responsible for implementation of IE practices school wide
- ✓ The school team is headed by the head teacher over 3 years

2: Sensitize SIC for IE by experts

- ✓ Orientation of every member to the values of inclusion
- ✓ Focus on dispelling myths and tackling resistance through IE material and practical videos
- ✓ Facilitation of exercises to discuss individual school challenges and solutions

3: SIC to develop a shared vision for IE in schools under expert guidance

- ✓ A guiding statement which reflects inclusive values
- ✓ Simple language and short sentences to communicate
- ✓ SMART criteria (specific, measurable, achievable, realistic and time bound)
- ✓ Collaborative and participatory inputs from school General Body(GB) on the vision
- ✓ Communicate to everyone in the school through meetings, handouts and school website

7: Support to enhance teacher capabilities

- ✓ Teacher's concerns to be addressed through workshops
- ✓ Teacher's capability to manage diverse classroom through trainings

6: Sensitize all stakeholders to the IE plan

- ✓ Plan participatory programs to dispel myths
- ✓ Opportunities to all stakeholders to share their views and concerns

Stage II: Enabling The Change

5: Prepare an action plan for the whole school

- ✓ A plan for implementation with goals, outcomes, timelines and responsibilities for IE based on the SMART criteria
- ✓ Initially, short term goals with achievable outcomes
- ✓ Integrate evidence based tools for planning (for example the Index for inclusion)

4: SIC to facilitate school audit based on the index for inclusion

- ✓ Involve all stakeholders – teachers, non teaching staff members, students, parents
- ✓ Short surveys and need based assessments to know the priorities for implementation and identify trainings
- ✓ A SWOT (strengths, weaknesses, opportunities & threats) analysis with stakeholders to identify strengths and challenges

8: Teacher/SIC support for parents

- ✓ Active teacher/SIC engagement with parents to involve them in school activities
- ✓ Parental concerns and challenges must be addressed

9: Create technical support systems for children with higher needs

- ✓ Appoint specialists
- ✓ Set up support services within schools
- ✓ Use resources in the community

12: SIC and experts to review the progress

- ✓ Bimonthly meetings to review progress, discuss successes and challenges
- ✓ Feedback to stakeholders when a goal is achieved. For eg. Word of praise, sharing of data, presentation of success stories
- ✓ Focus on their efforts and consider the positive things

11: Teacher member of SIC to monitor progress

- ✓ Use standardized adapted forms for guidance to record activity observations and progress
- ✓ Review progress and document gaps in implementation

Stage III: Sustaining The Change

10: SIC to streamline school policies

- ✓ Review existing school policies to integrate inclusive values
- ✓ Identify areas for additional policies

13: Adjust interventions as necessary

- ✓ Evaluate progress and goals
- ✓ Review success and reframe goals around the gaps
- ✓ Remodel the action plan (step 1.5)
- ✓ Focus on the movement towards the realization of the vision

14: Establish IE to an enabling environment

- ✓ Efforts to establish the change
- ✓ Re-context of SIC
- ✓ External evaluation of IE

