



Educators with  
Disabilities Caucus  
Council for Exceptional  
Children

Fall 2010

*An electronic newsletter to share information and activities for and about the  
Educators with Disabilities Caucus (EDC)*

## Mission:

To support and advocate for educators with disabilities in teacher training and professional settings

### *The Need for Systems of Support:*

#### *Current Educators with Disabilities in the Classroom*

By: Polly Haselden, Ph.D., Francis Marion University

Marla Sanders, Ph.D., Francis Marion University

Currently, there are approximately 1 million educators with disabilities employed in educational settings ranging from preschool to secondary settings (Bureau of Labor Statistics, 2010). Since the Americans Disabilities Act (ADA) defines a person with a disability as one who has a mental or physical impairment that limits one or more of major life activities (EEOC, 1992), then it could be presumed that the individuals that constitute an "educator with a disability" would need appropriate supports to do his/her job well. Although, there are organizations such as the Educators with Disabilities Caucus (EDC) to provide guidance and support, there is no professional networking program to ensure that these educators are guaranteed, or even requesting, supports if needed. Over and over, EDC has been approached by educators with disabilities who have been in the field and

have been struggling in the field and only found out about the EDC's supports through affiliations with the Council for Exceptional Children (CEC).

Part of the problem is that the findings through EDC correspondences with members indicate that many members do not disclose their disabilities with their employers. Some members cited that they did not want to disclose their disability during the application process for fear that they would be considered less effective than an applicant without a disability applying for the same position. It is a Catch 22 situation, as ADA has set the standard that employers cannot require applicants to disclose a disability unless they must have accommodations to perform. The flipside is that if they do not upfront, then, they usually continue not to disclose. Therefore, they never receive

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### *Points of Interest:*

- ☺ **CEC Annual Convention:  
April 25-28  
in National Harbor,  
MD**
- ☺ **EDC Board Meeting:  
TBA**

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*EDC is a Caucus of the Council for Exceptional Children (CEC)*

<http://www.educatorswithdisabilities.org>

## *Message from the EDC Chair*



Welcome to all EDC members and newsletter subscribers!

In a few months, the annual CEC convention will be occurring along with our annual EDC meeting. I hope you can attend the general EDC meeting. If you cannot make it but are interested in being more active with EDC, there are a number of ways you can help. First, we have several positions open that you could consider. We need help getting the word out about EDC. We need to let others with disabilities know that we are here to listen and help if possible. Or you could serve as a mentor for others with disabilities that are trying to traverse the barriers that you have managed to survive.

**EDC wants  
YOU to  
volunteer!**

Another way you can assist EDC with its mission is to offer your story! We want to know "who are educators with disabilities?" We would like you to share some of your stories with others who can benefit from them. We would like to hear about your barriers and how you have risen above or overcome them. Whatever your article idea is, please send it to us! We are thinking about creating a book, with many of these stories, which could be sold to help fund many of the projects that the board is considering in the future.

If you have any questions, please be sure to email me or one of our other officers. We look forward to meeting you at the convention. I look forward to seeing you all in April 25-28, 2011 - National Harbor, Md. for another exciting CEC convention and EDC meeting!

Richard Evans

richard.evans@angelo.edu

## *CEC Convention: Get Ready!*

The 2011 Council for Exceptional Children Convention and Expo is heading to National Harbor, Maryland! Convention registration and room reservations are now open through the CEC website: [www.cec.sped.org](http://www.cec.sped.org).

- Register by January 12, 2011 to get \$100 off the onsite registration price
- [Volunteer](#) at the convention and get 40% off the advance registration price

Don't forget to stop by the EDC table in the Expo and attend the EDC meeting (date and time TBA). See you in Maryland!

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## EDC Committee News

Being an EDC member is great...Being on the EDC Board is even better!  
EDC is currently looking to fill the following positions:

**Secretary**

**Treasurer**

### Support and Mentoring Program Committee

**Chairperson: Dr. Jennifer Diliberto, Assistant Professor at Greensboro College**

**Contact: [jdiliberto@gborocollege.edu](mailto:jdiliberto@gborocollege.edu)**

The *EDC Mentoring Program* seeks to pair professionals and college students as a means of support, guidance, and resource sharing. The project is voluntary – Mentors donate their time and expertise to support a mentee, who may be new in his/her career or recently reenrolled in a teacher preparation program. Currently, EDC is working on redesigning our *Mentoring Program* by creating new mentor/mentee application forms. In addition, we are investigating strategies for locating mentees in teacher education programs. At this time, we are seeking both mentors and mentees. If you are interested in becoming a mentor or could benefit from the expertise and experience of a mentor, then please contact Dr. Jennifer Diliberto at [jdiliberto@greensborocollege.edu](mailto:jdiliberto@greensborocollege.edu). We need your participation to make the program successful.



### Research and Special Topics Committee

**Chairperson: Dr. Richard Evans, Assistant Professor at Angelo University**

**Contact: [Richard.Evans@angelo.edu](mailto:Richard.Evans@angelo.edu)**

My name is Richard Evans; I am currently the Special education Program Coordinator (Advisor) at Angelo State University. I received my Bachelor's in Elementary and Special Education and a Master's in school administration from Angelo State University and my PhD in Educational Psychology from Texas A&M University. But the most important thing I want you to know about me is I am an individual with a learning disability (or as I like to say "I learn differently"). I am working with EDC as Chair of the Research and Special Topics Committee. We need your participation to make EDC successful. If you come across any interesting research that would be of interest to members of EDC then please contact me, Dr. Richard Evans at [Richard.Evans@angelo.edu](mailto:Richard.Evans@angelo.edu).



### Newsletter and Website Committee

**Chairperson: Marcie Povitsky, Site Coordinator at Towson University**

**Contact: [mpovitsky@towson.edu](mailto:mpovitsky@towson.edu) (Subject: EDC)**

Hello EDC members! I hope you are enjoying this edition of the EDC Dialogue . The EDC newsletter/website/Facebook page continue to be works in progress, so if there is anything you would like to see us post on any of the venues, please let me know!

I continue to be very proud to serve on the EDC board as Newsletter and Website Chair and I look forward to all of the wonderful things that EDC has planned for this year and beyond.

facebook

Name:  
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<http://www.educatorswithdisabilities.org>

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accommodations that they would otherwise receive, and oftentimes, relied on (i.e., if they disclosed in the first place). This scenario happens again and again when educators with disabilities worry about the competition and then, end up without the supports that were used during their school experiences prior to graduation and employment. To be clear, employers CAN ask about medical conditions or disabilities AFTER a job is offered, and applicants must answer. However, it is at this stage that most continue to opt out of receiving supports that were otherwise used in the past.

If educators with disabilities are currently employed and are not receiving any needed accommodations, then check out the following accommodations and conditions listed below. This is not an all inclusive list; however, there might be several that could help you or a colleague out. These accommodations were generated by JAN: Job Accommodation Network at <http://askjan.org/links/ADAtam1.html>.

Below is a short example of what you might find at the Job Accommodations Network (JAN). The excerpted information was taken directly from JAN at <http://askjan.org/links/ADAtam1.html> on October 15, 2010.

Impairment	Accommodation Ideas
<p>Mobility Impairments: Many conditions cause motor or mobility impairment, including but not limited to multiple sclerosis, cancer, stroke, spinal cord injury, cumulative trauma disorder, back condition, arthritis, cerebral palsy, Parkinson's disease, and heart condition.</p> <div data-bbox="175 1178 761 1682" style="border: 3px double black; padding: 10px; margin: 10px 0;"> <p>This table contains only a sample of the resources available on mobility impairments. Many other ideas are available for this and other disability areas. It is hoped that everyone with a disability will become advocates for themselves to be as independent as possible. Identifying and using strategies and supports, when needed, is a wonderful place to begin.</p> </div> <p><i>Table taken directly from JAN at <a href="http://askjan.org/links/ADAtam1.html">http://askjan.org/links/ADAtam1.html</a> on October 15, 2010.</i></p>	<p>Difficulty Standing</p> <ul style="list-style-type: none"> <li>Use sit/stand stool</li> <li>Use anti-fatigue mat/carpeting with extra padding</li> <li>Use counter height stool</li> <li>Alternate often between sitting and standing</li> <li>Rearrange student seating so the individual may sit, but still be viewed easily by all students, e.g., semi-circle</li> <li>Adjust height of chalk board, white board, or interactive white board</li> <li>Allow use of supportive foot wear</li> </ul> <p>Difficulty Bending to Assist Students</p> <ul style="list-style-type: none"> <li>Have student come to individual when needed or when directed to do so</li> <li>Use teacher's aide and student teachers</li> <li>Use student assistants to help others</li> <li>Allow use of portable desk height stool so that individual can sit next to a student's desk</li> </ul>

*Spotlight on Scholarships and Internships*

<http://www.finaid.org/otheraid/disabled.phtml>

The site for FinAid has a disability resources page including financial aid strategies and scholarship opportunities.

<http://www.ncset.org/youthtowork>

The web site for the new coalition of corporations, nonprofits, academic institutions and federal agencies established to promote internships and mentoring programs for young people with disabilities.

**The Hearne Award:** The Hearne Award is sponsored by the ABA's Commission on Mental and Physical Disability Law and is to be presented to an individual who has performed exemplary service in the furtherance of access to justice for people with disabilities, or an organization or group that furthers the goal of full participation for people with disabilities in society.

**CDRF Quality Of Life Grants:** The Christopher and Dana Reeve Foundation (CDRF) awards grants in 13 categories, including health promotion, employment, sports and recreation, and advocacy, to fund programs across the globe that help people with paralysis become more fully integrated members of society. Grants that focus on improving the health of individuals are funded through a cooperative agreement with the Centers for Disease Control and Prevention.

**The Washington Center For Internships And Academic Seminars (TWC):** This prestigious educational nonprofit organization offers an academic program combined with internships in Washington, DC. They offer a fully inclusive program, including accessible housing.

**AAPD Administered Summer Internships For College Students With Disabilities:** AAPD administers two prestigious internships. One is funded by the Mitsubishi Electric America Foundation and places students in congressional offices in Washington, DC. The second, funded by Microsoft, is for students majoring in information technology and accepted candidates will work in various agencies in the executive branch of the federal government.

**AAAS Sponsors Entry Point! Entry Point!:** A program of the American Association for the Advancement of Science, offers internship opportunities for college students with disabilities in Science, Engineering, Mathematics, Computer Science, and some fields of Business.

**Emerging Leaders Internships:** This program is administered by the National Business & Disability Council and provides internships for college students with disabilities. These internships are located in several geographic locations and with a wide range of companies.

**Fred Fay Advanced Leadership Forum:** Sponsored by the Boston Center for Independent Living and members of the Leadership Forum Advisory Council.

**Workforce Recruitment Program:** The WRP's stellar database of individually interviewed and pre-screened college and university students with disabilities is available to meet your summer or permanent workforce needs. This pipeline program is co-sponsored by the U.S. Department of Labor and the Department of Defense.

**Career Gateway:** A web-based service of Career Opportunities for Students with Disabilities (COSD) for employers and graduating college and university students where students can post their resumes and employers can search for qualified candidates.

**Scholarship For Graduating Seniors With Learning Disabilities:** The National Center for Learning Disabilities annual awards the Ann Ford Scholarship of \$10,000 to an outstanding high school senior with a learning disability who is committed to completing a college degree.

**Visit the EDC website for more information on all of these opportunities!**