DOCUMENT RESUME

ED 373 529 EC 303 298

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TITLE Disability Awareness Programs Resource Guide.

Revised.

INSTITUTION Arizona State Dept. of Education, Phoenix. Div. of

Special Education.

PUB DATE Jan 94

CONTRACT A3-0004-002

NOTE 27p.; A product of the Parent Information Network.

PUB TYPE Galles - Non-Classroom Use (055)

EDRS PRICE MF01/PC02 Plus Postage.

DESCRIPTORS *Attitude Change; *Consciousness Raising;

*Disabilities; Elementary Secondary Education;

Perspective Taking; *Program Development;

Volunteers

IDENTIFIERS Arizona; Attitudes toward Disabled; *Disability

Awareness

ABSTRACT

This resource guide is intended to help in the development of disability awareness programs by school personnel or parent groups in Arizona. A step-by-step format is recommended, including first selecting the type of disability awareness program to be developed. This involves setting up meetings with the special education administrator, determining time lines, and determining who will be involved in the program. Program development suggestions include considering potential committees, planning processes, identifying an appropriate place for presentations, considering funding sources available in the community, and promoting the program. Suggestions for using volunteers include inviting a wide variety of potential volunteers to participate, considering assignments for volunteers, contacting volunteers frequently, and recognizing volunteers for their contributions. Additional suggestions address setting the stage for presentations and following up the program with related activities. Much of the document consists of a program directory which provides basic information (name, contact information, focus, availability, and target audience) for 26 disability awareness programs, mostly based in Arizona. Forms for reporting Disability Awareness Programs and a Disability Awareness Program (DAP) Evaluation are included. (DB)



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Parent Information Network

Arizona Department of Education

Special Education



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DISABILITY AWARENESS PROGRAMS RESOURCE GUIDE

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DISABILITY AWARENESS

by

Becky Raabe

Northern Arizona Parent Information Network Specialist

Arizona Department of Education/Special Education Section (ADE/SES)

A disability awareness program is the first step in promoting positive and accurate perceptions of people who have disabilities. Disability awareness can be accomplished in many ways. In developing a program, you may want to use a formal curriculum about a specific disability. Or, you may want to make note of the subtle influence of T.V.'s, *Life Goes On*, and recent toothpaste and fast food restaurant commercials featuring persons with disabilities.

A broad-based disability awareness program should encompass mental and physical conditions such as developmental disabilities, cerebral palsy, epilepsy, spina bifida, autism, learning disabilities, emotional disturbances, and hearing and visual impairments. An awareness program should focus on areas in which people with disabilities often experience difficulty, such as: self-care, language, mobility, learning, social skills and independent living skills.

Whatever the focus, a successful program promotes understanding of the needs and abilities of people challenged by a disability, and strives to break down barriers. Thus, the major goal of a disability awareness program is to share information that will assist in changing stereotypes and removing barriers.

Each school has students with special needs. Consider your students' interests and needs to decide how your program can change attitudes.

Are there barriers that need to be broken down?

Are your students aware of similarities, not just differences?

Do your students know how to interact with their peers who have special needs?

Do they know how to make friends with their schoolmates who have disabilities?

Do students realize that all people are more alike than different?

Have they learned to celebrate the unique abilities of each individual?

The answers to these questions will help you determine the focus of your awareness efforts. Then carefully research available programs and resources to find a suitable program, or combination of programs.

After you've initiated a program, show your commitment by promoting activities that include both children with, and children without, disabilities. Encourage friendships and understanding among all children.



Here's one last suggestion for developing your awareness program. Consider entitling it an Abilities Awareness Program. Disability is a word that draws attention to those characteristics that make us different or unequal. There are, in fact, more similarities among our students than there are differences. A person who has a developmental or physical disability has needs, desires and dreams - just like every other person. They also have many abilities that need to be recognized.



GETTING STARTED

Now that you've decided to start a disability awareness program (DAP), what do you do next? The Parent Information Network (PIN) Specialist from your region is available to assist district staff and/or parents who are interested in developing a program. If needed, the PIN Specialist will review the Disability Awareness Program Resource Guide with your design team to help choose the program appropriate for your target audience and desired outcome. Samples of DAPs may be available for "hands-on" review.

Once your district has decided on a program, the DAP Resource Guide and the PIN Specialist will offer ideas on how to coordinate volunteers, materials and resources. Be creative as you plan! Brainstorm! Take risks! Get others involved! Be persistent! Your efforts to promote disability awareness will impact the lives of the students you influence today, as well as in the future.

Whenever possible, you may want to explore a joint effort with other school districts or organizations to share program materials, speakers, expertise or volunteers. You may be interested in how other districts have structured their program. Ask their DAP contact person if they have a districtwide coordinator/facilitator. Find out if their program is run by volunteers so that teachers aren't overwhelmed with additional curriculum demands. You'll hear success stories about their curriculum and get ideas on involving teachers, parents and students. The PIN Specialist can serve as a clearinghouse for such information.

Starting a program is a big step. Maintaining a successful program is an accomplishment to be very proud of! The Parent Information Network is committed to assisting you with this challenge and will endeavor to maintain a data bank of information and sample materials from other programs. In order to do this, your support is necessary. Please send background information about your DAP, sample materials, including videotapes, success stories and media articles about your efforts. The PIN Specialist will promote the success of your program, and other disability awareness programs throughout Arizona, by publishing updates on established programs, information about new resources, and technical assistance in the PIN quarterly newsletter, Network News.



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I. SELECTING A DISABILITY AWARENESS PROGRAM

A. Set Up Meetings With the Special Education Administrator

- 1. Establish a purpose and agenda for the meeting.
- 2. Take notes during the meeting. At a later time furnish the administrator with a copy asking for corrections, deletions or additions.
- 3. Establish roles for the administrator and any others. Clarify the role of the PIN Specialist if technical assistance from one is requested.
- 4. Discuss what type of disability awareness program (DAP) would be appropriate for your district.
 - a. What is the purpose for having a DAP in your district?
 - b. What are the outcomes you hope to achieve?
 - c. Who will be the target audience?
 - d. Who will facilitate the program?
 - e. When is the most effective time to do the program, such as a particular month, week or day?
 - f. Where should the DAP take place?
 - g. Where will the money come from for necessary materials?
- 5. Determine which existing programs meet your needs. Develop your own program to suit your unique needs.
- 6. Outline plans and time lines to follow.

B. Determine Time Lines:

- 1. Have a second planning meeting to review available resources.
- 2. Make contacts for additional funding and/or resources.
- 3. Determine dates for training and presentations.
- 4. Make a presentation to the superintendent and school board.
- 5. Plan to meet on a regular basis. Once you've started, don't forget to evaluate your progress, maintain your materials and refine your efforts to keep your program up-to-date and effective.



C. Determine Who Will Be Involved in the Program

- 1. How many presenters will be needed?
- 2. Will volunteers be needed?
- 3. Can school staff be used?
- 4. Will training be necessary?
- 5. Are there any prerequisites required?

II. SUGGESTIONS FOR ORGANIZING THE DEVELOPMENT OF YOUR PROGRAM

A. Consider Potential Committees:

- 1. Recruitment and training of volunteers
- 2. Scheduling of presentations
- 3. Fund raising, if applicable
- 4. Maintenance of program materials
- 5. Research for growth and development of the program
- 6. Liaison with classroom to provide pre- and post-program support
- 7. Public relations/publicity on campus and in the community
- 8. Evaluation of presentations
- 9. Historian to keep records of presentations and file of responses

B. Plan Your Program

- 1. Meet frequently with the volunteers once they have been identified to determine roles and goals.
- 2. Meet regularly once the group is established to maintain the enthusiasm and quality of the program.
- 3. Schedule programs well in advance and arrange for use of materials and volunteers, if needed.



C. Determine a Realistic and Quality Place for Presentations

- 1. Individual classrooms
- 2. Cafeteria
- 3. Library
- 4. Auditorium
- 5. Rented facility
- 6. Church
- 7. Civic Club Facilities

D. Consider Funding Sources Available in Your Community

- 1. Service Clubs: Lion's Club, Rotary Club, Soroptimist International, Kiwanis, Civitan, etc.
- 2. Disability/advocacy organizations
- 3. Educational/professional organizations
- 4. School districts: Parent-Teacher Association/Parent-Teacher Organization, minigrants, etc.
- 5. Corporate/business donations: local and regional
- 6. Civic donations: Mayor's Committee on Disability Awareness, grants, county/city library, etc.
- 7. Fund raisers: be creative
- 8. Private donations: tax deductible, if possible.

E. Suggestions for Promoting Your Program

- 1. Focus on public relations media best suited to awareness desired:
 - > school newsletters
 - > posters/fliers
 - > radio announcements
 - > T.V. announcements
 - > newspaper
 - > billboards
- 2. Send school staff information about your program and materials at the beginning of the school year. Follow up to make sure the information was received and understood.



E. Suggestions for Promoting Your Program (continued)

- 3. Arrange for presentations to various groups to introduce the program or invite VIPs to attend scheduled presentations.
- 4. Let other teachers/schools know about the success of your program.
- 5. Videotape portions of your presentation for training and public relations.
- 6. Remember that efforts to promote disability awareness will impact the lives of those you influence today and in the future.

III. SUGGESTIONS FOR USING VOLUNTEERS

A. Invite Any of the Following to Participate as Volunteers:

- 1. Parents (including PTA/PTO or other parent groups in your school district.)
- 2. Disability related advocacy organizations (e.g. Arc, Civitan, Jr. Civitan, disability specific support groups, etc.)
- 3. Civic organizations: (e.g. Kiwanis, Jr. League, drama groups, Retired Senior Volunteer Program-RSVP, etc.)
- 4. Educationally related professional associations (e.g. sororities, fraternities, educators, health care providers, etc.)
- 5. School staff (e.g. teachers, aides, administrators, ancillary support staff, etc.)
- 6. Students (e.g. special education students, drama students, clubs, college students, etc.)
- 7. Friends, neighbors, relatives or funding sources.

B. Consider Assignments for Volunteers

- 1. Recruitment and training of volunteers
- 2. Scheduling of practices and presentations
- 3. Fund raising
- 4. Maintenance of program materials
- 5. Research for expansion of the program
- 6. Liaison with classroom to provide pre- and post-program support
- 7. Publicity on campus and in the community
- 8. Evaluations of the presentations
- 9. Historian to keep a log of presentations and a file of responses



C. Contact Volunteers Frequently

D. Recognition for Contributions

- 1. Acknowledge volunteers when introducing the program presentation (names could be printed on a bulletin for the program).
- 2. Use thank-you notes, awards, internal newsletter articles and media coverage, to show appreciation for the volunteers and staff.
- 3. Use a culminating activity at the end of the year to celebrate the program's efforts and honor the volunteers (e.g. a potluck dinner with videotapes to be shown of various presentations throughout the year). Photos of past performances could be placed throughout the school with a note of thanks to the volunteers.

IV. ADDITIONAL SUGGESTIONS

A. Set the Stage for Presentations

1. Provide the audience with an introduction that will peak their interest (i.e. explain what will be seen and heard). Explain why it is important and tell them something specific to look for. Ask them to hold their questions until the end, but to be thinking about them during the presentation.

B. Follow Up

- 1. Follow up the program with related activities that might fit into other topics of the daily curriculum.
- 2. Develop long term follow up activities with fellow classmates who have disabilities. Plan school and community activities to increase awareness and encourage meaningful friendships.



Program Name:

Access Valley of the Sun Access Northern Arizona

Contact:

Arizona Easter Seal Society

Pat Caldwell 903 N. Second St. Phoenix, AZ 85004 (602) 252-6061 1-800-626-6061

Focus:

This 135-page guide has information about the accessibility of public buildings in the Phoenix & Northern Arizona regions. It is an excellent resource for individuals who are physically challenged and teachers who are

planning field trips.

Availability:

Free if picked up at office. \$1.00 if mailed. Write or call for information.

Target Audience:

All ages.

Program Name:

Americans with Disabilities Act

Contact:

Four County Conference on Developmental Disabilities

P.O. Box 3262 Prescott, AZ 86301 (602) 778-3391 1-800-559-3391

Focus:

This videotape and scripted presentation is helpful in creating public awareness about the new legislation created to protect the rights of citizens

with disabilities.

Availability:

Free loan, write or call for information

Target Audience:

Secondary students and adults



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Program Name:

Deafness and Blindness

Contact Name:

Arizona State School for the Deaf and Blind

P.O. Box 5545

Tucson, AZ 85603-0545

(602) 682-5723

Focus:

This lending library has books and videos on a variety of topics that relate to

the child who is deaf or blind for use in developing intervention strategies

and for creating awareness.

Availability:

Free loan, write or call for a catalog of resources

Target Audience:

All ages

Program Name:

Different and Alike

Contact:

Current, Inc.

Express Processing Center Colorado Springs, CO 80941

1-800-525-7170

Focus:

This illustrated text teaches about a variety of disabilities in a very upbeat

manner. The 28-page paperback book includes the sign language alphabet

and a sample of Braille.

Availability:

\$6.50/single copy, \$3.75/quantity order, write or call for information on

product #056708

Target Audience:

All ages

12



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Program Name:

Epilepsy

Contact:

Epilepsy Foundation of America

4351 Garden City Drive Landover, MD 20785 1-800-EFA-1000

Focus:

This organization has pamphlets, books, films, and videocassettes about

disability education and awareness. A materials service center catalog is

available. Video rentals are available.

Availability:

Cost varies, write or call for catalog.

Target Audience:

All ages

Program Name:

The First Step

Contact:

Arizona Easter Seal Society

Pat Caldwell 903 N. Second St. Phoenix, AZ 85004 (602) 252-6061

1-800-626-6061

Sally Rubio 5740 E. 22nd St. Tucson, AZ 85711 (602) 745-5222 Linda Lerma P.O. Box 4966 Yuma, AZ 85364 (602) 344-0010

Focus:

The campaign seeks to address public misconceptions and negative attitudes

toward people with disabilities.

Available brochures:

The American's with Disabilities Act The Fair Housing Amendments Act Tips for Disability Awareness

Tips for Portraying People with Disabilities in the Media

Availability:

Brochures \$.25 each, write or call for information

Target Audience:

Secondary students and adults



Program Name:

Friends Who Care

Contact:

Arizona Easter Seals Society

Pat Caldwell 903 N. Second St. Phoenix, AZ 85004 Sally Rubio 5740 E. 22nd St. Tucson, AZ 85711 (602) 745-5222 Linda Lerma P.O. Box 4966 Yuma, AZ 85364 (602) 344-0010

(602) 252-6061 1-800-626-6061

Focus:

A disability awareness program based on the premise that young people will change the way they treat those with disabilities if they better understand what it means to be disabled. Includes teacher's guide, video, lessons, and

posters.

Availability:

Kits have been sent to many elementary school principals.

*Free Loan from the Four County Conference on Developmental

Disabilities, Prescott, (602) 778-3391

*\$25 per kit from National Easter Seals Society

70 E. Lake Street Chicago, IL 60601 (312) 726-6200

*Free loan from:

AZ Easter Seal Society in Phoenix

Target Audience:

3rd grade and up

Program Name:

Friends Who Count

Contact:

Arizona Easter Seals Society

Ann Hyman

903 N. Second St. Phoenix, AZ 85004 (602) 252-6061 1-800-626-6061

Focus:

This five unit disability program comprehensively covers visual, hearing, physical, mental, and chronic medical disabilities using parent volunteers at

minimal cost to the school.

Availability:

Free consultation and program development.

Target Audience:

Elementary and middle school aged children



Program Name:

Just Like You and Me

Contact:

Arizona Department of Education/Special Education Section

1535 W. Jefferson Phoenix, AZ 85007 1-800-352-4558

Focus:

This video features three children and a young adult, and their families,

talking about living with epilepsy.

Availability:

Free loan, write or call for information, or purchase from Educational

Productions, Inc. (1-800-950-4949, \$195, including facilitator's guide)

Target Audience:

Third grade and up

Program Name:

Kids on the Block Book Series

Contact:

The Kids on the Block, Inc.

9385-C Gerwig Lane Columbia, MD 21046 1-800-368-KIDS

Focus:

This series of 8 books are based on the characters in the Kids on the Block

puppet programs which introduce young people to individual differences

and social concerns.

Availability:

\$12.95 each, write or call for information

Target Audience:

8 - 12 years



Program Name:

Kids on the Block

Contact:

The Kids on the Block, Inc.

9385-C Gerwig Lane Columbia, MD 21046

1-800-368-KIDS

Focus:

Nearly life-size puppets perform with candor in real life situations to create

awareness about disabilities. Disabled, and non-disabled, puppets are

characters in a variety of scripts.

Groups in AZ.:

Flagstaff Unified Dist.

Gary Leatherman

3285 East Sparrow Street Flagstaff, AZ 86004

(602) 527-6014

Arizona Recreation Center

for the Handicapped

Peggy Sosey 2519 East Golden Mesa, AZ 85213

(602) 833-4234

Prescott Unified School Dist.

c/o Earl McLoughlin 1810 Hazelwood Lane Prescott, AZ 86301 (602) 776-1277

Catholic Family & Social

Services/Special Services

(602) 997-6105

Jr. League of Tucson 2099 East River Road Tucson AZ 85718 (602) 299-5753

Availability:

Write or call for information

Puppets cost \$600-\$1,000 each

Target Audience:

All ages, though ideal for third and fourth graders



Program Name:

Learning Disabilities

Contact:

Learning Disabilities Association of America

4156 Library Rd.

Pittsburgh, PA 15234

(415) 341-1515

Focus:

Approximately 40 videos that deal with various topics related to learning

disabilities including teaching techniques, parenting, and sensitivity

training.

Availability:

Free loans, write or call for a catalog

Target Audience:

All ages

Program Name:

A Guide for Law Enforcement Officers About Persons with Developmental

Disabilities

Contact:

Maricopa Advisory Council on Developmental Disabilities

2600 N. 44th St., #107 Phoenix, AZ 85016 (602) 381-1595

Focus:

This publication contains seven areas on definition, state and federal rights,

characteristics, myth/facts, etc. It is intended to be used as a training tool

and a daily reference guide.

Availability:

\$7.50, write or call for information

Target Audience:

Police, security officials and support staff



Program Name:

Partners for Community Living

Contact:

Four County Conference on Developmental Disabilities

P.O. Box 3262 Prescott, AZ 86301 (602) 778-3391 1-800-559-3391

Focus:

This broad-based disability awareness program discusses major disabilities

and attitudes. The program includes a teacher's guide, lesson plans, and

video. The modules can be used over an entire semester.

Availability:

Free loan in Northern Arizona

Target Audience:

Secondary students and adults

Program Name:

A Perfect Fit

Contact:

Agricultural Communication Services

Media Distribution Center 301 South Second Street Lafayette, IN 47901-1232

(317) 494-6794

Focus:

This 69-page guide contains information on the rights of children with disabilities, the nature of disabling conditions, ideas for recruitment, and project modifications for the inclusion of all youth into the various 4-H programs. The suggestions offered could be useful in other settings, too.

Availability:

\$3.50, includes shipping and handling

Target Audience:

High school and adults



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Program Name:

A Resource Guide for Parents and Teachers

Contact:

Arizona Department of Education/Special Education Section

Parent Information Network Clearinghouse

1535 West Jefferson Street Phoenix, AZ 85007 (602) 542-3852

Focus:

This guide will assist parents and teachers in locating books to help them

explain a certain condition, or situation to their children or students.

Availability:

Single copies are free

Target Audience:

All ages

Program Name:

Responding to Disability: A Question of Attitude

Contact:

Minnesota State Council for the Handicapped

145 Metro Square Bldg. St. Paul, MN 55101 1-800-652-9747

Focus:

This is a question and answer booklet about disabilities designed to

stimulate thinking and dialogue.

Availability:

\$1 each, write or call for more information

Target Audience:

5th grade and above

1.3



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********************* Program Name: The Same Inside March of Dimes Contact: Greater Arizona Chapter 1616 E. Indian School Rd., Suite 200 Phoenix, AZ 85016-8602 (602) 266-3399 In this 13 min. video, four children with special needs share feelings about Focus: their birth defects, their fears, and dreams. Free loan from Phoenix March of Dimes or Flagstaff Public Library. Availability: \$40 per tape, including teacher's guide and lesson plans. 5 years through adult Target Audience: ******************************* Program Name: Something Magical Arizona Department of Education/Special Education Section Contact: 1535 W. Jefferson Phoenix, AZ 85007 1-800-352-4558 This video highlights the efforts of a regular ed and special ed class to Focus: jointly produce a musical presentation dispelling the myths about disabilities and creating a greater acceptance of differences. Free loan, write or call for more information, or purchase from Educational Availability: Productions, Inc. (1-800-950-4949, \$195, including facilitator's guide) Third grade and up Target Audience:



Program Name: Special Needs Center Contact: Phoenix Public Library 12 E. McDowell Rd. Phoenix, AZ 85004 (602) 261-8690 Print and audiovisual aides on a variety of topics, including sign language, Focus: Kids on the Block, and disability awareness. Availability: Free loan, write or call for information Target Audience: All ages Program Name: Spina Bifida Spina Bifida Association of Southern Arizona Contact: P.O. Box 57246 Tucson, AZ 85732 (602) 324-3340 This association promotes public awareness about spina bifida. They give Focus: videotape and slide presentations, or materials can be loaned. Free, write or call for information Availability: Target Audience: All ages



Program Name:

Third Street Kids

Contact:

Ms. Marcia Berger

2514 N. Fontana Avenue Tucson, AZ 85705 (602) 750-7965

Focus:

This is a performing arts group comprised primarily of disabled students. It exposes children to performing arts, but more importantly, it provides an opportunity for disabled students to give something back to the community

and showcase their creativity and vitality.

Availability:

\$200 per performance/plus expenses. Write or call for information

Target Audience:

All ages

Program Name:

Various Birth Defects

Contact:

March of Dimes, Greater Arizona Chapter

1616 E. Indian School Rd., Suite 200

Phoenix, AZ 85016-8602

(602) 266-3399

Focus:

Question and answer sheets explain each birth defect, how it affects those

who have it, who is at-risk for inheriting the disorder, and the latest

treatment and research.

Availability:

Free, write or call for information

Target Audience:

Secondary students and adults



Program Name:

Various Disabilities

Contact:

Channing L. Bete Co., Inc.

200 State Rd.

South Deerfield, MA 01373-0200

1-800-628-7733

Focus:

Scriptographic booklets have approximately 15 pages, with easy-to-read

text and lively graphics. Coloring books with simple texts are also

available.

Availability:

\$.50 -\$1.50 each, write or call for free catalog

Target Audience:

All ages

Program Name:

We All Come in Different Packages

Contact:

The Learning Works, Inc. (Publisher)

Focus:

This is a 68-page teacher's manual that includes a wide variety of classroom

activities and explanations about different disabilities.

Availability:

\$8.95 at most teacher supply stores

Target Audience:

All ages



Program Name:

Write with Dignity

Contact:

University of Nebraska Hitchcock Center for Graduate Studies 153 Avery Hall, P.O. Box 880133 Lincoln, NE 68588-0133

(402) 472-3045

Focus:

This is a guide to reporting on people with disabilities.

Availability:

Free, write or call for information

Target Audience:

Secondary students and educators



Dear Reader:

It is my sincere hope that each of you who uses this handbook will form a team of advocates, who will collectively commit to changing attitudes, through positive awareness, about our fellow citizens who are differently challenged. As the parent of a child who has special needs, and on behalf of other families who dream of equal opportunities and understanding for our children, I applaud your efforts.

Sincerely,

Becky Raabe ADE/SES Northern Arizona Parent Information Network Specialist

This Disability Awareness Resource Guide was developed in 1993 by Becky Raabe with funding from the Arizona Department of Education, Contract No. A3-0004-002, under a grant from the U.S. Department of Education. Inclusion in this Resource Guide does not constitute endorsement by the Arizona Department of Education or the U.S. Department of Education. The Disability Awareness Resource Guide is in the public domain and may be freely reproduced.



If you know of any other DISABILITY AWARENESS PROGRAMS which should be included in subsequent updates to the listing, please complete and return this form to the address below. If available, please attach a brochure describing the program. Thank you!

Program Name:	 	
Contact:		
Focus:	 	
Availability:		
Target Audience:		
Additional Information:	 	

RITA KENISON ARIZONA DEPARTMENT OF EDUCATION SPECIAL EDUCATION SECTION 1535 WEST JEFFERSON PHOENIX, ARIZONA 85007 (602) 542-3852

or call toll free: 1-800-352-4558 (your call will be returned)



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DISABILITY AWARENESS PROGRAM (DAP) EVALUATION

Please fill out this evaluation so that the Parent Information Network (PIN) Specialists can provide effective resources and support. Your feedback is important to us!

DISTRICT:

DAP COORDINATOR:

VOLUNTEER/STAFF (CIRCLE ONE) PHONE #:

ADDRESS:

CRITIQUE OF YOUR DISABILITY AWARENESS PROGRAM FORMAT/TITLE/DESCRIPTION:

TARGET AGE: SIZE OF AUDIENCE: PROGRAM LOCATION(S): PROGRAM DATE(S):

DID YOU USE AN EXISTING DAP OR DEVELOP YOUR OWN? (CIRCLE ONE) SOURCE OF FUNDING, IF NECESSARY:

DAP EVALUATION (PLEASE ADD COMMENTS & SUGGESTIONS)

WAS THE DAP EFFECTIVE	YES	NO
DID THE DAP MEET YOUR EXPECTATIONS?	YES	NO
DID THE AUDIENCE EVALUATE THE DAP?	YES	NO
DID THE PIN PROVIDE SUPPORT?	YES	NO
DID YOU USE ANY PIN CLEARINGHOUSE RESOURCES?	YES	NO
WERE THE RESOURCES HELPFUL?	YES	NO
DO YOU NEED FURTHER SUPPORT/FOLLOW-UP?	YES	NO

PLEASE INCLUDE COPIES OF CURRICULUM, EVALUATIONS, ADDITIONAL RESOURCES, ETC.

RETURN THIS EVALUATION TO: (PIN COORDINATOR OR SPECIALIST)

