The Promise of Universal Design
And its Application to Inclusive Work-based Learning

Universal Design for Learning Academy

ONONDAGA
COMMUNITY COLLEGE

Design of Four Day Academy

- **Day 1 included:**
  - Introductions and overview
  - Disability Awareness and etiquette
  - Higher Education Disability legal frameworks
  - Alumni panel and project work
  - Keynotes were incorporated later

- **Day 2 included:**
  - Project work
  - Student Panel
  - Accommodations training.

- **Day 3 included:**
  - Principles of UDL
  - Examples
  - Resources and project work

- **Day 4 included:**
  - Project work
  - Adaptive technology
  - Methods to increase accessibility and a final evaluation
  - Later keynotes were added here as well

Incorporating Universal Design for Learning into the Classroom

UDL Guidelines

See next page

Source: Universal Design for Learning Guidelines a tool used in the implementation of Universal Design for Learning, a framework to improve and optimize teaching and learning for all people based on scientific insights into how humans learn.

The Universal Design for Learning Guidelines

Provide multiple means of
Engagement

Affective Networks
The "WHY" of Learning

Provide multiple means of
Representation

Recognition Networks
The "WHAT" of Learning

Provide multiple means of
Action & Expression

Strategic Networks
The "HOW" of Learning

Access

Provide options for
Recruiting Interest

- Optimize individual choice and autonomy
- Optimize relevance, value, and authenticity
- Minimize threats and distractions

Provide options for
Perception

- Offer ways of customizing the display of information
- Offer alternatives for auditory information
- Offer alternatives for visual information

Provide options for
Physical Action

- Vary the methods for response and navigation
- Optimize access to tools and assistive technologies

Build

Provide options for
Sustaining Effort & Persistence

- Heighten salience of goals and objectives
- Vary demands and resources to optimize challenge
- Foster collaboration and community
- Increase mastery-oriented feedback

Provide options for
Language & Symbols

- Clarify vocabulary and symbols
- Clarify syntax and structure
- Support decoding of text, mathematical notation, and symbols
- Promote understanding across languages
- Illustrate through multiple media

Provide options for
Expression & Communication

- Use multiple media for communication
- Use multiple tools for construction and composition
- Build fluencies with graduated levels of support for practice and performance

Internalize

Provide options for
Self Regulation

- Promote expectations and beliefs that optimize motivation
- Facilitate personal coping skills and strategies
- Develop self-assessment and reflection

Provide options for
Comprehension

- Activate or supply background knowledge
- Highlight patterns, critical features, big ideas, and relationships
- Guide information processing and visualization
- Maximize transfer and generalization

Provide options for
Executive Functions

- Guide appropriate goal-setting
- Support planning and strategy development
- Facilitate managing information and resources
- Enhance capacity for monitoring progress

Goal

Expert learners who are...

| Purposeful & Motivated | Resourceful & Knowledgeable | Strategic & Goal-Directed |

Increase student Engagement

- Added discussion board forums to encourage students to reflect on content and related assignments;
- Ensured faculty participation in discussion forums
- Expanded assignment directions to include purpose;
- Allowed for engagement between faculty/student, student/content, and student/other students

Redesigned Presentation of content

- Removed acronyms from assignments
- Added descriptive texts for graphics and pictures
- Used standard font and color aligning with ADA standards

Incorporate methods for Action and Expression

- Developed video for simulated activities
- Redesigned assignments to provide scaffolded approach