How LA County is universally designing its support for UDL implementation

Inclusion Collaborative Conference
10/25/18
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Learning Goals

• Participants will:
  • Identify barriers to implementation of training
  • Explore strategies to address barriers with UDL
  • Set goals for future collaboration with other participants and/or LACOE to drive UDL implementation in California
• What are you hoping to get out of this session?
• How do you expect to get it?
• What will you do if you haven't met your goal by the end of the session?
• Share your goal with an elbow partner
Learning Behaviors

• Be present
• Be a participant
• Be a problem-solver
Self-Regulation Goal

• Select one learning behavior for a goal
  • Present
  • Participate
  • Problem-solve
• Plan to achieve your goal
• Share your goal with an elbow partner
The Three-Headed Monster

Phases of Workplace Learning
Learner Variability
Design Constraints
Three Phases of Workplace Learning

Ignore them at your own peril
Three Phases of Workplace Learning

- Training
- Coaching
- Hard Work
WHERE LEARNING HAPPENS

70:20:10

Hard Work

Training

Coaching/Mentoring
• What are you currently doing to facilitate learning in each sphere?
Learner Variability

It's not just for kids anymore
ONE SIZE DOES NOT FIT ALL
Design Constraints

Theory meets Practice
- 4,751 Mi²
- 80 Districts
- Over 350 Charters
- 1.5 million students
COSTS OF IN-PERSON TRAINING
Battling the Beast

Tackling our obstacles to universally design our learning initiatives
Universal Design for Learning
Universal Design for Learning (UDL)
UDL is a MARATHON, Not a SPRINT
UDL is a lens, not a checklist
UDL is a journey, not a destination.
UDL in the Three Phases
Applying Universal Design for Learning to Training, Coaching, and Work
Recruiting Interest in Formal Training

Checkpoints

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

Choice in Delivery

Authentic Practice

Norms & Safe-to-fail
Sustaining Effort and Persistence through Coaching

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

Visualizing goal achievement
Access to Scaffolds
Foster PLC/learning pairs
Actionable vs. ambiguous
Self-Regulation in the Work Phase

Checkpoints

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

SMART Goals

Visible support

Periodic Prompts
Learn More about UDL and PD
More Quick-Start Strategies

- Tinyurl.com/UDLAPadlet
- Professional Development
Allies in the Battle

Universal Design for Learning Academy
2016
GOAL of UDLA: Provide training, tools, and guidance to support implementation of UDL across Los Angeles County.
Don't Change the Learner, Change the Learning

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James McKenna, ED.D
Geography, Capacity, and Cost

Overcoming Design Constraints
<table>
<thead>
<tr>
<th>UDL Getting Started</th>
<th>Teaching with UDL</th>
<th>Supporting UDL</th>
<th>UDL Blended Cohort</th>
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<tbody>
<tr>
<td>• Self-paced 8-module course</td>
<td>• Moderated graduate-level online course for teachers</td>
<td>• Moderated graduate-level online course for coaches and administrators</td>
<td>• Multi-year blended offering for schools to implement UDL</td>
</tr>
</tbody>
</table>

Overcoming Geography through Online Learning
Overcoming Capacity through Partnerships
## Overcoming Cost

### Curated free resources for self-guided learning
- Workshop materials
- Videos
- Reading materials
- Planning resources
- Relevant research

### UDL Getting Started
- Self-paced online course
- Tiered pricing
- 30 minute chunks
  - No subs
  - No stipend
  - No mileage

### School/District pricing on workshops and moderated courses
- Buy a class
- Supply your own moderator
Overcoming Variability

Meeting the diverse needs of learners
CLASSROOM TEACHER

Online

UDLA Padlet
Self-Paced Course
Moderated Course

In-Person

1-Day Awareness
2-Day w/ Lesson Planning

CLASSROOM TEACHER
Blended PD

Planning Year

Pilot Year

Scale

Leadership Team

UDLA Training

Contracted Trainer

Self-Directed Training
MTSS
Multi-Tiered Systems of Support
School Improvement
UDL is a journey, not a destination.
New supports in '19-'20
UDL Boot Camp
Online Modules

• Footage from workshop
• Digital versions of all materials
• Slides, instructions, and notes
• Resources
Supporting Writing with UDL

• Based on book by Sally Spencer
• LACOE Reading/Language Arts Unit
• Center for Distance and Online Learning
• In-person and online options
Looking for Learning Partners

- Enhance local capacity
- Build new resources
- Unite across CA to implement UDL
Don't Change the Learner, Change the Learning

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