

**New York State  
Disability Services Council  
NY Affiliate of AHEAD**

**Strategic Planning History:**

NYSDSC 2011-2016 Strategic Plan consists of one over-arching goal, five broad objectives and two-three corresponding goals. The initial planning started in mid-2010 and a formal brainstorming session was conducted at the November 2010 Business Meeting to identify organizational wide goals and objectives. June 2011 based on the previous brainstorming efforts, an over-arching strategic goal with several broad objectives were articulated and formally presented to the members. Members were able to comment both at the Business Meeting and on-line through the list-serve. In November of 2011 the final draft of the 2011-2016 was complete and presented to the members; highlighting the overarching goal, "To Build Inclusive Campuses" and detailing the five broad objectives with their corresponding goals. Members again were encouraged to comment and the plan was officially adopted. Given various committees had already begun work toward these goals, a mid-year progress report that aligned with the draft plan was also presented?

Starting in June 2012 and each subsequent year, members of the executive committee presented during the annual Business meeting progress for that year.

Below is a summary outline of the organizational progress from November 2011 to date.

Strategic Plan Goal: To Build Inclusive Campuses:  
Objectives & Goals with Action Items/Accomplishments

I Access and Technology:

*Goals*

- 1. Promoting activities, ideas, and projects designed to increase access on our campuses for all students*
- 2. Educate our campuses on how to evaluate emerging technology for accessibility*

### *3. Facilitate processes on our campuses to ensure future technology is accessible*

- Seven editions of the technology newsletter have been distributed through the Technology Committee concluding in 2014 in favor of providing the information to members through a web site venue.
- Developed a comprehensive set of tools for NYS colleges and universities to identify campus accessibility strengths and weaknesses. The first of these tools, the Accessibility Checklist, was distributed during 2013 to the NYSDSC member list for feedback.
- Presented on IT Accessibility and recent OCR cases at the SUNY-CIO Wizard Conference in November 2011.
- NYSDSC conferences included Accessibility training on Microsoft Office, Apps for Access and comprehensive note taking strategies using Smartpen technology.
- Developed a Twitter account to relay technological news to NYSDSC members.
- The AT committee hosted a webinar through Don Johnston on Higher Education and Academic Writing supports. Specifically Cowriter University Edition on 8/8/13.

## II Professional Development:

### *Goals:*

- 1. Develop and nurture the expertise of all members*

### Internal:

- Provided half-day trainings for new professionals with three years or less experience every Fall Meeting.

### Additional Topic Areas:

- Transition to College
- Building a Student Advocacy Club
- Leading the Way to Career Success
- Introduction to Workforce Recruitment
- Redefining the "Self" in Self-Advocacy
- The 'how to' on Participating on a Behavioral Intervention Teams
- Building Credibility with Faculty to Foster Inclusiveness
- Program Assessment & Developing Student Learning Outcomes Workshop

- Strengths Quest: How are You Using Your Strengths?, presented by Khaki Wunderlich, Dean of Organizational Success and Learning, TC3

#### External:

- Emily Lucio, AHEAD Representative, presented on new documentation procedures in a post ADA and 2010 Regulations era
- Attorneys from OCR presented on trends in post- secondary education cases
- Attorney Greg Care of Brown Goldstein & Levy LLP, The legal firm that represents the National federation for the Blind, presented; "The Legal Landscape – Digital Disability Analysis of an Emerging World"
- Joey Koss of SSB Bart Group provided training on "How to Analyze, Design, Implement and Evaluate our Campus for Digital Compliance"
- Joanne LaCrosse, NYSED Coordinator, P-12 Policy Development provided updates on changes in the GED to the new High School credential
- Adam Meyer, PHD, Director of Student Disabilities Services, University of Central Florida provided a full day training on Social Model at Work: Shifting Office Practices
- Bruce Darling, Center for Disability Rights, Inc. Rochester provided training on Social Justice: Shifting Student Perception
- Jean Ashmore, Past-President AHEAD presented "Departmental Assessment I: Council for the Advancement of Standards in Higher Education Disability Resources & Standards"
- Robert Friedman, President of Stress Solutions presented "Team Building – Humor and Optimism as Tools for Good Health"
- Salome Heyward presented on the new ADA regulations
- Ron Stewart provided training on making STEM topics accessible

#### Operational Changes:

- In collaborations with NYSED, the Ad hoc HEDS Committee successfully made changes to the instructions and the reporting categories allowing for accurate data collections for Students with Disabilities across the State. The new NYSED-2H2 form will take effect in August 2016.
- Gained the nonprofit status 501(c) 3 in 2012, and became an AHEAD affiliate in 2013
- NYSDSC website became active and officially debuted at Spring 14 conference and as of Spring '15, within the Website Committee, charged with building and maintaining the credibility and usability of the website designated the role of 'webmaster'

- Starting June 2015 the NYSDSC conference planning Committee initiated “a call for proposal” strategy to the planning for the annual spring conference to provide a platform for all members to submit professional training content.
- Annual Recognitions are awarded within the following categories:
  - Outstanding Achievement in Disabilities Award
  - NYS Disability Services Council Service Award
  - Campus Access Award

*2. Foster and promote members to be presenters for other professional organizations*

- Tamara Mariotti appointed to SUNY Committee on Compliance
- Paula Possenti-Perez and Catherine Carlson presented “Disability as Diversity” Conference hosted by the Office of Diversity and Equity, which was an explanation of the Social Model Shift of Disability. Attendees were campus professionals from across NYS from outside the DSS offices, such as faculty, deans, etc.

### III Faculty Development:

*Goals:*

- 1. Educate faculty on students with disabilities*
  - 2. Educate faculty on their role and responsibilities are when teaching students with disabilities*
- Paula Possenti-Perez presented at the second annual workshop at the SUNY Global Center on Diversity and Study Abroad
  - Paula Possenti-Perez and Catherine Carlson presented “Disability as Diversity” Conference hosted by the Office of Diversity and Equity, which was an explanation of the Social Model Shift of Disability. Attendees were campus professionals from across NYS from outside the DSS offices, such as faculty, deans, etc.
  - Nancy Carr presents to New York State Association of College Admissions Counselors.

### IV Leadership and Governance:

*Goals:*

- 1. Develop working relationships within higher education agencies and organizations in New York State*

## *2. Develop working relationships with administrations in our own institutions*

- Executive committee members met with John D'Agati, Deputy Commission of Higher Education, to establish a formal working relationship with SED and as a result:
  - Four members of the NYSDSC were appointed to the Statewide Planning panel created by the NYS Department of Education, charged with policy and procedures regarding P-12 education reform; college and career readiness
  - Glen Rowse, Chair of the Research and Advisory Committee was instructed to work with the NYSDSC to draft a proposal to revise reporting on students with disabilities statewide. (HEDS)
  - SED formally adopted the ADA TAP reform proposals as a SED State Budget priority
  - The NY Board of Regents/NYSED has created a formal advisory council on access to higher education started and held its first meeting in Fall 2014. Tamara Mariotti co-chairs this committee with Regent Cea. Paula Possenti-Perez and Roger Purdy also represent the NYSDSC.
- NYSDSC's lobbying efforts for ADA TAP Reform have been successful and new legislation was passed and went into effect for 2015-16 academic year
- As a result of our working relationship with Glen Rowse, chair of the Research and Advisory Committee, the executive committee charged an ad hoc committee to draft a proposal to revise the HEDS report
  - HEDS Committee - This year saw the culmination of three years' worth of work to improve the data gleaned from the HEDS 2-H report.
    - Over the last year and a half, the committee developed a revised set of categories and subcategories that more accurately reflect the population of students we work with today. A new form was presented at the June 2014 meeting and, along with a revised set of instructions, was piloted by 15 institutions. Additional feedback was sought by SUNY central. The instructions have been modified to

provide clear definitions of who should be counted and the categories in which they should be included. A list of conditions with their categories has been developed and will be provided with the instructions. These were sent to State Ed in January and over the last several months, continued discussions have led to additional modifications, including the likelihood the form will cover any students who self-identify at any time during the year and have an August 1 due date. Additionally, Part B, which previously included questions about the services offered by disability service offices, has been replaced with a question about staffing. August of 2016 marks the first year this reporting and guidelines will take effect.

- As an organization, NYSDSC submitted formal recommendations regarding students with disabilities in Higher Education that were included in the final draft of the 2012-2020 Statewide Plan for Higher Education
- Kathy Hoffman and Nancy Carr serve on New York State Committee on new Regents Certificate of Work readiness credential.
- Formal recommendations made on behalf of NYSDSC for reauthorization of the Higher Education Act
- Kathy Hoffman provided testimony in Fall 2013 representing NYSDSC for the update of the Statewide Higher Education Plan based on NYSDSC's position paper on this topic.
- SUNY Disability Compliance Work Group was formed this year with Brian Rose, Chair
- SUNY Advisory Council meetings have met with Elizabeth Droz, Chair

V Diversity and advocacy:

*Goals:*

- 1. Increase awareness about students with disabilities across higher education ACCES-VR updates*
- 2. Helping others to recognize that students with disabilities are an underrepresented group*

- Paula Possenti-Perez and Catherine Carlson presented “Disability as Diversity” Conference hosted by the Office of Diversity and Equity, which was an explanation of the Social Model Shift of Disability. Attendees were campus professionals from across NYS from outside the DSS offices, such as faculty, deans, etc.
- Adam Meyer, PHD, Director of Student Disabilities Services, University of Central Florida provided a whole day training on Social Model at Work: Shifting Office Practices
- Donations were made to NYSDSC, through Barouch Chai, Premier Technology, Texthelp, CCDA, and individual NYSDSC members to support the relief effort that was taking place at that time for our downstate members most severely affected by Hurricane Sandy.

## **NYSDSC**

**History:** Effective June 21, 2007 by vote, the SUNY DSC became the NYSDSC; created in recognition of 1. The need for cooperation and communication across higher education disability services sectors 2. The ability to effect greater change through the combined efforts of these higher education disability services sectors, and 3. The increased expectation for equal and equitable access in higher education.

**Preamble:** The NYSDSC is an association for Employees of degree-granting higher education institutions within New York State who make policy or who are involved in compliance or coordination of disability services at each campus. While membership is voluntary, key persons are encouraged to join the organization and efforts will be made to interest representatives from all degree-granting higher education Institutions.

**Purpose:** To provide a forum to discuss and to find solutions to common problems in the delivery of disability services to students in higher education and to serve as a resource to government/legislative bodies and/or other organizations interested in the education of students with disabilities in higher education Institutions. Discussions may include, but are not limited to: provision of direct services; advocacy; education; professional development; and, funding of disability services. Further, the NYSDSC is organized and operated exclusively for educational purposes under section 501(c)(3) of the Internal Revenue Code.

1996 - First SUNY DSC Constitution-First President, Jean Fairbairn.  
2007 – SUNY DSC by vote, became the NYSDSC - First President,  
Tabitha Buggie-Hunt  
2012 - NYSDSC attained 501(c)3 tax exempt status  
2013 - NYSDSC became an AHEAD Affiliate