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<b>Career Tours</b>	Hear and learn from professions – experience virtual industry tours to explore a variety of career options.
<b>Community Developmental Disabilities Organization (CDDO)</b>	A designated organization that helps to coordinate services and supports for individuals with intellectual and developmental disabilities for an area of the state.
<b>Competitive Integrated Employment</b>	Competitive integrated employment is full or part-time work that is compensated at or above minimum wages; offers an individual with a disability benefits and opportunities for advancement comparable to those offered to employees in similar positions; and is performed in a setting where the individual with a disability interacts with people without disabilities to the same extent that employees who are not individuals with disabilities and who are in comparable positions interact with these persons. Subminimum wage jobs or “ <i>sheltered workshops</i> ” are not competitive integrated employment. Under Kansas’ Employment First law, competitive integrated employment must be considered as the first option in transition plans.
<b>Conservatorship</b>	In regards to transition planning, less restrictive alternatives to conservatorship must be considered by the IEP Team first. The process by which a person appointed by the court to make legal decision affecting the finances and estate (personal and real property) of another person. For more information on alternatives to conservatorship (such as Durable Powers of Attorney or Supported Decision Making), review this information from the Disability Rights Center of Kansas. <a href="http://drckansas.org/GCAlternatives">http://drckansas.org/GCAlternatives</a>
<b>Courses of Study</b>	The term “ <i>courses of study</i> ” is a current description of coursework and/or activities to achieve the student’s desired goals for after high school, from the student’s current to anticipated exit year.
<b>Customized Employment</b>	A flexible process designed to personalize the employment relationship between a job candidate or employee and an employer in a way that meets the needs of both. It is based on identifying the strengths, conditions and interests of a job candidate and the business needs of an employer. Together, these create a match resulting in a customized position.

Functional Vocational Evaluation	A functional vocational evaluation is an ongoing process that identifies a student’s career interests, work-related aptitudes and skills and need for training.
Guardianship	In regards to transition planning, less restrictive alternatives to guardianship must be considered by the IEP Team first. The process by which a person appointed by the court to make legal decision affecting the finances and estate (personal and real property) of another person. For more information on alternatives to guardianship (such as Durable Powers of Attorney or Supported Decision Making), review this information from the Disability Rights Center of Kansas. <a href="http://drckansas.org/GCAlternatives">http://drckansas.org/GCAlternatives</a>
Individualized Education Program (IEP)	The Individualized Education Program (IEP) is defined as a written statement for each student with an exceptionality, which describes that child’s educational program and is developed, reviewed and revised in accordance with special education laws and regulations.
Individual Support Plan (ISP)	A plan for services developed in coordination with a CDDO that states specific objectives to develop competencies and achieve personal goals in the areas of community participation, housing, work, school and leisure time, based on hopes and dreams for the future as well as an assessment of the individual’s needs, preferences and life choices.
Individualized Plan for Employment (IPE)	A plan that is developed and implemented in a manner that affords eligible individuals the opportunity to exercise informed choice in selecting an employment outcome, the specific vocational rehabilitation services to be provided under the plan, the entity that will provide the vocational rehabilitation services and the methods used to procure the services.
Individuals with Disabilities Education Act (IDEA)	A federal law ensuring special education to eligible children with disabilities.
Individual Plan of Study (IPS)	A multiyear plan developed by students in collaboration with teachers, counselors and parents, as a way to help them plan their educational experiences from middle to secondary to postsecondary education to help them achieve their career goals.
Informational Interviewing	An informal conversation with someone working in an area that interests you who will give you information and advice about a potential future workplace.

<b>Internships</b>	Formal agreements in which a youth is assigned specific tasks in a workplace over a predetermined period of time. May be paid or unpaid, depending on the nature of the agreement with the company and the nature of the tasks.
<b>Job Observation</b>	An arranged visit to observe an individual in a specific job or type of work. This usually involves pre-work to become aware of job responsibilities and develop a set of questions/ observations to be utilized during the observation.
<b>Job Shadowing</b>	Work by a youth that does not materially benefit the employer but allows the youth to spend meaningful time in a work environment to learn aspects of potential job tasks and “ <i>soft skills</i> ” required in the workplace.
<b>Kansas Career Navigator</b>	A free search tool to quickly search program and training opportunities available from Kansas public higher education institutions. The database includes information submitted by the state’s higher education institutions, which may not include all programs offered in all locations (including online or satellite campuses). <a href="https://kscareernav.gov/">https://kscareernav.gov/</a>
<b>Measurable Postsecondary Goals (MPG)</b>	Postsecondary goals identify the student’s long-term goals for living, working and learning as an adult. The projected postsecondary goals in the student’s IEP establish a direction for the school, student, student’s family and any participating agencies to work toward in recommending transition activities for the student.
<b>Mock Interview</b>	Simulates a real interview for training purposes.
<b>On-the-Job Training</b>	Training that is given to an employee at their workplace while they are doing the job for which they are being trained.
<b>Person-Centered Planning (PCP)</b>	A process that empowers students to know that possibilities of their goals can become realities of their future. Through structured exercises that focus on the students’ strengths and preferences, it assists the team in developing a snapshot of the student and their hopes and dreams for the future. There are several types of PCP tools (e.g., MAPS, LifeCourse Framework, Essential Lifestyle Planning and Personal Futures Planning). Each have unique information gathering strategies. They are all action based and focused on the student’s gifts and desires for the future. The information gathered from the PCP may be used to help develop the transition services outlined in IEPs for students with disabilities.

<b>Pre-Apprenticeship</b>	Services and programs designed to prepare individuals to enter and succeed in Registered Apprenticeship Programs; they have a documented partnership with a Registered Apprenticeship program sponsor and together, expand the participant’s career pathway opportunities with industry-based training coupled with classroom instruction.
<b>Person-Centered Service Plan</b>	Does your child receive services through Kansas Department of Aging and Disability Services (KDADS) as part of a Home and Community Based Services Waiver (HCBS)? The article below is the first of a four-part series. Part 1 includes an overview of Person-Centered Service Plan, how it impacts your child with disabilities, your role in this process and what to expect through the development and implementation of a Person-Centered Service Plan.
<b>Project SEARCH</b>	A partnership between VR, a business and an area school district, this one-year school-to-work program is business led and takes place entirely in the workplace. The experience includes a combination of classroom instruction, career exploration and hands-on training through worksite rotations.
<b>Service Learning</b>	Formal volunteer service in a structured community service program for the purpose of contributing to the community, learning soft skills, including follow through on commitments and taking directions in a community environment.
<b>Skill Inventories</b>	Questionnaires or reports containing information on knowledge, skills, abilities and experiences of the student.
<b>Summary of Performance (SOP)</b>	A summary of the child’s academic achievement and functional performance, which includes recommendations on how to assist the child in meeting the child’s postsecondary goals.
<b>Supported Decision Making</b>	Process that allows people with disabilities to make decisions about their own lives with support from a team of people, such as trusted friends, family members and professionals.
<b>Supported Employment</b>	Competitive work in a community integrated work setting for persons with severe disabilities who need ongoing support services to learn and perform the work.
<b>Transition Services</b>	Transition services are a coordinated set of activities that promote movement from school to such post-school activities as postsecondary education, vocational training, employment, adult services, independent living and community participation.

<b>Vocational Rehabilitation</b> <i>(VR or Voc Rehab)</i>	Vocational rehabilitation is a state agency that provides a variety of services designed to help people with disabilities enter into or return to work. Any applicant or participant of VR services, that has been denied services or has concerns about the VR services they are receiving, they can contact the Disability Rights Center of Kansas (DRC). In addition to being the Protection and Advocacy System for Kansans with disabilities, DRC is also the Client Assistance Program (CAP). As the CAP, DRC Kansas provides advocacy and represents applicants or recipients of VR services. <a href="http://www.drckansas.org">www.drckansas.org</a> .
<b>Work Experience</b>	An opportunity for a student to gain practical skills and understanding of a work environment; could be paid or unpaid.
<b>Work Sampling</b>	Unpaid work for the purpose of exposure to different work environments, allowing the youth to spend meaningful time to learn aspects of potential job tasks and employability skills required in the workplace. Potential supports and accommodations could be identified.
<b>Work-Based Learning</b>	An extended learning opportunity for students to experience the adult world of work through job shadow, paid or unpaid internships or actual employment conducted in cooperation with a school. Work-based learning programs follow established guidelines including training agreements and assurances to follow state and federal child labor and labor standards laws.





# KANSAS STATE BOARD OF EDUCATION

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To prepare Kansas students for lifelong success through rigorous, quality academic instruction, career training and character development according to each student's gifts and talents.

## VISION

Kansas leads the world in the success of each student.

## MOTTO

Kansans Can

## SUCCESS DEFINED

A successful Kansas high school graduate has the

- Academic preparation,
- Cognitive preparation,
- Technical skills,
- Employability skills and
- Civic engagement

to be successful in postsecondary education, in the attainment of an industry recognized certification or in the workforce, without the need for remediation.

## OUTCOMES

- Social-emotional growth measured locally
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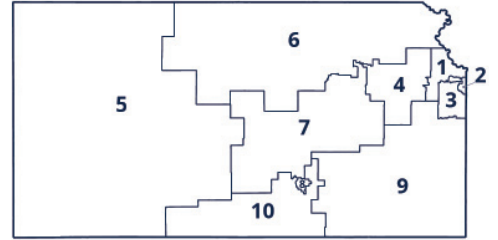


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