

School Climate

Strategic Goal: Minnesota State Academies (MSA) is a place where all are welcomed, informed, involved and safe.

5-Year Goal: Minnesota State Academies (MSA) will create and implement systems for timely, consistent and effective internal and external communications, student support and professional development.

Objective 1: Establish mechanisms for improving internal communication

Actions/accomplishments since 2018:

1. Established weekly updates from the superintendent's office
2. Established weekly newsletters from the Director of Student Support Services
3. Established monthly newsletters from the directors
4. Increased frequency of department meetings and communication
5. Weekly updates from school directors
6. Infrastructure in place for mass communication system; utilization of the system is in-progress.
7. Daily Morning Announcements and daily attendance docs
8. Committee meeting monthly to discuss school climate
9. MSAD Directors do regular check in meetings with teachers (2022-2023)
10. MSAD Directors started hosting joint meetings with teachers and paraprofessionals to improve communication (2022-2023)
11. SWIS reporting system & follow up (data based)
12. MSA APP
13. Annual Climate surveys
14. Caught in Action videos and messages
15. Increased use of Google Hangouts to communicate quickly
16. MSAD Athletic Director and Student Life Activities Coordinator send out weekly activities and rosters
17. Increased use of Loom Videos for ASL access
18. Increased use of Zoom meetings
19. Established monthly HR newsletters
20. Use of BrightArrow for distribution of emails (mostly external but used internally occasionally)
21. Communication shared regularly with staff about due process (via monthly hands-on training; newsletters, and other means)

Steering committee feedback on Objective 1:

- **Student perspective: communications are still happening last-minute**

- **Board not receiving updates/newsletters from B campus**

Objective 2: Establish mechanisms for improving external communication with parents/families

Actions/accomplishments since 2018:

1. **Established weekly updates from the superintendent's office**
2. **Established monthly newsletters from the directors**
3. **Supported Webinars (sponsored by PTSA) (Spring 2022)**
4. **Hosted open forums and discussions on specific topics (COVID, safety, World's Best WorkForce, Corridor Naming, etc.)**
5. **Established weekly newsletter featuring highlights of the week for parents (Dorm)**
6. **New Website**
7. **Teachers and case managers contact families regularly with updates**
8. **Utilizing BrightArrow along with PowerSchool to get communications out**
9. **After School Activities information sent out weekly**
10. **Revived PTSA Organization**
11. **Community Engagement position opened and filled (Lance Hall)**
12. **Family Immersion Weekends (MSAD)**
13. **Parent Child Institutes (MSAB)**
14. **Virtual ASL Literacy nights**
15. **Parent Satisfaction surveys**
16. **Low Vision Clinics (2X)**
17. **Revived Hilltoppers Athletic Booster Club (2022-2023)**
18. **Started Parent-Teacher Conferences - 2X a year (2018)**
19. **Increased Social Media Presence**
20. **Schoology and PowerSchool Parent Workshops**
21. **Utilization of Zoom to increase parent participation in IEP meetings/other communication**

Objective 3: Establish mechanisms for improving external communications with partners/stakeholders

Actions/accomplishments since 2018:

1. **Increased presence on Social Media**
2. **Increased live streaming of events on campus**
3. **Community forums**
4. **Updated Websites (new provider/new look) (2019 and 2023)**
5. **Weekly promotional webinars about MSAD programs (May 2022)**
6. **Provided presentations during Collaborative Experience D/HH Conference (November 2022)**

7. Participated in Faribault Futures Programs
8. Sent staff to state-wide community of practice meetings
9. SLP and ASL specialist presented at SLP conference (2022 Fall)
10. Revived Hilltoppers Athletic Booster Club
11. Community Engagement position
12. 4th music video

Steering Committee Feedback:

- Add data on conferences/exhibit booths
- Bring back live streaming of all games
- BVI/DHH advisory committee participation
- List of advisory committees - add
- St. Cloud State University collaboration
- ASL classes for parents via Zoom
- ASL classes for professionals
- Student created podcasts
- Special interest groups involved in our site council
- National organizations - conferences, etc

Objective 4: Establish mechanisms for ensuring student and staff safety and a positive working/learning environment

Actions/accomplishments since 2018:

1. Updated COOP
2. Updated Crisis Response Plan
3. Continued emergency drills
4. Development of new Guide to Emergency Responses
5. Morale Committee Activities
6. School Spirit Days
7. Spirit activities for staff
8. Staff social after work
9. Mental Health Forums
10. SEL classes weekly
11. PLC trainings for staff on trauma informed approaches
12. PBIS trainings and programming
13. School-wide activities and mix it up lunch
14. Student and staff send off athletics and extracurricular teams
15. Weekly meetings with dorm students and staff
16. AIP program (academic intervention program)
17. Student Support Team meetings
18. Elective classes (Art, photography, drama arts, robotics)

19. Field trip checklists
20. International trips (Thailand, Costa Rica, Paris)
21. Pathways to Life transition program
22. Annual Unity day event with both MSAB and MSAD students together
23. Mentoring lunch for students of color, LGBTQ students
24. 18-21 transition program, more jobs off campus
25. Chinese immersion classes (partner with St. Cloud State University: Confucius Class).
26. Climate surveys
27. Educational Center tutors (licensed staff)

Steering Committee Feedback:

- Not enough safety drills conducted for students at D campus/changes were not communicated with students
- PBIS/SWIS
- Security corridor in progress
- MSAB doorbell camera system
- Wilkins doorbell light
- MSA key system
- Flipped locking system installed on B classroom doors
- RIT dual credit classes (add to Instruction & Assessment)
- Scenario-based discussions instead of drills, but need better communication
- New ID badges and restructuring of access levels
- Replacement of some campus security cameras
- FYI: 988 text for mental health services
- Universal design/accessibility projects (i.e. painting pillars/contrasting colors on walls), stairs need more contrast strips
- Kits containing smocks, background drops, tripods, and other accessible materials placed in all meeting/public places
- A lot of energy was spent on keeping our students/staff safe during the pandemic (safety plan, etc)
- New accessibility lift in Noyes
- Textured sidewalk/improved accessibility for bus loading zones for MSAB
- New sidewalk for bus loading at Tate
- Check AP funding records for dates/other improvements
- HVAC replacement - B campus
- HVAC air filtration during pandemic

- **Bullying reporting system for students**

Objective 5: Establish mechanisms for providing professional development for all staff

Actions/accomplishments since 2018:

1. **Established PLC schedule**
2. **Increased opportunities for Professional Development at the beginning of the school year**
3. **Added Infinitec online training opportunities**
4. **Increased PD opportunities through MMB**
5. **Cultural Awareness training for teachers, paraprofessionals, and student life staff (CC training)**
6. **Book Study groups (teachers, administrators, others)**
7. **Trauma informed training for teachers, paras and dorm staff (Hope and Healing)**
8. **Neurodiverse committee**
9. **Increase in technology use after 2020 (Loom, Canva, Zoom, Schoology, SeeSaw)**
10. **Technology coaches**

Needs:

1. **Mass communication**
2. **Outreach program**
3. **Reading specialist**
4. **Autism specialist**
5. **More partnerships between school and dorm**
6. **More regular check ins with paras**
7. **Consistent platforms for communication (currently have two platforms: Google and 365)**

Steering Committee Feedback:

- **Already have autism specialist**
- **In our videos/promotional materials - be sure to include DeafBlind services/HH/students with other needs**
- **National counseling conference**
- **Expanded professional development opportunities**
- **Policy for staff to share info they receive from conferences**
- **Braille/blind awareness/ASL classes offered to staff**
- **FYI: HKNC has good resources/CEUs can be earned**
- **Bedrock and 6+1**

- **Staff in non-instructional departments also receive professional development/training**
- **Assistive Technology Committee (shares tips regularly)**
- **Including paraprofessionals in teacher trainings**

For the next cycle:

- **Improve student communication**
- **Strengthen our art offerings**
- **Mental health/wellness committee monthly tips (established during pandemic, bring that back)**

Student Life

Strategic Goal: The Student Life program supports and develops educational goals by providing student-centered programs, activities and social opportunities that allow all day and residential students to discover self-identity and enrich their lives now and in the future.

5 Year Goal: Student Life will provide an increasing array of quality programs and activities, facilitated by appropriately trained staff that result in higher student engagement and maximize services and resources between both campuses.

Objective 1: Establish a mechanism for improving the quality of Student Life activities, the level of student engagement in planning and participation, and the most effective use of resources

Actions/accomplishments since 2018:

1. Established new Dorm Programs Coordinator positions
2. Expanded role of Activities Coordinator - expanded After School programming
3. Use of paraprofessionals to provide support during after school programs for students
4. Collaboration between programs at MSAD and MSAB
5. Use of information from Student Campus Climate surveys
6. Expanded weekend activities (ski club, etc)
7. Wilkins Hall (D) opened in 2018

Steering Committee feedback:

- Counseling services in the dorms
- Recreation staff meetings with students to plan out activities, with back up/alternative activities - teach students how to plan/strategize

Objective 2: Provide support to staff on increasing staff engagement with students and on motivating students to engage in Student Life programs and activities

Actions/accomplishments since 2018:

1. Added Ski/Snowboard Club - January 2023
2. Expanded After School Program hours (2016)
3. Added STEM Activities (2021)
4. Added Academy Plus (A+) Program (2020)

5. **Increased opportunities for elementary sports**
6. **PD for dorm staff/attendance to national Student Life conferences (we also presented there) - next one is in June (Santa Fe)**

Steering Committee feedback:

- **B campus: yoga, bring in musicians, etc. (list more)**
- **B ASP added**
- **Add continued ECA/sports, clubs, etc offerings**
- **Make sure major activities happen between M-Th (to be equitable for students who leave on Fridays/arrive on Sun evenings)**

Needs:

- **MSAB dorm renovations**
- **Shifting needs compared to 20 years ago**
- **Dorm programs - honors, apartment living - to motivate students**

Instruction and Assessment

Strategic Goal: Goal: MSA is a place where students receive accessible, rigorous and standards-based education and related services with assessments that accurately reflect student growth.

5-Year Goal: MSA will create and implement a system that fosters collaboration and coordination between the two schools to ensure the provision of curriculum, instruction and assessment in alignment with our Guiding Beliefs.

Objective 1: Ensure accessibility

Actions/accomplishments since 2018:

- 1. Accessibility training for administrators, administrative assistants, and others. (1c)**
- 2. School Accountability Committee examined/updated assessments used at MSA to ensure accessibility.**
- 3. Technology provided on both campuses to improve accessibility**
- 4. Created the tech coach ECA position to provide support and instruction on technology and accessibility. (1d)**
- 5. Changed MSAB daily announcements to make them more accessible.**
- 6. In the process of switching from Google to Microsoft 365 due to accessibility.**
- 7. Ongoing Assistive Technology committee to address student needs on both campuses**
- 8. 3rd Party Billing Funds - DeafBlind Kit**
- 9. Increased number of communication devices for students**
- 10. Alt-text provided on images/image descriptions on social media**
- 11. Board resolution**
- 12. logo/branding created with accessibility in mind**
- 13. Ground rules/guidelines for Zoom meetings**
- 14. Implemented in classroom materials (slides, etc)**
- 15. Videos captioned, voiced over and transcripts provided**
- 16. Assessments and curriculums - working on ensuring accessibility**
- 17. Audio descriptions, foreign language translations**

Objective 2: Provide appropriate assessments

Actions/accomplishments since 2018:

- 1. Reviewed all state and district assessments given for validity and accessibility.**

2. Added additional district assessments (Gold's Assessment) to MSAD's ECE - K students. (2c)
3. Using Gold's Assessment to determine instruction and modifications, improvements on supporting families.
4. Developed a curriculum based assessment for MSAD K-5th grades.
5. Annual World's Best Workforce Report (2d)
6. Identified assessments for specific groups (LE, UE, etc)
7. Provide appropriate assessments/testing materials for our students (MNRL kits)
8. Ensure appropriate accommodations are documented in IEPs
9. VCSL and functional vision assessments, Woodcock-Johnsons, etc.

Steering Committee Feedback:

- Ensure our staff are appropriately trained/consider contracting out for testing on DeafBlind students (MSA staff and contractors are experienced in evaluations, and consider overall data, not just single test results)

Objective 3: Identify curriculum and resources

Actions/accomplishments since 2018:

1. Developed a curriculum room to house all MSA approved curriculum and supplies (2020). With that addition came an increase to our library system Follet, all curriculum was labeled and inventoried in Follet. (3a)
2. Developed a curriculum cycle flowchart. (3b/3c)
3. Continually have students take PSEO classes through online and in person learning. (3d) - expanded to additional colleges/universities
4. With the release of Clerc Center ASL Standards, purchased new fingerspelling curriculum. (3h)
5. Started a committee to develop a grading policy
6. Added additional CTE/Art coursework. (3g)
7. In the process of applying to become an approved online school through MDE. (3f)
8. Digital platforms to support access to curriculum

Objective 4: Provide Professional Development

Actions/accomplishments since 2018:

1. Developed a Professional Learning Community Schedule (PLC) for training licensed staff, paraprofessionals and residential educators.

2. Provided in-house training for licensed staff to meet their license requirements through PELSB.
3. Sent licensed staff to training off site (virtual/in person) to meet their license requirements through PELSB.
4. Spent time focusing on the newly added 'Cultural Competency' requirement through PELSB with a year long PLC commitment to understanding bias (2020-2021)
5. Sent staff to state-wide Communities of Practice meetings.
6. Bedrock Literacy
7. Bilingual Grammar Curriculum
8. Protactile training provided 1x
9. MDE led workshops/training

Steering Committee Feedback:

- AGD: look up data on all PLC trainings we provided over the past few years.

Objective 5: Provide technology for staff and students

Actions/accomplishments since 2018:

1. New 1-1 devices purchased (iPads, Dell 2-1 devices, iPad Pro, laptops with additional ram/processing for screen readers)
2. Added webcams, hotspots, and other technology necessary for online learning during COVID
3. Updated wifi access points
4. Increased number of subscriptions
5. New Learning Management Systems (Schoology, Seesaw)
6. Infinitec Learning Platform
7. PowerSchool
8. Spedforms
9. Distance Learning push
10. One server for both campuses
11. Fiber optics
12. Microscopes
13. Robotics program
14. Switch/adaptive keyboards/mobile magnifiers/braille devices, Visio
15. Rear projector screens
16. Activ panels
17. Embosser, lifts for wheelchair users, 3D printers
18. New stages and related technology set-up

Steering Committee Feedback:

- Consider adding hotspot/wifi access in vehicles other than buses so students can do homework on long trips
- AGD to look up data re: technology purchases

Objective 6: Strengthen instruction

Actions/accomplishments since 2018:

1. Yearly review of the World's Best Workforce
2. Changed the schedule from a six period day to a seven period day to allow students access to more electives.
3. Expanded MSAD's elementary literacy block.
4. Initiated fall/spring assessments by classroom teachers that are used to drive IEP goals.
5. Added a K-12 Art Teacher (MSAD).
6. Added a Robotics Program (MSAD).
7. RIT dual credit partnership
8. Continued support of ECC
9. Braille music, recording studio, new FACS room
10. Art classes
11. Bilingual seal from MDE

Steering Committee Feedback:

- Bring back drivers ed classes, auto/steel/wood shop classes (vocational program)
- Culinary classes, MS FACS, elementary, and self-contained classes
- Looking into expanding reading intervention program
- ASP - provide transportation afterwards to students

Statewide Visibility

Strategic Goal: MSA will be known by families and all school districts as a leader and partner in the education of students who are Deaf, Hard of Hearing, DeafBlind, Blind or Visually Impaired for its campuses, as well as a resource center for information and outreach activities to support school districts and families statewide.

5-Year Goals:

4a: MSA will develop resources for school districts and families to support students who are Deaf, Hard of Hearing, DeafBlind, Blind or Visually Impaired around the state.

4b: All school districts in Minnesota will recognize MSA as an educational option and include it in the IEP/placement discussions for students who are Deaf, Hard of Hearing, DeafBlind, Blind or Visually Impaired.

Objective A1: Establish new and strengthen existing relationships and share information about available resource support with statewide stakeholders

Actions/accomplishments since 2018:

- 1. Community forums**
- 2. Region 10 activities**
- 3. MDE advisory boards**
- 4. EHDI advisory board**
- 5. Attendance at MASA, MASE, MREA, Charting the C's, D/HH Collaborative Experience, and other statewide conferences**
- 6. Staff attendance of state-wide community of practice meetings**
- 7. Adding/continuing Family Immersion Weekend and PCI**
- 8. New Website (2019 and 2023)**
- 9. Attending booths and providing information**
- 10. Pathways to Life**
- 11. Sharing MNRL**
- 12. Prior to COVID, participated in Dakota County Public Library System ASL events**
- 13. Annual ESY programs**
- 14. Hired full-time Student Support Services Director**
- 15. Participated in Deaf/HH Family Camp**
- 16. Bilingual Seal (via MDE) to support non-MSAD students**

Objective A2: Offer professional development to meet region- or district-specific needs

Actions/accomplishments since 2018:

1. Our staff presented at various conferences (i.e. Collaborative Experience, Language First)
2. Hope and Healing workshop - statewide
3. Handsland
4. NCLC (counselor conference)
5. ADARA participation by MSA staff (check)
6. Statewide ASL classes

Objective A3: Form a mobile assessment team to provide in-district evaluations

Actions/accomplishments since 2018:

1. Hired an audiologist
2. Hired two ASL-proficient SLPs
3. Hired an ASL specialist
4. Provided ASL assessments upon request/Provided SLPI assessments for bilingual seals.
5. Provided assistance with evaluations upon request
6. OT hire
7. BVI and O&M services to districts
8. DHH contract services
9. Good relationship with Austin and Rochester school districts (consults with us)

Objective B1: Improve public relations and branding

Actions/accomplishments since 2018:

1. New Logo for MSA/MSAB/MSAD
2. New Mascot for MSAB
3. New signs on I-35 (and in Faribault)
4. New websites (2018 and 2023)
5. Enhanced social media presence (especially with live streaming events on YouTube)
6. Banners on both campuses
7. Car decals
8. Reestablished YouTube channels
9. Promo video in works
10. KSMQ Off-90 feature on MSA
11. Social media video went viral

12. 4th music video
13. Increased visibility in mainstream/local news outlets
14. White Cane Day
15. Purple Rain event
16. U of M teacher prep committee, and other committees
17. Academic Bowl regional, GPSD, Deafopia, MADC/MRID conferences
18. Director of Community Engagement position filled.

SC Feedback:

- Motivational Interviewing Skills Days 1/mo with contracted clinician
- Motivational speaker at the beginning of each quarter/trimester

Objective B2: Host MSA-sponsored statewide and regional events for families and district stakeholders

Actions/accomplishments since 2018:

1. Family Immersion Weekends (Spring 2018, Fall 2019, Fall 2022, and Spring 2023)
2. Parent-Child Institute (3/10/2018, 6/5/2020, 4/23/2022, 6/9/23)
3. ESY Summer Programs
4. Parent Meetings during Pathways to Life Program
5. Low Vision Clinic (10/12/2022)
6. Region 10 events
7. PTSA carnival
8. Desserts in the Dark, Family Game Nights, Trunk and Treat, Scarecrow Fest
9. Pancake breakfast
10. Transition fair

SC Feedback:

- Host events open to the public (i.e. spaghetti dinners)
- Participate in chili tasting contest/local events
- Clarify what we hosted vs when we sent MSA reps

Transition

Strategic Goal: The transition programs at MSA provide an array of quality programs and trainings that lead to independence in an ever-changing world.

5-Year Goal: The MSA transition program develops and supports transitional goals by providing student-centered programs, resources, courses, trainings, and work experiences that allow students to successfully transition to life after school.

Objective 1: Strengthen transition programs/resources

Actions/accomplishments since 2018:

- 1. Strengthening the program through relationships with work sites, State Services for the Blind, Adjustment to Blindness training, Region 10, South Central, Department of Vocational Rehabilitation Services**
- 2. Connecting with our Alumni to come back and speak (give advice)**
- 3. Providing access for all areas of transition (recreation leisure/community participation/home living/employment/post secondary)**
- 4. Resources to Podcast, classes offered through SSB, webinars.**
- 5. Presented at Dignity to Work Forum through U of M (staff/student)**
- 6. Continuing with our in house work program sales to gain employability skills/money management and increase funds for our program.**
- 7. Participated in Region 10 Community of Practice group with Work Experience and Transition Coordinators for problem solving**
- 8. Established Academy Plus program at MSAD**
- 9. Discussions with Minnesota Department of Education about expanding BVI/Deaf and Hard of Hearing services beyond library resources**
- 10. Addition of Assistant Dorm Program Coordinators to both campuses**
- 11. Implemented many educational activities in dorm programs**
- 12. Exploration of student-centered IEP; met with Minnesota Department of Education and inter-agency staff on implementation process for MSA**
- 13. Initial survey distributed to MSAB college and Academy Plus students; other surveys were paused due to COVID-19**
- 14. Continued work in developing contacts and resources**
- 15. Discussions with Minnesota Department of Education about expanding BVI and Deaf/Hard of Hearing services beyond library resources**

16. Expansion of pilot programs: Academy Plus and Pathways to Life Summer Transition on the MSAD campus
17. Continuation of Pathways to Life summer transition program offered, converted to distance learning during COVID
18. Transition plans individualized and embedded into curriculum and classes for our students aged 14 - 21
19. Skills for success class
20. Community service graduation requirements
21. Transition specialist position established

SC Feedback:

- Expand Transition curriculum
- Increase college and career readiness IEP goals
- Have our students participate in summer youth/transition programs
- More visits to potential workplaces
- Consider organizing school graduation/pathways to support students in their transition.

Objective 2: Review/design courses

Actions/accomplishments since 2018:

1. Robotics courses for MS and HS (Fall 2022)
2. Podcast class for students interested in Music and Technology.
3. Expanded Core Curriculum (goal setting, self-advocacy, employability skills, homeliving, leisure)
4. Utilizing the dorm as a stepping stone towards independence to set students up for success in the apartment/house.
5. Assistive Technology applications for phone (Pacer/Trails/SSB/field trips)
6. Attempted to set up College Buddies with Carleton
7. Transition plans individualized and included into classes for students aged 14-21 (MSAD)
8. Development of self-awareness/career interest inventory, transition-based skills checklists and processes
9. Continued annual review of current portfolio process for students
10. Development of self-awareness/career interest inventory, transition-based skills checklists and processes
11. Continued annual review of current portfolio process for students
12. Career awareness classes and activities for K-8 students
13. One student transitioned to full-time/full wage employment under MSA
14. Current student is working for full wages
15. 100% graduation rate

SC Feedback:

- **Students run their own IEP meetings/set up transition plan (when applicable)**
- **Start transition plan conversation in 9th grade**
- **Relationship with CVI**

Objective 3: Develop short term programs to support transition skills

Actions/accomplishments since 2018:

1. **Established Pathways to Life Summer Transition Program at MSAD**
2. **MSAB relationships for short term programs provided onsite include: SEMCIL: home safety, TRAILS: assistive technology, MDI: Employability skills, CTIC: Work Skills Challenge and Parent forum.**
3. **MSAD relationships with MN Hands and Voices, SEMCIL, CTIC, Work Skills challenge, Minnesota Employment Center, Career Ventures Inc, ThinkSelf**
4. **Expansion of pilot programs: Academy Plus and Pathways to Life Summer Transition on the MSAD campus**
5. **Continuation of Pathways to Life summer transition program offered, converted to distance learning during COVID**
6. **Continued refining of Academy Plus program on MSAB campus**
7. **CVI (Career Ventures Inc) dorm/school**
8. **Drivers ed**
9. **Expanded age limit for PTL**

Objective 4: Provide training

Actions/accomplishments since 2018:

1. **Career/College Fairs - hosted in Spring**
2. **Field Trips - local community, MNCDHH, Vocational Rehabilitation Office**
3. **Tours-for Adjustment to Blindness training facilities, job sites, colleges, and Day programs for adults (community enrichment, recreation leisure, art/theater interests)**
4. **Job Shadows and Interviews**
5. **Attend College and Career Fairs**
6. **Customized training-person centered thinking**
7. **Improved Taskboxes Training Center for job specific skills.**
8. **Addition of new Assistant Dorm Program Coordinators on both campuses, which helped implement many educational activities within the dorms**
9. **Exploration of student-centered IEP; met with Minnesota Department of Education and inter-agency staff on implementation process for**

MSA

- 10. Job coach training**
- 11. School counselor helping students with filling out applications**
- 12. New scholarships added for students**

SC Feedback:

- Increase work with students on course selections/field of study**
- Continue to seek out new scholarships**

Objective 5: Expand work experience

Actions/accomplishments since 2018:

- 1. Increased work placement sites at MSA and in the Faribault community**
- 2. Added new work experience sites within the community, with 3 having the option for the MSAB student to be hired on.**
- 3. Reaching out to employers for virtual job opportunities (to give the students the option to continue working with the same employer once they leave Faribault).**
- 4. Improved on- and off-campus work experience opportunity collaboration between MSAD and MSAB campuses**
- 5. Many students placed into work experience opportunities on and off campuses**
- 6. Strengthened relationship with Department of Vocational Rehabilitation and State Services for the Blind**
- 7. Continued annual review of current portfolio process for students**
- 8. More on-campus opportunities for students to get work experience**

SC Feedback:

- Include list of work placement sites (show range)**
- FYI: Disability Hub MN is a possible resource**
- Tips from MHT on how to support students over the years**
- Encourage students to open cases with VR - Pre-ETS**
- Invite members from diverse communities to speak to students about their careers/field of work**

Overall feedback:

- Define the impact on our students from our efforts (impact assessment)
- Avoid acronyms (or spell fully, include description)
- Track usage of our software programs
- More isn't always better - ensure no duplicates, ensure we are getting value for our money
- Look at incorporating incentive system for students (i.e - international trip)
- Trial work placement for students