Contents

Preface ix

Introduction

The Need for Professional Advocacy in Special Education 1

Advocacy Defined 3

The Reluctance of Professionals to Serve as Advocates 6
The Need for Professional Advocacy in Special Education 8
Essential Professional Advocacy Competencies
for Making a Difference 20
Summary 23

T I
NTIAL DISPOSITIONS

PTER I
An Advocacy Disposition 29
Dual-Role Dilemma 31
Characteristics of Fff.

Part i

ESSENTIAL DISPOSITIONS

Chapter 1

Characteristics of Effective Advocates 34

Values Inherent in an Advocacy Disposition

Legal Safeguards in Professional Advocacy Work

Developmental Phases in Becoming an Advocate

Factors Fostering a Professional Advocacy Disposition

Summary 54

CHAPTER 2

An Ethical Disposition

The Relationship Between Law and Ethics

Professional Ethical Codes

A Personal Ethic of Caring 68

Characteristics of Ethical Professionals 70

Ethics in Professional Preparation Programs

Summary 77

CHAPTER 3

A Family Support and Empowerment Disposition

Negative Professional Attitudes and Assumptions 81

A Family Systems Framework 86

A Family Support Disposition 90

A Family Empowerment Disposition 94

Advocacy Training and Support for Families

Summary 114

CHAPTER 4

A Resilience Disposition

es 122 Inc. Stressors Affecting Special Education Professionals

Special Education Teacher Attrition and Retention Studies

Resilience Factors 133

Summary 144

PART II

Essential Knowledge Bases

CHAPTER 5

Knowledge of Special Education Law

Sources of Law and Legal Research Tools 153

Zero Reject Principle 156

Nondiscriminatory Evaluation Principle 170

Free and Appropriate Public Education Principle 175

Least Restrictive Environment Principle

Procedural Due Process and Parent Participation Principles

Section 504 of the Rehabilitation Act of 1973 200

Summary 201

CHAPTER 6

Knowledge of Dispute Resolution Mechanisms in Special Education 205

Mediation 207

Due Process Hearings 219

Alternative Dispute Resolution Strategies 229

Additional Special Education Enforcement and

Dispute Resolution Mechanisms 238

Summary 247

Chapter 7

Knowledge of School Change Issues and Strategies

Advocacy Scenarios 254 Barriers to School Change 258 Intrapersonal Change 260 Interpersonal Change 262 Systems Change 267 Institutional Change 273 Summary 275

CHAPTER 8

Knowledge of Community Services and Organizations That Support Individuals With Disabilities and Their Families 277

Needs of Students With Disabilities and Their Families 278 Special Education Professional–Based Community Connections 279 Collaborative Supports That Benefit All Students 280 Meeting the Needs Specific to Students With Disabilities 286 materialby Summary 291

Part III

Essential Skills

CHAPTER 9

Types of Interpersonal Communication Skills 297

Variables Influencing the Quality of Interpersonal Interactions Barriers to Effective Communication 304 Interpersonal Communication Skills Specific Interpersonal Communication Issues 321 Summary

CHAPTER 10

Collaboration Skills 331

A Context for Understanding School Collaboration Issues 333 Competencies for Effective Advocacy-Oriented Collaboration 338 Enhancing Group Decision-Making Processes 347 Summary 355

CHAPTER 11

Conflict Resolution Skills 357

Causes of Conflict in Professionals' Advocacy Efforts 359 Destructive and Constructive Conflict 369 Conflict Resolution Approaches 371 Constructive Conflict Resolution Strategies and Skills 375 Summary 389

CHAPTER 12

Advocacy Skills and Strategies

Types of Advocacy 396 Examples of Educational Advocacy by School Professionals 434
Summary 454

PTER 13
Ethical Analysis Skills 457
Examples Indicating a Need for Ethical Reasoning and

CHAPTER 13

Decision-Making 458 Relevant Principles for Ethical Decision-Making in Special Education 463 A Model for Ethical Reasoning and Decision-Making 474 Summary 489

Conclusion

Special Education Advocacy Outcomes

Advocacy Outcomes Essential Advocacy Competencies Exhibited by the Four Special Education Professionals 500 Summary 505

References 509

Index 543