Disability Strategy for Empowerment International School

Location: Sulaymaniyah, Kurdistan Region of Iraq
Vision: An inclusive and empowering learning environment where all students, including those with disabilities, thrive academically, socially, and emotionally.

1. Commitment to Inclusion

- **Policy Statement:**
    - Empowerment International School is committed to providing equal educational opportunities for students with disabilities in compliance with the **UN Convention on the Rights of Persons with Disabilities (CRPD)** and **Kurdistan Region's disability laws**.
    - No student shall be discriminated against based on disability.

2. Accessibility & Infrastructure

- **Physical Accessibility:**
    - Install **ramps, handrails, and elevators** where necessary.
    - Ensure **accessible restrooms, classrooms, and recreational areas**.
    - Provide **tactile pathways** for visually impaired students.
- **Sensory & Learning Environment:**
    - Design **quiet spaces** for students with sensory sensitivities (e.g., autism).
    - Use **visual aids, Braille materials, and sign language** where needed.

3. Inclusive Teaching & Curriculum Adaptations

- **Teacher Training:**
    - Conduct **workshops on inclusive education** for all staff.
    - Train teachers in **differentiated instruction, assistive technology, and individualized learning plans (IEPs)**.
- **Curriculum Adjustments:**
    - Modify exams and assignments for students with learning disabilities (e.g., dyslexia).
    - Use **multisensory teaching methods** (visual, auditory, kinesthetic).

- o Provide **speech therapy, occupational therapy, and counseling** as needed.

4. Assistive Technology & Resources

- Provide:
  - o **Screen readers** (for visually impaired students).
  - o **Hearing aids & FM systems** (for hearing-impaired students).
  - o **Speech-to-text software** (for students with motor disabilities).
  - o **Adaptive keyboards & specialized seating**.

5. Parent & Community Engagement

- **Awareness Programs:**
  - o Host workshops for parents on **supporting children with disabilities at home**.
  - o Partner with **local disability organizations** (e.g., **Kurdistan Organization for Disability Rights - KODR**).
- **Peer Support & Awareness:**
  - o Implement **"Buddy Systems"** where neurotypical students assist peers with disabilities.
  - o Conduct **disability awareness campaigns** to reduce stigma.

6. Monitoring & Evaluation

- **Regular Assessments:**
  - o Track student progress through **Individualized Education Plans (IEPs)**.
  - o Conduct **quarterly reviews** with teachers, parents, and specialists.
- **Feedback Mechanism:**
  - o Collect input from students, parents, and staff to improve services.

7. Partnerships & Funding

- Collaborate with:
  - o **Ministry of Education (Kurdistan Region)** for policy support.
  - o **NGOs & international organizations** (e.g., UNICEF, Handicap International) for funding and resources.
  - o **Local universities** for research and training.

8. Emergency & Safety Plans for Students with Disabilities

- Ensure **evacuation plans** accommodate wheelchair users and sensory-sensitive students.
- Train staff in **emergency assistance** for students with disabilities.

Conclusion

Empowerment International School will foster an environment where students with disabilities are **respected, included, and empowered** to reach their full potential. By implementing this strategy, we commit to **breaking barriers** and building a **more inclusive Sulaymaniyah**.

Approved by:
[School Management Team]
Date: [08/04/2025]