

Key Terms

Term	Definition
Dignity of Risk	The right of the individual to take risks when participating in life experiences and understanding that all experiences may not be positive.
Disclosure	The act of making a disability known to an employer and/or coworker. When and how to disclose is up to each individual person.
Faded Support	When a team makes the decision to meaningfully and strategically pull back staff support to increase independence.
Faded Support Plan	A detailed plan that outlines how school based or program based staff are going to fade from the site or out of sight in a strategic way that considers many factors to the individuals continued success without that support in place.
Networking	Building and maintaining relationships in all aspects of life.
Reasonable Accommodations Department of Labor Department of Labor Website Mass.gov	Title 1 of the Americans with Disabilities Act Assistance or change to a job or workplace to enable a person with a disability to work. Ex: preferential seating, bluetooth headset, accessible furniture.

Self Determination	<p>The belief that an individual has the right to direct their own life.</p> <p>*Research shows students who have self determination skills are more likely to be successful in the future.</p>
Transferable Skills	<p>Skills that are learned and can be relevant to future jobs.</p> <p>Ex: Organization, computer skills, double bagging</p>
Wait Time	<p>A period time given for an individual to respond or start/end a task.</p> <p>This can feel very uncomfortable but is critical</p>