



Dr. Z

Tenured faculty in engineering, respected researcher, nearing retirement

- + a great mentor to aspiring researchers
- + Successful in publishing & grant writing
- + Is a good lecturer
- + skilled at drawing and art
- does not know how to make materials accessible
- Relies heavily on readings and lecture
- View teaching as secondary to research
- Not tech savvy

Problem statement



Dr. D

Assistant professor, special education, manages teacher preparation, has a learning difference

- + Passionate about improving education
- + Seeks to 'walk the walk' when it comes to teaching and advising
- + Participates in many committees
- + Very tech savvy
- Has more classes and students than she can handle
- Does not always have support she needs
- Has knowledge and skills but not enough time to implement them

Problem statement



Administrator

Leads unit, responsible for strategic direction, staffing, and budgets

- + provides leadership and direction
- + motivates her staff
- + able to balance multiple priorities
- + beginning an innovative online program
- Declining enrollments affecting budgets
- Has concerns about legal risks
- Struggles with communicating with staff

Problem statement

General Educator

Experienced STEM teacher, reaches students despite large class sizes, embraces co-teaching

- + embraces student diversity
- + Open to new teaching methods
- + Well liked by students
- + skilled at drawing and art
- Does not feel adequately prepared to handle range of students
- Has limited time to collaborate with colleagues
- Has some 'initiative' fatigue

Problem statement

Special Educator

Inclusion specialist, ELL specialist, advocate for change and for her students

- + Implements evidence based practices
- + Uses Universal Design for Learning and promotes it throughout the school.
- + Liaison to community
- + Very tech savvy
- Does not have time to reflect on practice
- Overcommits and cannot always deliver

Problem statement

Disability Support Staff

Passionate about inclusion, disability rights, and accessibility

- + Committed to equity
- + Committed to inclusion
- + Spokesperson on campus
- + Knows laws and standards
- + Knows assistive technology
- Declining enrollments affecting budgets
- Frustrated by requirements
- Frustrated w rate of change

Problem statement

