











INSTITUTE FOR HUMAN DEVELOPMENT
NORTHERN ARIZONA UNIVERSITY

REPORT TO THE COMMUNITY

JULY 1, 2025 TO JUNE 30, 2026

DIRECTOR'S MESSAGE

At its core, IHD is dedicated to ensuring that people with disabilities of all ages have opportunities to thrive in their communities, exercise self-determination, and fully participate in the lives they choose.

Through innovative programs, partnerships, research, training, and technical assistance, IHD works alongside individuals with disabilities, families, educators, service providers, policymakers, and community organizations to strengthen systems and improve outcomes in education, employment, healthcare, family support, community living, and civic engagement.

Looking ahead, IHD remains committed to advancing systems change, strengthening community partnerships, and ensuring that people with disabilities and their families have meaningful opportunities to lead, contribute, and thrive. The accomplishments highlighted in this report reflect the collective efforts of our staff, partners, self-advocates, families, and communities, who continue to work together toward a more inclusive Arizona.

In closing, please remember that equality harms no one, but its absence does. Thank you for helping us build a world where equality and inclusion are not just ideals but lived realities.



KELLY D. ROBERTS, PHD

IHD Executive Director and Professor

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IHD OVERVIEW

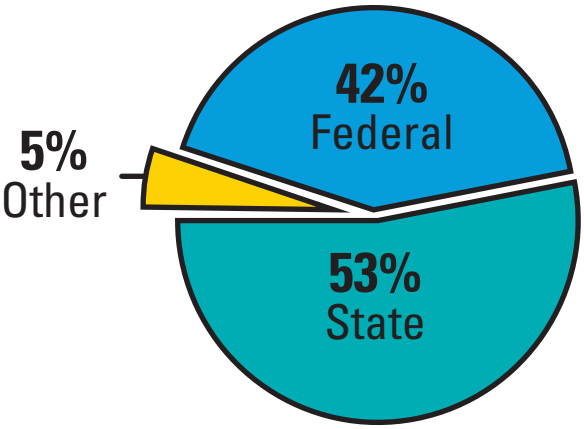
- **29,505** INDIVIDUALS SERVED
- **431** ACTIVITIES
- **103** PRODUCTS AND PUBLICATIONS
- **57** PRODUCTS DISSEMINATED
- **42** PROJECTS AND PROGRAMS
- **25** TRAINEES
- **19** GRANT PROPOSALS SUBMITTED

IHD'S VISION

People with disabilities fully participate in all life experiences.

IHD'S MISSION

Promote full inclusion by advancing attitudes that value persons with disabilities while enhancing access to all aspects of the human experience.



During fiscal year 2026, IHD leveraged

$12.2 MILLION

with funding from federal, state, and local sources.

THANK YOU TO ALL OF OUR SPONSORS, DONORS, AND COLLABORATORS.

FEATURED PROJECT

SELECT
Special Education Learning Experiences *for* Competency in Teaching

Celebrating a Year of Growth as SELECT Empowers Arizona Educators

Thanks to a proud partnership with the Arizona Department of Education, we are thrilled to celebrate another impactful year of SELECT (Special Education Learning Experiences for Competency in Teaching)!

In the 2025-26 academic year, SELECT offered 35 courses and issued 488 professional growth certificates, empowering teachers, administrators, service personnel, paraeducators, and others to grow their skills in special education, all completely free of charge.

These achievements wouldn't be possible without our continued collaboration with the Arizona Department of Education, whose Certification Unit accepts SELECT certificates toward state certificate renewal requirements. Many Arizona school districts also honor these certificates for salary schedule advancement.

488 professional growth certificates issued

328 active students

45 contact hours available per class

35 courses offered in the 2025-26 school year

The greatest strengths of this course were the practical applications with clear expectations and direct relevance to daily practice in special education.

- SELECT Participant

Even though I've been teaching for 14 years and have a Master's Degree in Special Education, I've never received training specific to how to train paraeducators. This was incredible! I now have a fully ready to use training manual I can implement with my own para along with those in my district.

- SELECT Participant

Sample SELECT Courses

- Autism & Communication Skills
- Inclusion in Early Childhood
- Inclusive Teaching & Learning Practices
- Differentiating Emotional Disabilities and Behavioral Disorders
- Trauma Informed Practices
- School-Wide Positive Behavior Interventions & Supports
- Advanced Tier 2 PBIS and MTSS Problem Solving Systems

COMMUNITY SERVICE

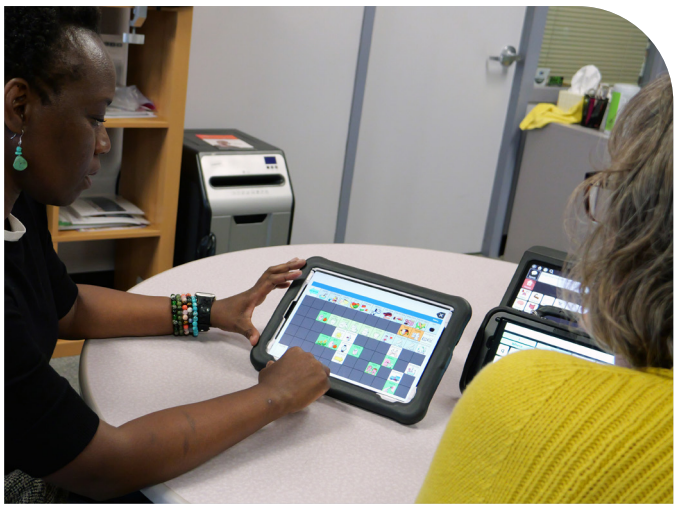
Through its community service programs, IHD provides individuals, families, and professionals with services and supports that promote the full participation of individuals with disabilities in their communities.

Growing in Beauty Partnership Program (GIBPP)

GIBPP works with the Navajo Nation Growing in Beauty Program early intervention program (IDEA Part C) to provide services for children up to three years old. Staff provide developmental therapeutic services that include physical, occupational, and speech therapy.

200+ families received services

100% strongly agreed providers treated them with respect and cultural understanding



OPS
Online Privacy and Safety

Online Privacy and Safety Training Program

OPS helps Arizonans with I/DD build practical skills to protect their personal information and navigate online spaces more safely and confidently. The program includes accessible learning materials and is developing an online course and new family and educator resources.

Participant and stakeholder feedback continues to shape OPS, helping make online privacy and safety education more practical, accessible, and relevant to how people use technology every day.

41 individuals received training

6 community sessions to refine resources and identify new outreach

5 trainings and presentations were delivered in schools

ASSISTIVE TECHNOLOGY

Assistive technology (AT) encompasses thousands of devices and aids that help people with disabilities live more independent and productive lives. AT remains central to IHD's work, carried out through Arizona Technology Access Program (AzTAP), Assistive Technology – Building Readiness, Inclusion, and Direction for Goals in Education (AT BRIDGE), Augmentative and Alternative Communication (AAC), Assistive Technology for Employment and Independence (ATEI), and Evaluation and Training Program.

Across all AT programs this year, we accomplished the following:

2,004 AT devices were loaned to 668 individuals

1,328 individuals participated in capacity-building and awareness training

504 hours of implementation training to 574 individuals (AAC users and their support team)

AzTAP ARIZONA Technology Access Program

Arizona Technology Access Program

AzTAP is Arizona's designated Assistive Technology Act Program, offering a range of AT services throughout the state.

$132,610 in savings to consumers through our Reuse services

$90,136 in low interest financial loans were provided for the purchase of AT devices

11,406 individuals attended 73 public awareness or outreach events/ activities

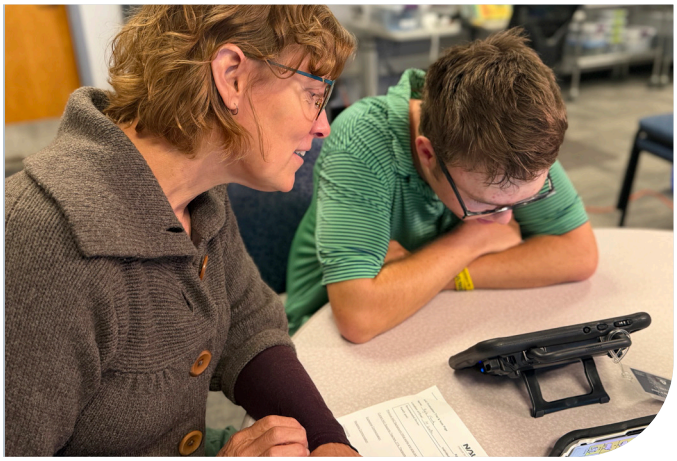
125 preowned or refurbished AT devices were acquired by 101 consumers via our Reuse services

94 device demonstrations provided to 190 individuals

This Year We Celebrated the Grand Opening of NAU's First Sensory Room

Years in the making, the sensory room was made possible through dedicated funding and support from faculty and staff. Deans, directors, and other members of the campus community joined the celebration. IHD hopes the sensory room will serve as a valuable resource for the NAU community and a model for future sensory spaces across campus.





AT BRIDGE

Connecting Students to What's Next

Assistive Technology – Building Readiness, Inclusion, and Direction for Goals in Education

AT Bridge helps Arizona students with intellectual and developmental disabilities (I/DD) explore assistive technology that can support their transition from high school to postsecondary education, employment, and independent living.

Students receive one-on-one support as they explore AT options, including training and follow-up, based on their goals and needs.

The AT Bridge team works tirelessly to increase awareness of transition support as students make the important transition out of high school. The team expanded their partnerships with families, schools, and disability organizations to provide support to more students.

These resources help families consider how technology can support their children as they move into adulthood.

Feedback from all our constituents continues to shape a practical, student- and family-centered approach to AT.

Augmentative and Alternative Communication (AAC) Evaluation and Training Program

The AAC program helps individuals with speech and language barriers and their families find devices to improve communication. Evaluations are conducted by speech-language pathologists and occupational therapists using in-person, telehealth, and hybrid approaches.

225 AAC evaluations were completed

504 hours of AAC training were provided to users and their support team

3 state-level professional development presentations were delivered

Assistive Technology for Employment and Independence (ATEI)

ATEI helps Arizona State Vocational Rehabilitation (VR) clients reach their employment and independent living goals.

$1.54 M+ in AT equipment was purchased for participants

11,510 hours of training and implementation services were provided to participants

863 AT devices were obtained

687 participants received AT assessments and training

98% of respondents indicated their quality of life was better or much better as a result of access to assistive technology

American Indian Vocational Rehabilitation Training and Technical Assistance Center

AIVRTTAC provides training, technical assistance (TA), and continuing education opportunities to personnel at the 93 American Indian Vocational Rehabilitation Services (AIVRS) projects across the nation. AIVRTTAC is a partnership between IHD and the Tribal Vocational Rehabilitation (TVR) Institute at Northwest Indian College.

1,912 individuals participated in training and TA activities, including regional trainings, AIVRS Academies, conferences

214 AIVRS staff members completed one or more of the 21 courses offered by the TVR Institute

26 AIVRS projects received intensive training and TA (in-person, long-term support to improve services)

14 products were disseminated, including 2 practice guides, 3 newsletters, 9 webinars, plus 20 additional resources

91% of participants agreed or strongly agreed that the training was high quality, relevant, and useful

Interdisciplinary Evaluation Clinic (IDEC)

The clinic offers free developmental evaluations to children and serves as a training experience for NAU graduate students in health and education fields.

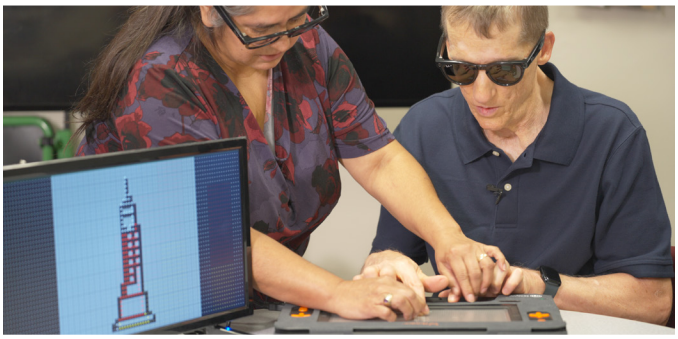
Through support from the Mercy CARES community reinvestment grant, the IDEC was able to conduct two mobile clinics and provide free training of the ADOS-2 to providers from northern AZ.

17 children received comprehensive developmental evaluations

100% of families agreed that service providers respected their culture and all would recommend the clinic to other families







INTERDISCIPLINARY EDUCATION & TRAINING

IHD's Interdisciplinary Education and Training programs foster academic attainment, skills development, and professional growth for individuals with disabilities as well as those working in disability-related fields, including educators and service providers.

HIGHLIGHTS

788 course registrations

209 providers/professionals working in disability-related fields received topic-specific training materials and technical support

169 family members and individuals supporting people with DD received TA

151 students with DD received adaptive educational coaching, employment coaching, and peer mentoring

Assistive Technology Graduate Certificate Program

The AT Graduate Certificate program prepares individuals to provide AT services and supports to adults and children with disabilities. This is a great professional development opportunity for people working in education, health care, rehabilitation, or other human services fields.

79 students across several departments enrolled

7 courses were offered

2 students earned the Graduate Certificate in Assistive Technology









Minor in Disability Studies

The Minor in Disability Studies helps students understand disability as a social experience, focusing on its history and role in contemporary society.

The enrollment for students in the Disability Studies Minor credential this school year was the highest since its establishment in 2010.

289 students enrolled in the Minor in Disability Studies

28 students graduated with the minor

SCALE

Supporting College Access, Learning, and Employment

Supporting College Access, Learning, and Employment

SCALE supports students with intellectual disabilities in college. The program celebrated an exciting year of growth and achievement as it expanded the successful Supporting Inclusive Practices on Colleges (SIP-C) model to include a dynamic college preparatory academy and enhanced career exploration opportunities.

SCALE works to connect students with real-world experiences, workplace learning, and career discovery activities to assist students in identifying career paths that match their strengths and interests. This also builds valuable skills, confidence, and competitive resumes.

This year, the students who participated in the program reached important educational milestones that highlight their dedication and success: 2 earned Bachelor's Degrees; 2 earned Associate Degrees and are continuing their education; and 1 earned a Professional Certificate. These accomplishments reflect the power of combining academic preparation, career exploration, and individualized support to help students turn their goals into reality and take meaningful steps toward fulfilling careers and independent futures.

29 students with ID received vital support services

13 workshops to introduce individuals with ID to educational and vocational pathways

RESEARCH & EVALUATION





IHD has an outstanding team of researchers who are expert practitioners in the disability disciplines of medicine, psychology, speech-language pathology, and education.

Culturally Appropriate Research in American Indian Employment (CARE)

This project examined tribal vocational rehabilitation practices to understand what helps American Indians and Alaska Natives with disabilities achieve employment goals and concluded this year with the launching of the Tribal Vocational Rehabilitation Personalized Approach to Traditional Holistics (TVR PATH).

This visual tool helps TVR staff understand 27 key drivers of participant success and how they are interconnected and was shaped by contributors from across the country. It was shaped by more than 180 contributions from TVR directors, counselors and partners across the country.

The tool is available in three formats and is fully adaptable so TVR programs can adjust it to reflect their own culture and community. A companion toolkit and set of customization guides helps programs adjust content to their community.

HIGHLIGHTS

- **19** grant applications
- **14** articles submitted to peer-reviewed journals
- **12** funded grants
- **9** ongoing research projects
- **4** Bridge Briefs

MO EDU-SAIL
Educational Systems and Instruction for Learning

IHD Research-to-Practice (R2P) Team Supports State Education Agencies

The IHD R2P team helps state education agencies build and sustain educational and professional development systems. The R2P team, for example, created MoEdu-SAIL (Education Systems and Instruction for Learning) for the Missouri Department of Elementary and Secondary Education that supports multiple initiatives.

- **DCI.** District Continuous Improvement
- **DCI-MTSS.** District Continuous Improvement–Multi-tiered System of Support
- **MoPAL.** Pathways for Aspiring Special Education Leaders
- Coaching Credentialing

Through DCI, school districts focus on effective teaching and learning practices. DCI-MTSS works to improve literacy outcomes for all students, especially students with disabilities, through multi-tiered systems of support. MoPAL provides a credential pathway to becoming a district special education director. And lastly, the coaching credential will boost the proficiencies of the statewide team of coaches who work directly with schools. Across these initiatives, the IHD team supports over 40 professional development coaches who work with 126 participating districts.



Empowering Parents with Intellectual Disabilities

Two recent and complementary projects have researched how home visiting programs can be effective supports for parents with intellectual disabilities who have young children.

First, with funding from the Arizona Developmental Disabilities Planning Council, an IHD research team interviewed 13 Arizona home visitors across five evidence-based programs and reviewed the research on adapting home visiting curricula for parents with intellectual disabilities. The team also delivered a three-part virtual training series for service providers.

In follow-up to this project, the IHD research team received additional funding from the Home Visiting Applied Research Network to gather national data about the perspectives, beliefs, professional judgment, and confidence of home visitors about serving parents with intellectual disabilities.

Collectively, with 323 national surveys received and 13 statewide interviews, these data describe home visiting services as a positive fit for parents with intellectual disabilities. Home visitors reported being able to accommodate parents who have different ways of processing and learning information and found they became a trusted source of parenting information.

DISSEMINATION

Through our dissemination efforts, IHD connects people with materials and resources and broadens the reach of its programs and projects locally, statewide, and nationally. The team also partners with Arizona disability organizations to help them get their own resources into the hands of the people who need them.

Over the past year, dissemination staff accomplished the following:

- Increased social media views, with Facebook reaching 21,677 views and Instagram views increasing from 1,930 last year to 5,665 this year
- Increased the IHD Conference Instagram's reach by more than 1,000 accounts, from 713 to 1,763
- Shared over 100 unique posts across Facebook and Instagram platforms
- Developed new podcast-style training materials for our Online Privacy and Safety project
- Created new short movies such as *A Day of Disability Studies at Northern Arizona University*
- Released extensive digital-based products including the *TVR Journey* for AIVRTTAC and updates to a series of products for educators





DISSEMINATION HIGHLIGHTS

81,203 individual products disseminated

250% increase in social media views

100+ posts on Facebook and Instagram

103 products and publications developed

IHD EVENTS

Access Attitude IHD InclUSion

2026 EVIDENCE FOR SUCCESS Disability Conference







Evidence for Success Disability Conference

IHD hosted the 27th annual Evidence for Success Disability Conference in Chandler, Arizona. Developed in collaboration with the Arizona Department of Education – Exceptional Student Services and the Arizona Rehabilitation Services Administration. The conference featured three tracks aligned with IHD focus areas: Assistive Technology, Innovative Practices in Disability Disciplines, and American Indian/Alaska Native Vocational Rehabilitation and Employment.

More than 550 participants attended, earning up to 16 continuing education credits through 65 sessions and workshops.

The conference also featured 56 exhibitors representing assistive technology providers, service organizations, nonprofits, and government agencies, with public access to the exhibit hall on the first day. Highlights this year included two day-long strands for K–12 educators and a four-session strand presented by the Sonoran Center for Excellence in Disabilities at the University of Arizona.

556 individuals participated

65 educational sessions were held + 7 poster presentations

56 exhibitors and sponsors

16 continuing education contact hours

Northern Arizona Disability Resource Fair

The second annual Northern Arizona Disability Resource Fair took place on October 4, 2025, in Flagstaff. Focused specifically on connecting the northern Arizona disability community with local resources, the event was hosted by IHD and Care 4 the Caregivers, along with support from key disability organizations who serve the regional disability community.

Exhibitors represented a broad range of services and supports, including self-advocacy, youth programming, therapy, healthcare, adaptive recreation, assistive technology, employment services, and government agencies. In addition to exhibit tables, the fair offered opportunities for networking and community building, family-friendly inclusive activities, and a sensory room.

Attendance increased by over 20%, bringing together self-advocates, family members, students, service providers, community organizations, and local leaders.

206 attendees

38 exhibitors & sponsors

96% overall satisfaction

Not-Inspiration Pørn Disability Film Festival

Students, faculty, staff, and community members gathered the 4th Annual Not-Inspiration Pørn Disability Film Festival in October 2025. The festival featured a film produced by the IHD's Disability Studies program as well as other award-winning films. A virtual panel discussion followed the screenings, featuring filmmakers from Ireland, Canada, North Dakota, and California.

Amplifying Voices of Disability

For the third year, IHD hosted Amplifying Voices of Disability, a virtual day of learning featuring presentations from the point of view of self-advocates with lived experience. The web-based event drew a national audience from 16 different states, with 35% of participants coming from rural communities where training opportunities are often more limited.

This year's topics included AI and emerging technologies, the neurodiversity paradigm, mental health, and successful transition to adulthood. Participants also had the opportunity to earn professional development continuing education credits.



Thank you to our incredible team for their tireless dedication to building a more inclusive society.

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