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Edu4ALL

Disability as diversity: The inclusion of students with disabilities in higher education

Deliverable D4.1.4	Sustainability Plan
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List of Acronyms

This table shows the acronyms used in this deliverable in alphabetical order.

Acronym	Description
EC	European Commission
EU	European Union
HE	Higher Education
HEI	Higher Education Institution

1 Executive Summary

The University of Jordan (UJ)- P5, carrying responsibility for the Work Package “Dissemination and Exploitation,” are certain that the sustainability plan will play a very important role in sustaining the functions and impact of the project outcomes.

This Sustainability plan is an official document, which reflects the vision of project partners about the project results, The key motive behind the sustainability plan is to ensure workability of the project event after the project completion. The main purpose is to utilize outcomes of the project. Two outcomes are stresses, 1. Modernization of disability statement. 2. Establishment of Accessibility units at each partner HEIs in Jordan and Palestine. Sustainability plan complements Dissemination and exploitation plan with more elaboration on the required actions to foster project lifelong operation and running.

It will complement the dissemination materials produced in dissemination plan and set the targets, indicators, and milestones for ensuring the accessibility units continue to function after the completion of project. It will also specify the parameters, targets beneficiaries, and actions for the exploitation and transfer of project results outside the original project network and duration.

The main objective is to give value to the results achieved by the project for their sustainability & exploitation. For this, a standard document for the Sustainability & Exploitation concept of project results has been created and was presented for a joint discussion with all partners at the 1st Steering Committee meeting in Jordan in July 2021.

The presentation and the discussion that followed meeting have brought a numerous ideas and proposals for the detailed sustainability plan. This document reflects some of them after the process of revision and research. However, the following plan is to be considered not as a final document regarding all the sustainability issues, but as recommendations for the joint work for the middle and final stages of the project “Edu4ALL”.

It is difficult to overestimate the importance of all the joint meetings and workshops of the partners that take place during the project lifetime. They are seen as bricks that make the future existence of the developed accessibility units efficient and sustainable. The dissemination committee has set indicators for sustainability of the project outcomes.



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We begin by recalling the sustainability and exploitation concepts and definitions. Then we provide an overview of best practices and guidelines in elaboration of such kind of plans and show how we followed the recommendations into the “Edu4ALL” strategy.

Second part of the sustainability plan is the core of the deliverable document. It contains the identification of the main project results and their interrelation to the sustainability strategy. Such results are identified so far as:

- efficient work with target audience (Training for professors, training for trainers, training of students, training for administrative staff);
- channels to be used for Exploitation and Sustainability (indirect and direct);
- activities to ensure the future motivation of all the partners of the Edu4ALL project to continue the productive work after the end of the project lifetime (website, development of the training courses, technical workshops, national seminars, international conferences, online strategies and possibilities for the future joint projects and private investments)
- Training materials: The developed training for faculty training on modern education methods were collected as resources to be used in collaboration with accessibility unit, student affairs deanship and accreditation and quality assurance offices.
- evaluation of provided project activities in terms of sustainability including the methodology (questionnaires and interviews)

We provide for each element a synthetic description, with reminder to the extensive description into related deliverable(s), together with sustainability and exploitation hypothesis.

Third part of the document drafts early ideas about the establishment of after-EU funding project life to maintain and build upon the project results and summarizes our plan.



2 Introduction

Dissemination and Exploitation work package leader, UJ-P5, proposes the sustainability and exploitation plan. The responsibility of each partner in the project about sustainability and exploitation will be to prepare specific and local dissemination concepts in accordance to the policies described in the dissemination strategy, and the correct development of these actions. There is a relation between external communication and dissemination, sustainability and exploitation.

- **External communication and dissemination** are an essential part of the Edu4ALL project for two reasons. First, Edu4ALL touches wide range of sectors in society, including associations and unions for the rights of disabled persons. Second, it is crucial in helping the project to become sustainable after the funding has finished. Information-giving and awareness-raising are key activities to ensure that even non-participating universities benefit from project partners experiences. External communication can also help to achieve a wider and more long-term impact both during and after the funding period. So, external communication and dissemination are about making project results available.
- **Sustainability** is the capacity of the project to continue to exist and function beyond the end of the contract. The project results are usage and exploited continuously. Sustainability of results means use and exploitation of results in a long term scale. Sustainability is a very broad subject which in one of its senses may include topics like maintaining a website, updating content, seeking funding, building lasting partnerships, retaining staff, continuously training for staff, continuously update training materials and E-portal, etc. Edu4ALL is truly special case, where sustainability may intersect with numerous departments and activities within university life. Sustainability plan will discuss and draw plans for such activities. While operation of such plans remains out the scope of Edu4ALL project.

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- **Exploitation** means ensuring that the results currently be used by the target groups: institutions, professionals and learners within and beyond the project partnership. External communication, dissemination and exploitation are therefore distinct but closely related to one another.

Factors supporting the exploitation and sustainability of project results include availability in several languages: English and Arabic; use of generic terminology; clear descriptions and indexing of content; good dissemination activities; benchmarks etc.; modular formatting; free access. Besides all these factors, to be consistent with Edu4ALL goals, accessibility remains the key factor to reach disabled persons.



3 Sustainability strategy's objectives

This sustainability & exploitation plan is constructed around three axes, all of which are linked together by our three central sustainability objectives. These axes are:

- a. a set of sustainability mechanisms, accompanied by a collaboration and joint tasks and activities organized and managed among partners.
- b. the identification of institutions and groups, which the sustainability strategy is primarily aiming to reach.
- c. a timeline for progressive implementation of the mechanisms.

3.1 Training sustainability in long-term perspective, update of equipment and staff development

One of the key tasks of the Edu4ALL project is to establish the five accessibility units at the partner's universities in Jordan and Palestine to support the inclusion of students with disabilities. The Accessibility Units will continue provide training in best practices utilizing assistive technologies for new staff as well as senior staff to know how to teach and serve students with disability even after the completion of the project. To achieve these goals, the following activities should be taken into consideration:

- To ensure the sustainable institutional cooperation in the project it is crucial to provide surveys for all trainers, professors and teachers who will be active at the Accessibility Unit about the concept of signing agreements for the future participation in the life of unit after the end of the project
- To provide training for trainers so the experience that was gathered through the workshops during the project time (for instance during the workshops at Int@E UoA, and UPV/EHU) will be transferred in order to rise the qualifications of the stuff that is/will be actively working at Accessibility Units.
- To strengthen the communication between instructors and students through usage of the modern communication channels of the Accessibility Units. This includes both assistive technology tools and accessibility digitization techniques.



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- To continuously conducting research towards the current practices of inclusive education (disability, accessibility and accommodation) for students with disabilities in EU and worldwide. This will be achieved by examining how students with disabilities are included in universities, and current practices in EU and worldwide. Addressing the current challenges and their solutions to overcome these challenges. This report will help our target groups: 1) Staff and faculty in partner countries HEIs.: transferring the knowledge and best practices from EU and worldwide to the region; understanding the specific needs for students with disabilities. 2) Decision makers at PC HEIs: making reasonable adjustments; identifying the specific needs for students; identifying the suitable training for staff and faculty to empower them to promote the inclusive education as enhancing teacher quality is intrinsically linked to the quality of initial and continuing teacher education programmes. 3) Disabled Students: increase the successful participation of them in HE.
- Establishing The committee of practice at Partner countries HEIs which consists of staff, students and general unions of disables persons rights that will define the specific needs (via interviews and questionnaires) for students with disabilities in order to provide the suitable accommodation. It will be part of the inclusion education unit that we are going to establish during this project. This committee will help our target groups. Staff will be enabled to identify the needs of disabled students to provide the suitable accommodation. The best accommodations are unique to the individual and develop from a cooperative relationship between staff and student.
- To find other ways to sustain project findings and outputs using existing connections and cooperation of the project partners and of the professors, who are going to be involved in the work of the Edu4ALL accessibility Units in the future and Update of equipment.
- Continuous visits to EU partners to get the new in Assistive technologies, teaching and training methods in the field of inclusive education to be able to



serve and to teach students with disability.

3.2 Cooperation networks and exchanges the knowledge between students and staff

The goal is to be the very most sure that the knowledge with diverse learning objects is continually updated and customize to fit the needs of instructors and students at the Edu4ALL Accessibility Unit and at the partner universities even after at the end of the project. The main instruments to continue information exchange between students and staff, teachers and trainers are surveys that are called to find out and control the following:

- Are the developed training workshops helpful and useful for the teachers and students?
- Are staff and members of the accessibility unit well qualified to deal with students with disability and to operate the assistive technology tools professionally.
- Are the accessibility units making any reflected changes on the performance of students with disability.

We can foresee and recommend organizing this kind of surveys and interviews:

- For professors and teachers, every 3 month starting from July 2023;
- For students, every 6 month starting from August 2023.

All the partners of the “Edu4ALL” project are well aware of the idea, that to build a sustainable academic networks between partners, means to make the transfer and the development of knowledge and new training courses at the Edu4ALL Accessibility Unit successful for a long period of time in the future.

3.3 Sharing activities and results

This sustainability plan, taking into account the statements that were settled in the project proposal, aims to ensure that objective in different disciplines will be continued in



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collaboration and sharing learning objects to utilize best practices in Edu4ALL Accessibility Unit in education and serve as seeds toward knowledge base.

3.3.1 Target groups

Target groups include groups of audience that are directly involved with Edu4ALL project. Those people are more concerned with project's main events and tasks includes but not limited to the preparation, development, training and dissemination.

- Academic staff: Both instructors with disability and other instructors are targeted. Special training will be made to improve their skills and capabilities to hold lectures and manage classroom leveraging the inclusive education units to be established and corresponding assistive technology tools.
- Technical and Administrative staff: they will be equipped with required training to deal with the different types of disability. Besides, they should be well informed about the details of disability statement and corresponding policies and regulations.
- Students with disability: as they are the main user of Edu4ALL outcomes, the project mainly focus on enrolled students with disability at participating HEIs in Palestine and Jordan. Similarly, students with disability at all other HEIs in partner countries. Additionally school-level students with disability are targeted through the general unions of disabled people.
- Student community: as they represents the wide majority of university society, Edu4ALL aims to raise their awareness of students with disability needs. Since they are the preferred choice for helping and supporting students with disability in school life. Adequate-levels of knowledge about the statement of disability in HEIs is necessary too.

Stakeholders includes groups of audience that are indirectly involved in the project. Stakeholders participate in Edu4ALL supporting activities, such as forming communities of practice and managing financial and managerial issues of the project

- General unions of people with disability/Higher council for the right of disabled persons: they are crucial to spread the word of the project, and project's objectives and values among local community, particularly potential beneficiary from the project.



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As they will be involved in the communities of practice, they will participate in establishing and revising the statement of disability at HEIs in partner countries as they are represented in Edu4ALL committee of practice at each partner HEI in Jordan and Palestine.

- University administration: They should be aware of project progress as they plays a crucial role on monitoring and managing administrative and financial issues of Edu4ALL project during and after project completion.
- Advising and monitoring parties: Including National Erasmus Offices (NEOs) and Erasmus+ project officer for Edu4ALL project. They are playing a key rule on monitoring and giving instant advice, especially within the current state of Covid-19 pandemic.
- International community: The visibility of Edu4ALL project at European and international levels are very useful for two purposes. First, sharing experience and building capacities. Second, Enabling and fostering post-implementation sustainability through international collaboration

Students, staff and associated partners will enjoy project outputs as well as procedure. This group includes EU, PS and JO partners. EU partners are responsible for a number of project tasks related to their expertise in the field. The project will assist EU universities in establishing new contacts and territory for implementing their academic, and research ideas within different environments.

Palestinian and Jordanian partners as a target group involve university academic staff, students, researchers and industry-partners. During the project these groups will be involved in project activities.

3.3.2 Channels for sustainability

Channels to be used for sharing learning objects of diverse clusters to ensure exploitation and sustainability:



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- Indirect channels: project's site, flyers/leaflets, posters, newsletters, social networking sites like Facebook, discussion groups, mailing lists, common working space using website [www. dropbox.com](http://www.dropbox.com) and e-Twinning platform, Networking and external cooperation
- Direct channels: Trainings, conferences, workshops, exhibitions, seminars, information sessions

The surveys are called to control the use of the channels and sustainability tools in order to indicate, do they serve the project in the most productive way.



4 Activities

Table 1 lists Edu4ALL sustainability activities.

Table 1. Table example

Activity	Description	Partner
[Text]	[Text]	
Project Information	Activities to inform other teachers and students about project activities and results, sharing the experience of staff and learners, disseminating examples of good practice to other teachers in the universities, to university's leaders in Palestine and Jordan.	Partner HEIs in Palestine and Jordan
Project's website and newsletters	The project's website is maintained and fully operated for three years after the end of the funding period ensuring that project deliverables remain available in the foreseeable future. Through the website potential users can access the project results and intellectual outputs and ask for support from the project partnership when using them (2 persons from PSD will still be available on the project site after the end of project). Posting on the project website of periodic newsletters designed to inform target audiences about avails of the project in education system and about the results.	Partner HEIs in Palestine and Jordan with collaboration from Int@E and PSD
Cooperation between Partners	Creating a stable relationship between partner universities so that there is the prospect of cooperation after the project ends.	All Edu4ALL partners
Training Material	Create training courses on an ongoing basis and	All Edu4ALL



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<p>and Training courses</p>	<p>distribution of leaflets/flyers and posters.</p> <p>Training program for teachers and students in best practices utilizing accessibility unit, student affairs deanship, and accreditation and quality assurance office at each partner HEI in Palestine and Jordan.</p> <p>Accessible versión of training material should be made according to the target group needs. Training material may be liable to different copyright regulation. But, in all cases evidences of production and training should be reported semi-anual by each partner.</p> <p>EU partners Will participate in validating and proofing correctness of training material.</p>	<p>partners</p>
<p>Project Distribution and exchange of experiences</p>	<p>Distribution of the Edu4ALL and inclusive learning idea among the other universities of the region and conclude an agreement between HEIs in Jordan and palestine and the corresponding general unions for the rights of disabled persons.</p> <p>The exchange of experiences and views among the participating universities to achieve qualitative development and real regard to the training and capacity building of academic and adminstrative staff.</p>	<p>All Edu4ALL partners</p>
<p>Cooperation with EU partners</p>	<p>Cooperation with EU partners through mutual visits to develop strategies about how to modernise disability statmentin partner countries.</p> <p>Continuously exchange the experiences with EU to maxemize the benifit of the accessibility</p>	<p>All Edu4ALL partners</p>



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	units to be established and improve plans to utilize assistive technology tools.	
Funding	Search other Funding after the end of the project for example Joint Projects, Search after investments, EU Funding, Funding through the general unions for the rights of disabled persons. And public donors.	All Edu4ALL partners
Networks	Development of the networks, attracting investments and Joint projects: work together with media, business, industry , research centers and HEIs to attract private companies to the region within the framework inclusive education.	All Edu4ALL partners
Results and outputs	Results and outputs will be used and integrated into education system in the HEIs in Palestine and Jordan under the supervision of the higher education ministries	Partner HEIs in Palestine and Jordan



5 Evaluation of sustainability and exploitation

In order to assess the quality of the sustainability and exploitation activities the partners have established the following criteria:

- Leadership regarding Sustainability and Exploitation activities
- Number of events (training, workshops) to sustain and to exploit the project and its results and intellectual outputs and number of teachers and students attending this event (at least two events per partner).
- The number of training courses on the website
- Achievement of the planned Sustainability and Exploitation activities
- Visibility of the project in the community
- Quality and impact of the Sustainability and Exploitation activities
- Adequacy of exploitation methods and techniques
- The panel of the project in each partner
- The Network between partners, collaboration between partners in exploiting the project outputs,
- Number of signed agreement with general unions for the rights of disabled persons, and associations of disability.
- Final results distributed by each partner HEI in Palestine and Jordan.

6 Methodology

Questionnaires and interviews will be used to assess the sustainability and exploitation activities conducted by each partner. Each partner must produce a short report on each of the sustainability and exploitation activity conducted.

Table 2. Report for evaluation the sustainability and Exploitation plan

Report for evaluating the sustainability and exploitation	
Sustainability and exploitation activity: Type	
Date and place:	
Name and title of the person who participated	
Short description of the sustainability and exploitation event:	
Feedback from participants:	

Table 3: Sustainability and exploitation activity evaluation report

Sustainability and Exploitation evaluation					
	Completely Negative/ Unsatisfied	Partially Positive/ Satisfied	Fully Positive / Satisfied	Exceeded Expectations	Not Applicable
Is/Was the coordinating Partner active and supportive?					



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Is/Was the foreseen timetable respected?					
Is/Was the partnership cooperative in achieving the WP objectives and outputs?					
Is/Was the tasks sharing well distributed between partners?					
Are/Were the deliverables duly accomplished?					
Are/Were working methods and techniques adopted appropriate?					
Is/was the Number of events (training, workshops) expected?					
The number of teaching and training materials on the Website					
The number of staff and students attending the training					
The panel of the Project in each partner					
The Network between partners through Edu4ALL platform					
Overall satisfaction:					

Informal conversations with participants must be used to evaluate the impact of the sustainability and exploitation activities.



7 Sustainability and Exploitation tools

The objective of the exploitation strategy is to ensure the sustainability of the project and its results beyond its lifetime. The exploitation strategy contains recommendations and guidelines for the continuous usage of the project's results also after the end of the project. The exploitation strategy is designed to reach broader publically than the target group, namely to ensure that relevant stakeholders at all levels are informed about the project results and ready to recommend and use the results.

Sustainability is the capacity of the project to continue and use its results beyond the end of the funding period. Outcomes of the project will support stability of the project. Accordingly to the project proposal, sustainability and exploitation strategy is based, on many tools, these tolls are listed in the following table.

Table 4. Sustainability tools

Tool	Partners
Website	PTUK
Edu4ALL Accessibility Unit	Palestinian and Jordanian HEIs Partners
Development of a facebook page for the Project	The University of Jordan
Trained academic staff	Palestinian and Jordanian Partners
Technical Workshops	Each partner
National Seminars	Each partner
Network database	PTUK
The project information (about the Project and project results, Newsletter,...)	all Partners
International conference	Each partner
Online Strategy	Each partner
Joint projects and private investments (Cooperation networks and funding)	Each partner
Development training and teaching materials (video, audio, presentations)	Each partner
Distribution of project documentation material, results and outputs	Each partner



8 Contact list of Edu4ALL

Contact list includes representative members of each partner responsible of sustainability and exploitation activities. For consistency reasons the committee is formed of same members participating in the dissemination committee as shown below:

Table 5. Edu4ALL contact list

Partner	Country	Representative	Email
P1: Palestine Technical University - Kadoorie (PTUK)	Palestine	Dr. Eman Daraghmi	Eman.yasser85@gmail.com
P2: National and Kapodistrian University of Athens (UoA)	Greece	Dr. Georgios Kouroupetroglou	koupe@di.uoa.gr
P3: The University of the Basque Country (UPV/EHU)	Spain	Dr. Nestor Garay Vitoria	nestor.garay@ehu.eus
P4: Irbid National University (INU)	Jordan	Dr. Ahmad Al Odat	aodat@yahoo.com
P5: The University of Jordan (UJ)	Jordan	Dr. Ismail Altaharwa	I_taharwa@ju.edu.jo
P6: Al-Ummah University College (UUC)	Palestine	Dr. Rola Harb	mohsenk90@msn.com
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