

**College UBT
FACULTY OF REAL
ESTATE**

**STRATEGY FOR
INCLUSION OF
STUDENTS WITH
SPECIAL NEEDS
2023-2028**

September 2023

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1. INTRODUCTION

The rising demand for higher education and the need for massification and expansionism in the provision of higher education (Giannakis & Bullivant, 2015; Mok & Neubauer, 2015; Powell & Solga, 2011; Scott, 2005), arises the need to address new challenges of higher education expansionism (Powell and Solga, 2011) entailing the inclusive higher education. According to Morina (2017), the reforms in higher education entail various responsibilities one of which is also the diversity and inclusion of different groups of students. Higher education studies confirm that the number of students with special needs is increasing worldwide (Majoko, 2018) despite of numerous challenges and barriers that these students face in higher education such as:

- Difficult access to space and facilities of higher education institutions;
- Absence of facilitated services for students with special needs;
- Poor support within higher education institutions;
- Lack of funding for additional support;
- Rigid curriculum and program structure not use friendly for students with special needs;
- Inadequate teaching, learning, and assessment methods (Morina, 2017)

The education terminology in Kosovo uses the notion : students with special needs”, which refers to students that face challenges in both learning process and access to higher education process in general (Zabeli et al., 2020).

As a result of addressing the challenges that students with special needs face in Kosovo with respect to learning process and access to higher education system, the Faculty of Real Estate has appointed a professional commission for drafting the Inclusion Strategy for Students with Special Needs of Faculty; Visar Hoxha (Chairperson), Egzona Osmanaj (member), Njomëza Zejnullahu (member), and Adi Sertolli (student representative from the ranks of students with special needs of UBT College).

2. MISSION, VISION AND VALUES

The Mission

The mission of the Inclusion Strategy of Faculty of Real Estate is to make important strides in recognizing the need of “higher education for all” and understand the diversity, the value, and celebrate the differences of students with special needs and support the learning through answering to individual needs of students with special needs.

The Vision

The Faculty of Real Estate strives to become a champion of excellence in creating a favorable environment for all inclusive higher education system by ensuring that all learners are provided with meaningful, high quality, and innovative educational prospects alongside their friends.

Values

The values of Inclusion Strategy of Faculty of Real Estate are as follows:

1. Equality in access to high quality and innovative interdisciplinary teaching in Kosovo;
2. Participation in educational process for all;
3. Development and sustaining the inclusive communities through creating a just, equal and all inclusive society in Kosovo;
4. Respect for diversity in legal teaching

3. STRATEGIC GOALS AND OUTCOMES

Based on the analyzed best practices in the world and situation and challenged analyzed in the Kosovo and UBT context, by the Working Group, the following strategic goals and outcomes were formulated:

STRATEGIC GOAL 1: DEVELOPING AN INCLUSION MINDSET AMONG PROFESSORS AND ADMINISTRATIVE STAFF

OUTCOME 1.1. Create video tutorials to raise awareness among professors and administrative staff at the Faculty of Real Estate about nurturing the inclusion mindset;

OUTCOME 1.2. Develop inclusion mindset benchmarks and include them in the Staff Performance Appraisal;

OUTCOME 1.3. Develop peer to peer sessions to discuss the inclusive policy of the Faculty of Real Estate;

OUTCOME 1.4. Include the inclusion mindset as an important benchmark during the Staff Hiring Policy;

STRATEGIC GOAL 2: REMOVE UNIVERSITY ENTRY AND STUDY BARRIERS FOR STUDENTS WITH SPECIAL NEEDS

OUTCOME 2.1. Adopt alternative admission criteria for students with special needs;

OUTCOME 2.2. Develop Faculty of Real Estate guided special services;

OUTCOME 2.3. Appoint one Coordinator at College level that addresses the needs of students with special needs, offers counselling and student orientation services to them;

STRATEGIC GOAL 3: DEVELOP WELCOMING INFRASTRUCTURE FOR STUDENTS WITH SPECIAL NEEDS

OUTCOME 3.1. Improve physical entry advantages for students with special needs and movement across the premises of College UBT;

OUTCOME 3.2. Improve the physical infrastructure for students with hearing and visual impairments;

OUTCOME 3.3. Appoint one Coordinator to promote extracurricular activities of students with special needs;

STRATEGIC GOAL 4: ALLOCATE BETTER HUMAN AND FINANCIAL RESOURCES TO SUPPORT BETTER LEARNING FOR STUDENTS WITH SPECIAL NEEDS

OUTCOME 4.1. Allocate financial resources for purchase of books for students with visual and hearing impairments for interdisciplinary studies;

OUTCOME 4.2. Purchase literature that is in the Braille alphabet;

STRATEGIC GOAL 5: DEVELOP INCLUSIVE TEACHING AND LEARNING

OUTCOME 5.1. Include one course in the Management of Real Estate and Infrastructure (BA) program that promotes inclusion;

OUTCOME 5.2. Include in the induction course for students and staff the part about the inclusion;

OUTCOME 5.3. Increase the staff readiness for curriculum development tailored to inclusive teaching;

OUTCOME 5.4. Adopt the Guidelines for Constructive Alignment of Learning Outcomes and Learning Activity and Student Assessment Methods that promote equal treatment of students with special needs;

OUTCOME 5.5. Develop capacities among staff through training to productively engage students with special needs within the classroom context.

OUTCOME 5.6. Tailor the curriculum of Faculty of Real Estate of all study programs to promote inclusive education by next round of accreditation;

OUTCOME 5.7. Adopt a Guideline of Faculty of Real Estate on design of inclusive tailored didactic methods and materials aimed at achieving the same program learning outcomes as other students;

OUTCOME 5.8. Adopt a Guideline of Faculty of Real Estate on innovative and engaging teaching and learning forms;

4. ACTION PLAN FOR IMPLEMENTATION OF STRATEGY

Faculty of Real Estate intends to use the following action plan to implement the strategic outcomes and measure its progress in achieving those strategic outcomes:

Strategic Goals and Outcomes	Performance metric	Actions	Target	Timeframe
STRATEGIC GOAL 1: DEVELOPING AN INCLUSION MINDSET AMONG PROFESSORS AND ADMINISTRATIVE STAFF				
OUTCOME 1.1. Create video tutorials to raise awareness among professors and administrative staff at Faculty of Real Estate about nurturing the inclusion mindset;	Video tutorials recorded	Recording of video tutorials on inclusion and publication on website of Faculty of Real Estate promoting the inclusion mindset	1 awareness raising video tutorial recorded	October 2024
OUTCOME 1.2. Develop inclusion mindset benchmarks and include them in the Staff Performance Appraisal;	Set of benchmarks adopted at Dean's level and adopted by Faculty Council	Draft and adopt the benchmarks and include them as a separate standard in Performance Appraisal Adopt the new format of Staff Performance Appraisal	Benchmarks adopted Performance Appraisal conducted including the inclusion mindset standard	October 2024 October 2025

OUTCOME 1.3. Develop peer to peer sessions to discuss the inclusive policy of the College UBT	Develop a peer to peer sessions per academic year	Organize a three peer to peer sessions per academic year	At least two sessions held per academic year	October 2024-October 2025
OUTCOME 1.4. Include the inclusion mindset as an important benchmark during the Staff Hiring Policy;	Adopt a teaching philosophy statement including the part on inclusion	Draft the format of teaching philosophy statement and include it as an evaluation benchmark during hiring and selection	The philosophy statement included as part of Hiring Policy	September 2024
STRATEGIC GOAL 2: REMOVE UNIVERSITY ENTRY AND STUDY BARRIERS FOR STUDENTS WITH SPECIAL NEEDS				
OUTCOME 2.1. Adopt alternative admission criteria for students with special needs;	Define the alternative admission criteria for students with special needs taking into account the special needs	Establish an Admission Criteria Committee	Criteria adopted by Faculty Council and published in the website	October 2024
OUTCOME 2.2. Develop Faculty of Real Estate guided special services;	Adoption of guided special services	Define the types of special services	At least three types of services adopted	October 2024

OUTCOME 2.3. Appoint one Coordinator at Faculty of Real Estate that addresses the needs of students with special needs, offers counselling and student orientation services to them;	Coordinator appointed	Define vacancy requirements Announce vacancy Selection Appointment	Coordinator appointed with the inclusion mindset	March 2025
STRATEGIC GOAL 3: DEVELOP WELCOMING INFRASTRUCTURE FOR STUDENTS WITH SPECIAL NEEDS				
OUTCOME 3.1. Improve physical entry advantages for students with special needs and movement across the premises of College UBT;	<ul style="list-style-type: none"> - Entry door - Elevator; - Hallways - Socialization premises 	Analyze the gaps and fill them Seek the budget from the central level	70 % of infrastructure benchmarks achieved	October 2026
OUTCOME 3.2. Improve the physical infrastructure for students with hearing and visual impairments;	<ul style="list-style-type: none"> - Library for hearing and visual impairments 	Organize the procurement for library and other tools for hearing and visual impairments	70 % of benchmark achieved	October 2026
OUTCOME 3.3. Appoint one Coordinator to promote Extracurricular activities of students with special needs;	Coordinator appointed	Define vacancy requirements Announce vacancy Selection Appointment	Coordinator appointed with the inclusion mindset	March 2024

STRATEGIC GOAL 4: ALLOCATE BETTER HUMAN AND FINANCIAL RESOURCES TO SUPPORT BETTER LEARNING FOR STUDENTS WITH SPECIAL NEEDS				
OUTCOME 4.1. Allocate financial resources for purchase of books for students with visual and hearing impairments for interdisciplinary studies;	Adopt the budget line in the financial plan of each study program	Establish working group to define the budgetary line	Budgetary line equal to 10 % of total budget of the program	January 2026
OUTCOME 4.2. Purchase literature that is in the Braille alphabet;	Adopt the procurement criteria	Establish working group to define the procurement criteria	70 % of ECTS covered by the respective literature	October 2027
STRATEGIC GOAL 5: DEVELOP INCLUSIVE TEACHING AND LEARNING				
OUTCOME 5.1. Include one course in the Management of Real Estate and Infrastructure (BA) program that promotes inclusion;	Course syllabus define and adopted	Establish a Working Group for syllabus design	Course adopted by Senate	October 2025
OUTCOME 5.2. Include in the induction course for students and staff the part about the inclusion;	Inclusion learning and teaching philosophy included in the induction course	Establish a Working Group for design of elements of inclusive learning and teaching elements to be included in the induction course plan.	Elements included by next year	October 2025

OUTCOME 5.3. Increase the staff readiness for curriculum development tailored to inclusive teaching;	Three trainings on curriculum development	Organize trainings	2 out of 3 training sessions delivered on inclusive teaching curriculum development	October 2025
OUTCOME 5.4. Adopt the Guidelines for Constructive Alignment of Learning Outcomes and Learning Activity and Student Assessment Methods that promote equal treatment of students with special needs;	Adopt the document by Faculty Council	Establish the Working Group to draft the Guidelines	The Guidelines acceptable by international inclusive teaching standards	October 2025
OUTCOME 5.5. Develop capacities among staff through training to productively engage students with special needs within the classroom context.	Adopt Training Modules for active engagement of students with special needs	Establish the Working Group to draft the Guidelines	1 training per year	March 2026
OUTCOME 5.6. Tailor the curriculum of Faculty of Real Estate of all study programs to promote inclusive education by next round of accreditation;	ECTS tailored to promote inclusiveness	Establish the Working Group to define elements of inclusive teaching and concepts that would be tailored to achieve the program learning outcomes	70 % of ECTS covered	October 2028
OUTCOME 5.7. Adopt a Guideline of Faculty of Real Estate on design of inclusive tailored didactic methods and materials aimed at achieving the same program learning outcomes as other students;	Specially tailored didactic methods and materials aligned with course and program learning outcomes	Establish the Working Group to research best practices on didactic methods and materials used to achieve various PLOs and CLOs	Guideline document adopted as a policy document of Faculty	October 2024

OUTCOME 5.8. Adopt a Guideline of Faculty of Real Estate on innovative and engaging teaching and learning forms;	Specially tailored innovative teaching and learning forms that promote deep learning and student engagement of students with special needs	Organize sessions, focus groups, qualitative interviews with experts	Guideline document adopted as a policy document of Faculty of Real Estate	March 2025
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