



Transition Newsletter

March 2026



Your Disability, Your Voice, Your Future!

Understanding your disability means learning how it affects the way you learn, communicate, and handle everyday tasks. It also means recognizing your strengths, your challenges, and the supports that help you do your best in school and beyond. When you understand your disability, you are better prepared to speak up for yourself, make informed choices, and use the resources available to help you reach your goals.



RESOURCE HIGHLIGHT



Job Accommodation Network (JAN) is the leading source of free, expert, and confidential guidance on workplace accommodations & disability employment issues. JAN provides one-on-one support and technical assistance about job accommodation solutions and Title I of the Americans with Disabilities Act (ADA), which protects employees with disabilities from discrimination.

The AskJAN.org website offers helpful tools that allow individuals to search for accommodations by disability. It suggests strategies, products, and services to help you succeed and be the best employee you can be!

This is informational only. DHS is neither supporting nor endorsing this website. Please determine for yourself if you wish to use it and proceed accordingly.

Learn About Your Disability

Start by reviewing your **IEP (Individualized Education Program)** or your most recent school evaluation. These documents explain:

- Your disability or diagnosis
- How it impacts your learning
- The services and accommodations you receive

Understand How It Affects Your Learning

Think about how your disability shows up during the school day.

- Is note-taking challenging?
- Do you need extra time on tests?
- Is it hard to stay organized or manage your time?
- Do you feel more comfortable in smaller groups?

Understanding your challenges helps you find strategies to overcome them.

Identify Your Strengths

Everyone has strengths. You might be creative, good at solving problems, skilled at working with your hands, confident when speaking, or someone who truly cares about helping others. Your strengths are just as important as your challenges, and they can help you succeed in school, in a job, and in your community.

Speak Up About What You Need

Self-advocacy means speaking up about what helps you learn and do your best in school. Maybe it's extra time on assignments or tests, access to assistive technology, copies of notes, a quiet space to work, or clear written instructions. In a workplace, it could also mean asking for clear directions, hands-on training, flexible scheduling, or other supports that help you succeed. Knowing what you need and communicating clearly helps you build confidence and prepares you for success in school and employment.

Talking to your teachers, family, and me as your VR counselor about what works best for you helps make sure you get the right support to succeed in school and prepare for employment!

contact me



Name:

Phone:

Email:

DHS.SD.GOV



As you move from high school to work or college, you'll have to decide whether or not to share that you have a disability. This is called disclosure, and it is a personal choice. Only you can decide what feels right for you and your future.

Making an informed decision means carefully thinking about the pros and cons. It also means gathering information.

- Research online using trusted websites.
- Talk with your family.
- Speak with your teachers or another trusted adult.
- Meet me, your VR counselor, for guidance and support.

Hearing different perspectives can help you feel more confident in your decision.

Always remember that you do not have to tell anyone about your disability unless you are requesting accommodations at school or work. Colleges and employers cannot provide accommodations unless they know you need them.



To learn more about disclosing your disability and employment accommodations, watch this video created by Disability Rights SD!

bit.ly/DRSDemploymentaccommodations



The advantages of disclosing your disability:

- It allows you to receive reasonable accommodations so you can pursue employment, school or community activities more effectively.
- It gives you a clearer impression of what kinds of expectations people may have of you and your abilities.
- It assists you in getting what you need for your best chance of success within the environment.
- It improves your self-image through self-advocacy, giving you a sense of pride.



By not disclosing your disability, it may cause you to struggle in silence when you know that an accommodation would help you to completing the task at hand.

To disclose or not to disclose is the question and the decision is YOURS to make. To help you make the right decision for you and your situation, you can download a workbook at:

bit.ly/411onDisabilityDisclosureforYouth

or scan the QR code!

