### 2015 - 2016

## **Annual Report of Activities**

# UNIVERSITY OF LOUISVILLE®



The mission of the Kentucky Autism Training Center (KATC) is to strengthen Kentucky's systems of support for persons affected by autism by bridging research to practice and by providing training and resources to families and professionals. KATC is committed to improving the quality of life for those affected by ASD.

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College of Education and Human Development
University of Louisville Autism Center at Kosair Charities
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July 29, 2016

#### Dear Friends:

Since the establishment of the KATC in 1996, the number of individuals with autism spectrum disorders (ASD) continues to increase. The most recent prevalence rate of ASD from the Center for Disease Control is 1 in 68 individuals. The need for integrated and systemic supports and services in <u>all</u> regions of the Commonwealth is great.

I am proud to present to you this copy of the Kentucky Autism Training Center's (KATC) 2015-2016 Annual Report. This report represents a summary of our work in the areas of information dissemination, training, coaching and various other supports. Each section provides an overview of the services, support provided in each area, and information regarding our collaborative partners.

In addition to work detailed in this report, it is important to note the hundreds of hours spent by KATC staff in providing resources and supports via telephone, emails, committee meetings, community awareness events, consultations, and resource fairs that are too voluminous to be captured in this annual report.

Over the past year, significant progress has been made in Kentucky through the legislative action that established the Office of Autism. The Office of Autism and Advisory Council, which includes 28 agency representatives, has the charge to coordinate statewide and regional efforts that support individuals with autism and their families. Our strong partnership with the Office of Autism and the Advisory Council will definitely enhance the training agenda of KATC.

On behalf of the KATC Advisory Board and the KATC staff, I would like to thank the pioneers from more than 20 years ago who had the vision for an autism training center for Kentucky.

Sincerely,

R. Larry Taylor/

Executive Director, Kentucky Autism Training Center

#### Mission

The mission of the Kentucky Autism Training Center (KATC) is to strengthen our state's systems of support for persons affected by autism by bridging research to practice and by providing training and resources to families and professionals. KATC is committed to improving the quality of life for those affected by ASD.

#### History

The KATC is a university-based program with a legislative mandate, 13 KAR 2:080. State Autism Training Center, to enhance outcomes for all Kentuckians with ASD. KATC strives to "bridge the research to practice gap" by leveraging resources, building sustainable collaborative relationships, and "scaling-up" the use of evidence-based practices in all regions of Kentucky.

In 1996, the Kentucky General Assembly established the Kentucky Autism Training Center to serve as a statewide resource for families and educators. KATC is housed at the University of Louisville's College of Education and Human Development. For over ten years the KATC has supported individuals with autism spectrum disorder (ASD) by providing hands-on training for educators in the classroom, hosting workshops for families, and conducting professional development sessions.

KATC has worked toward its goals to strength the network of technical assistance and professional development, leverage resources, enhance supports and build collaborative relationships.

#### **Advisory Board**

The KATC has an Advisory Board that advises the Director in matters of policy, staffing, and operation. Board members are committed to the growth of the Kentucky Autism Training Center as it strives towards its mission to enhance supports for persons with autism by providing information, training and technical assistance to families and service providers across Kentucky. The composition of the board consists of parents (50%), professionals (40%) and lay members (10%) from across the Commonwealth, as outlined in KRS 164.9811(2). Board members are actively involved in the development of collaborative relationships. Members also provide input and expertise in the development, implementation and evaluation of services provided by the KATC. Unless restricted by their employment, members will assist the KATC to procure funding, in addition to state general funds, to accomplish its mission.

#### **Current Advisory Board Members**

- Mike Armstrong, Professional, Executive Director of the Kentucky School Boards Association
- Meagan Brannon, Parent, Bracken County
- Ally Brooks, Parent, Christian County
- Paula Goff, Professional, State Coordinator, Part C
- Rhonda Hedges, Professional, Principal, Jefferson County Schools
- Gretta Hylton, Professional, Director, Division of Learning Services Office of Next-Generation Learners Kentucky Department of Education
- Dr. Nancy Lovett, Professional, Director, Calloway County Early Childhood Regional Training Center
- Jennifer Ouderkirk, Parent, Fleming County

- Robert Pennington, Professional, Assistant Professor, Special Education, College of Education and Human Development
- Mindy Pfau, Parent, Carter County
- Maureen Schell, Parent, Jefferson County
- Kellie D. Scott, Professional, Program Evaluator Office of Vocational Rehabilitation
- Terri Srinivasan, Parent, Mason County
- Dr. Elizabeth Sternberg, Professional, Warren County
- Norma Thomas, Parent, Vice Co-Chair, Jefferson County
- Melissa Young, Professional, Senior Fellow, Council on Postsecondary Education
- Diane Zero, Parent, Oldham County

#### **Ex-Officio Board Members**

- Linda Collins, Parent, Letcher County
- Nat McKay, Parent, Oldham County
- Laurie Spezzano, Parent, Oldham County
- Dr. Peter Tanguay, Professional, Jefferson County
- R. Larry Taylor, Professional, Executive Director, Kentucky Autism Training Center

#### **KATC Strategic Focus**

#### **KATC Roles**

- Inform the systems of support for education, early childhood, mental health, and employment
- Build regional capacity
- Facilitate network
- Empower families to access the resources
- Develop of documents, videos, and other evidence-based information
- Develop evidence-based models and practices for families, teachers, and schools
- Collaborate with the Kentucky Department of Education to develop training and technical assistance for schools and school district

#### **KATC Beliefs**

- All people with ASD have value, can contribute and are unique.
- All people with ASD and their families deserve access to seamless systems of multidisciplinary support across the lifespan.
- Communities need to be prepared to embrace all individuals with autism.
- Support and services should be person-centered.
- Early diagnosis, followed by early intervention, can improve outcomes.
- Professionals need support and resources in order to sustain evidence-based practices and master new skills.
- Fidelity of evidence-based practice is the basis of effective service delivery across communities.
- Comprehensive planning and data based decisions are essential for continuous improvement of the processes and outcomes of our work.
- Attracting professionals to the field of ASD is important to the sustainability of services.
- Changing political and social environments will continue to demand flexibility and creativity.
- When we educate individuals with ASD, we aim for personal independence and social

responsibility.

#### **KATC Strategic Goals**

## Goal 1: KATC will create, grow, and maintain relationships with service systems and providers that serve individuals with ASD and their families

- Use technology to promote KATC, distribute informational materials, and communicate with families and professionals.
- Increase communication with educational leaders in Kentucky and report finding to diverse audiences.
- Develop relationship with early interventions service systems to promote early identification, diagnostics and the use of appropriate & evidence practices.
- Develop relationship with mental health service system and providers to promote the use of appropriate & evidence practices.
- Develop relationship with adult service system and providers to promote the use of appropriate & evidence practices.
- Develop relationships with established family groups and disseminate information to "underserved" populations.

## Goal 2: KATC will develop materials and supports consistent with evidence-based practices for families, educators, and service providers

- Utilize technology to disseminate information to families and professionals.
- Develop resources, planning processes and communication mechanisms for educators.
- Provide basic information about resources, supports, services and evidence-based practices to families and professionals.
- Provide work experience for intern(s) in an office setting.
- Provide religions communities with basic information about building supportive environments for families affected by autism and empower support groups to develop relationships with religious communities.

# Goal 3: KATC will provide direct training consistent with evidence-based practices to families, educators, and service providers across the commonwealth of Kentucky

- Provide web-based content regarding evidence-based practice.
- Provide information regarding evidence based practices, data collection, coaching and program planning for educators, early interventionists, professionals supporting adults and family members.
- Strategies to implement strategic plan
- Purposefully integrate individuals and families into network, program, and resource planning.
- Use a variety of technology-based delivery and communication systems to connect with families and professionals.

#### **Strategies to Guide the Work of the KATC**

• Purposefully integrate individuals and families into network, program, and resource planning.

- Use a variety of technology-based delivery and communication systems to connect with families and professionals.
- Promote the development of seamless systems of individual and family support in early intervention, mental health, education, and employment.
- Extend the regional capacity development approach to early intervention, mental health, and employment.
- Target general and special educators and administrators with information and resources about ASD. Support all school professionals in their efforts to provide students with ASD access to all school environments and the general education curriculum.
- Establish and conduct collaborative activities with University partners

#### 2015-2016 KATC Activities

#### INFORMATION DISSEMINATION

**Website:** 44,078 visits-http://louisville.edu/education/kyautismtraining/

**Newsletter:** Quarterly electronic distribution to 7,468 Subscribers
This year KATC's newsletters discussed numerous topics such as *Grandparents and Individuals with ASD, ASD and Schools, Collaborative Advocacy, and the New Perspectives Art Program* to name a few. The newsletter also disseminated information about training opportunities provided by KATC and autism education programs offered throughout the state. The newsletter subscriber email database has grown to 7,468 subscribers in June 2015. Archived KATC Newsletters can be found at <a href="http://louisville.edu/education/kyautismtraining/news">http://louisville.edu/education/kyautismtraining/news</a>

**Twitter:** 257 followers

KATC joined Twitter in June 2012 and as of June 30, 2016 we have 257 followers.

https://twitter.com/kyautism

Facebook: 2,661 "likes"

KATC utilizes Facebook to communicate with the autism community in Kentucky to share resources and advertise KATC trainings. As of June 30, 2015 the KATC has 2,661 "likes". <a href="https://www.facebook.com/Kentucky-Autism-Training-Center-129054136759/">https://www.facebook.com/Kentucky-Autism-Training-Center-129054136759/</a>

**YouTube Channel:** 18,019 views, 337 subscribers, 128,870 minutes watched KATC's recorded webinars are archived online on youtube.com. Seventy-three webinars are archived. Currently, there are 337 subscribers who have viewed a total of 128,870 minutes of KATC YouTube videos. A listing of the webinars produced during 2015-16 is included on the following pages under the category of training. <a href="https://www.youtube.com/user/kyautismtraining">https://www.youtube.com/user/kyautismtraining</a>

Amanda L. King Resource Library: Unique collection. Statewide distribution The Amanda L. King Resource Library is a collection of materials on topics such as ASD, disability, education, transition, parenting, and child development. These materials are available for checkout at no cost to families and professionals across the commonwealth of Kentucky. During the past year, the Library was moved to our facilities conference room to promote greater visibility and usage. This collection is available to all citizens of Kentucky.

**Kentucky Autism Service and Supports Directory:** 475 providers listed The goal of the KATC's Autism Service and Supports Directory is to increase information about community resources available to individuals with autism and their families. Users can search by age, county, service, and region. Last year there were 15, 010 visits from 12,618 users viewing a total of 31, 977 pages from the directory. The Kentucky Autism Service and Supports Directory can be accessed at <a href="http://katcproviders.louisville.edu">http://katcproviders.louisville.edu</a>

**KY Autism Listserv:** 213 members participate in statewide virtual information and resource sharing. The KYAUTISM Listserv is hosted by the Kentucky Autism Training Center. The purpose of the KATC listserv is to share information, services, resources, and training opportunities in a positive and respectful way. Currently 213 individuals are subscribed to the listserv. Information about the KATC listserv and how to become a member can be found at <a href="http://louisville.edu/education/kyautismtraining/about/katc-listserv-guidlines">http://louisville.edu/education/kyautismtraining/about/katc-listserv-guidlines</a>

**Promoting Early Identification:** KATC uses the "Learn the Signs-Act Early" materials that are affiliated with Centers for Disease Control and Prevention's (CDC) National Center on Birth Defects and Developmental Disabilities (NCBDDD), to provide public awareness regarding ASD and the developmental milestones a typically developing small child should be meeting. These print materials are distributed statewide in a variety of locations to a variety of audiences. Additional information regarding the Act Early initiative can be found at <a href="http://louisville.edu/education/kyautismtraining/act-early">http://louisville.edu/education/kyautismtraining/act-early</a>

#### **TRAINING**

**Webinars:** 12, webinars for 100 attendees and the recorded version of these webinars received a total of 536 views online. KATC webinar trainings focused on both family and professional learning needs. Many of the webinars in the following chart were approved for continuing education credit through various agencies. The KATC offered a total of 12 live webinars that were attended by 100 participants.

#### **2015-2016 KATC Webinars**

Date	Topic	Speaker
8/19/2015	Using Video Modeling with Individuals with ASD	Michelle Antle
8/26/2015	Using Antecedent Based Interventions in both the Classroom & Home	Kim Howard
9/01/2015	How to Use Prompt Procedures to Teach New Skills	Laura Ferguson,
10/20/2015	Learning and Fun with Structured Play Groups	Kim Howard
11/06/2015	Using Functional Communication Training to Increase Communication Skills in Individuals with Autism	Laura Ferguson
12/09/2015	Understanding Discrete Trial Teaching	Michelle Antle
2/12/2016	Using Reinforcement Strategies to Improve Behavior for Children with Autism in All Environments	Laura Ferguson,
		8,000
2/45/2046	Making Transitions Smoother for Individuals with Autism Using	I B
3/15/2016	Evidence-Based Strategies	Laura Ferguson,
4/7/2016	Duran aning four Durk outs in Adalage automittle Autim	Vine Harrard
4/7/2016	Preparing for Puberty in Adolescents with Autism	Kim Howard
4/12/2016	Using Task Analysis: The Key to Successful Learning	Michelle Antle
5/11/2016	Toilet Training and Autism	Kim Howard

5/17/16	My Child has AutismNow What?: Recommendations for Parents	Michelle Antle

#### Feedback from webinar attendees:

- *I will be able to immediately use the information from this webinar.*
- The presenter shared information that I so disparity needed for students.
- As a parent of a child with autism I frequently do not know how to work with my child but, this information was helpful.
- This is the best resource I have found.

#### **Collaborative Advocacy Conference**

October 2015, KATC partnered with Laura Rothstein, Professor of Law and Distinguished University Scholar, to conduct a cross-college conference between the College of Education and Human Development and the Brandies School of Law. Educators and attorneys were provided learning opportunities to better understand the disability law for students in public schools and the different perspectives between professions. Participants included local school district administrators, attorneys, law students, and personnel from the Kentucky Department of Education. The 60 participants who attended this conference indicated a deeper understanding of disability law and the importance of working collaboratively at the lowest level of resolution to promote positive outcomes for students with disabilities.

#### Office of Vocational Rehabilitation

KATC staff conducted a learning opportunity with 12 Office of Vocational Rehabilitation Counselors to identify services and supports available for individuals with autism. KATC continues to partner with Kentucky's Office of Vocational Rehabilitation to support training in the transition to life beyond high school.

#### **Parent Summit**

KATC collaborated with the Kentucky Office of Autism, Kentucky Valley Educational Cooperative, and Kentucky Educational Development Cooperative to provide a Parent Summit in Hazard that was attending by parents from the Kentucky Valley Region and throughout the state in May 2015. Parents were provided information in a Round Tables Format by representatives from the following agencies:

- Easter Seals
- First Steps
- Office of Vocational Rehabilitation
- Family Courts/Guardianship

- Protection and Advocacy
- KY Parent Information Network/KY-SPIN

- VSA-KY/Art Program by Kennedy Foundation
- Commission for Children with Special Health Care Needs
- Warren County Fire Department/Safety
- Human Development Institute/Supported Employment

- School Services/Director of Special Education
- ARC of Kentucky
- Kentucky Autism Training Center
- University of Louisville Autism Center (ULAC)

Ray Chumbler IV, a young adult with ASD, provided a keynote speech that parent indicated was informative and motivational as they plan for their child's future. In addition, 9 informational sessions on a variety of topics pertaining to individuals with autism and their families were provided.

#### **Kentucky Head Start Conference**

KATC personnel provided trainings at the annual Kentucky Head Start Conference. Over the past 2 years KATC has identified Head Start as a training opportunity to focus on early childhood identification and intervention.

#### Kentucky Council for Exceptional Children (CEC) Conference

KATC partnered with the KY CEC to provide training at the annual CEC Conference that was attended by more than 900 participants. KATC staff conducted numerous sessions attended by teachers, school administrators, and others throughout KY.

#### University of Louisville Autism Clinic (ULAC) Training Series

Parents brought their children to the ULAC for Social Skills Groups. During this time, KATC staff provided training to parent on the following learning opportunities on 10 separate evenings:

- Using KATC Resources
- Communication
- School Transition
- Employment Transition
- Collaborative Advocacy
- Resource Fair

- School Exceptional Children Service
- Wills, Trust, and Guardianship
- College and University Programs
- Office of Vocational Rehabilitation Services

#### **Technical Support Collaborating with ULAC**

KATC Field Training Coordinators (FTC) provided direct ongoing consultation to 107 individuals and or their families related to service agencies, i.e. schools, First Steps, Preschool, and Postsecondary support agencies. When individuals with autism and or their parents call, email, or referred by the University of Louisville Autism Clinic and other physicians, the FTC provides technical assistance in accessing supports and resolving challenges that individuals and or their families are facing.

Kentucky Autism Initiative in Treatment, Training, and Research (KAITR)

Diagnostic clinics have been provided in collaborations with the Commission for Children for Special Health Care Needs (CCSHCN) at in 5 regions in Kentucky. This diagnostic and treatment service reduces the distance families have to travel to access service. KATC provided training for CCSHCN staff at the clinics and when needed. Additionally, KATC staff provide information to local school district personnel to support the educational programming for students with autism. KATC staff continue to partner and support this important work and oftentimes serve as a liaison between the CCSHCN and the local school.

#### **Support Group Presentations and Support**

KATC Field Training Coordinator presented on a variety of topics to multiple Parent Support Groups for children with autism in various regions in KY. Resource information and technical assistance was provided to other support groups as requested.

#### **Regional Workshops**

KATC staff conducted 6 workshops in 6 locations for 97 attendees from 33 counties in Kentucky. The topic presented, *Teaching Socialization and Communication to Individuals with Autism*, was identified as the area of greatest need by parents and professionals. The evaluations from attendees indicated that the trainings were informative and they could immediately take the information provided in the workshops to use in the respective settings of home, school, and child care.

#### **Autism Diagnostic Observation Schedule 2 (ADOS-2) Training**

KATC strives to build the capacity of service providers in Kentucky by increasing their knowledge and confidence in identifying and serving students with autism. December 2015, training was provided by Dr. Rachel Hunley, an Assistant Professor from Vanderbilt University, for psychologists, occupational therapists, speech and language pathologists, and related professionals. The ADOS 2 is an assessment of autism that is semi-structured, standardized assessment of communication, social interaction, play, and restricted and repetitive behaviors. It presents activities designed to elicit behaviors related to a diagnosis of ASD. Information obtained by the administration of the ADOS 2 informs the diagnosis and program development for individuals with autism.

# Statewide Trainings for Parents and Professional Provided by KATC Field Training Coordinators

<b>Training Date</b>	Topic	Where	Trainer
			Heidi
June 2015	Autism 101	KY System of Care Academy	Cooley-Cook
			Laura
	Including Individuals		Ferguson
	with Autism in General		and Kim
June 2015	Education	Archdiocese, Louisville	Howard

	Behavior Management		
	and Sensory Strategies		
	for Individuals with	Ready Kids Conference,	Laura
June 2015	Autism	Hopkinsville	Ferguson
	Increasing		J
	Communication for		Laura
June 2015	Individuals with Autism	Ready Kids Conference	Ferguson
	Including Individuals		
	with Autism in General	Central Kentucky Educational	Laura
June 2015	Education	Cooperative, Lexington	Ferguson
	Using Applied Behavior	Central Kentucky Educational	Laura
June 2015	Analysis in Classroom	Cooperative, Lexington	Ferguson
	Implementing Evidence-		Michelle
July 2015	based Strategies	KY, STEPS, Bowling Green	Antle
	Introduction to Applied	Green River Regional Cadre	Michelle
July 2015	Behavior Analysis	Training, Bowling Green	Antle
	Training Site	Russellville Independent Schools,	Michelle
July 2015	Implementation	Russellville	Antle
	Early Identification of		Michelle
July 2015	Children with Autism	Ready Kids Conference, Louisville	Antle
	Behavior Strategies for		N4: 1 11
L-1 2015	Young Children with	Danda Vida Canfanana I animila	Michelle
July 2015	Autism	Ready Kids Conference, Louisville	Antle
July 2015	Understanding the VB- MAPP	Christian County Board of	Laura
July 2015	MAFF	Education, Hopkinsville	Ferguson Laura
July 2015	Understanding Autism	Bell-Whitley Head Start, Bell County	Ferguson
July 2013	Using Visual Supports	County	reiguson
	and Sensory Strategies		
	for Individuals with	Western KY Head Start	Laura
July 2015	Autism	Conference, Hopkinsville	Ferguson
,, 2010	Increasing		
	Communication with	Western KY Head Start	Laura
July 2015	Individuals with Autism	Conference, Hopkinsville	Ferguson
	Understanding the VB-	Big East Educational Cooperative,	Laura
July 2015	MAPP	Ashland	Ferguson
_		Hardin County Schools,	Laura
July 2015	Evidence-based Practices	Elizabethtown	Ferguson
	Working with Individuals	Bardstown Independent Schools,	Laura
July 2015	with Autism	Bardstown	Ferguson
	Including Individuals		
	with Autism in General		Laura
July 2015	Education	Laurel County Schools, London	Ferguson
	Training Site		Laura
July 2015	Implementation	Laurel County, London	Ferguson
	Training Site	Overdale Elementary School,	Laura
July 2015	Implementation	Bullitt County	Ferguson

		Mason County Preschool and R.E.	
	Training Site	Stevens Elementary School,	
July 2015	Implementation	Ashland	Kim Howard
	Autism 101 & Intervening		Michelle
August 2015	in the General Classroom	Trigg County Schools, Cadiz	Antle
	Recognizing and	Stevenson Elementary School,	
	Intervening with	Russellville Independent,	Michelle
August 2015	Students with Autism	Russellville	Antle
	Training Site	Caldwell County Middle School,	Michelle
August 2015	Implementation	Princeton	Antle
		Seven County Services-	
		Therapeutic Support Specialists,	Heidi
August 2015	Autism 101	Louisville	Cooley-Cook
	Autism, Communication,	Lord's Legacy Life Ministries,	Heidi
August 2015	and Behavior	Nicholasville	Cooley-Cook
	Strategies for Teaching		Laura
August 2015	Individuals with Autism	Oldham County Schools, Goshen	Ferguson
		Cedar Grove Elementary School,	Laura
August 2015	Understanding Autism	Shepherdsville	Ferguson
	Training Site	Pleasant Grove Elementary, Mt.	Laura
August 2015	Implementation	Washington	Ferguson
	Training Site	Jessamine County Schools,	Laura
August 2015	Implementation	Nicholasville	Ferguson
	Behavior Management		Laura
August 2015	and Autism	Clinton County Schools, Albany	Ferguson
	Including Students with	, ,	
	Autism in General		Laura
August 2015	Education	Clinton County Schools, Albany	Ferguson
		Kathryn Winn Primary School and	J
	Training Site	Carroll County Head Start,	Laura
August 2015	Implementation	Carrollton	Ferguson
	Training Site	Cumberland Elementary School,	Laura
August 2015	Implementation	Harlan County, Cumberland	Ferguson
	Working with Individual		
	with Autism in Early		Laura
August 2015	Childhood	Murray Head Start, Murray	Ferguson
	Behavior Management	Whitesburg Head Start,	Laura
August 2015	and Autism	Whitesburg	Ferguson
	Working with Individuals	Whitesburg Head Start,	Laura
August 2015	with Autism	Whitesburg	Ferguson
<u> </u>	Training Site	Ü	Laura
August 2015	Implementation	Oldham County Schools, Goshen	Ferguson
11454512010		Wellstone Regional Hospital,	Laura
August 2015	Understanding Autism	Jeffersonville, Indiana	Ferguson
August 2013	Under standing Addisin	jener sonvine, mulana	rerguson

		North Park and Woodland	
	Training Cita	Elementary Schools, Hardin	Laura
August 2015	Training Site		
August 2015	Implementation Working with Individuals	County, Radcliff	Ferguson
	Working with Individuals	Vantan Caunty Cahaala Fauly	Laura
A.v. av. at 2015	with Autism in Early	Kenton County Schools Early	Laura
August 2015	Childhood	Childhood, Ft. Wright	Ferguson
September		4H Leaders, UK Extension Office,	Michelle
2015	Introduction to Autism	Bowling Green	Antle
0 . 1	Functional Behavior		3.6: 1 11
September	Assessment and Behavior	Green River Regional Cadre	Michelle
2015	Intervention Programs	Training, Bowling Green	Antle
	Cognitive Behavior		
September	Intervention for Students	West Kentucky Regional Cadre,	Michelle
2015	with Autism	Murray	Antle
September	Working with Individuals	Nelson County Schools,	Laura
2015	with Autism	Bardstown	Ferguson
September		Foster Care Parent Training,	Laura
2015	Understanding Autism	Louisville	Ferguson
	Strategies for Individuals		
September	with Autism in Early	Pulaski County Head Start,	Laura
2015	Childhood	Somerset	Ferguson
September	Using Prompt Procedures	Northern Kentucky Educational	Laura
2015	to Teach New Skills	Cooperative, Cold Springs	Ferguson
	Communication and	1	
September	Socialization for Children	Regional Speech and Language	
2015	with Autism	Conference, Ashland	Kim Howard
	Anxiety in the Classroom:	Kentucky Association of School	
	How to Recognize and	Psychology in the Schools	Michelle
October 2015	Positively Intervene	Conference, Louisville	Antle
0000001 2010	Introduction to Cognitive	The Summit, Western Kentucky	Michelle
October 2015	Behavior Intervention	University, Bowling Green	Antle
October 2013	Training Site	North Hancock Elementary	Michelle
October 2015	Implementation	School, Lewisport	Antle
October 2013	Implementation	Regional Training at Lake Barkley	Michelle
October 2015	Cocial Chille Training		
October 2015	Social Skills Training	State Park, Cadiz	Antle Heidi
Octobor 2015	Autism and Transition to	P.U.S.H. Parent Support Network,	
October 2015	Adult Life	Pathways Inc., Ashland	Cooley-Cook
	Increasing Communication and		Michelle
		Degional Training at Lalas David	Antle and
Oatobox 2015	Social Skills for	Regional Training at Lake Barkley	Laura
October 2015	Individuals with Autism	State Park, Cadiz	Ferguson
Oatob 2015	Aution Commission	South Oldham Middle School,	Laura
October 2015	Autism Overview	Crestwood	Ferguson
	Strategies for Individuals		Lange
0.4.1 0045	with Autism in Early	D. J. J. H. J.C. J.M.	Laura
October 2015	Childhood	Paducah Head Start, Murray	Ferguson

		St. Bernard Catholic School,	Laura
October 2015	Understanding Autism	Louisville	Ferguson
October 2013	Using Applied Behavior	Central Kentucky Educational	Laura
October 2015	Analysis in the Classroom	Cooperative, Lexington	Ferguson
October 2013		Cooperative, Lexington	reiguson
	Including Individuals with Autism in General	Control Ventuelas Educational	Laura
October 2015	Education	Central Kentucky Educational	
October 2015		Cooperative, Lexington	Ferguson
0-4-12015	Instructional Strategies	Dilar Carreta Calca ala Dilarrilla	V: II
October 2015	for Children with Autism	Pike County Schools, Pikeville	Kim Howard
	Implementing Evidence-	Green River Region Educational	N 6: 1 11
November	based Practices for	Cooperative Autism Cadre,	Michelle
2015	Students with Autism	Bowling Green	Antle
November	Autism Eligibility to	KY Council for Exceptional	Michelle
2015	Intervention	Children Conference, Louisville	Antle
	Cognitive Behavior		
November	Therapy with Students	KY Council for Exceptional	Michelle
2015	with Autism	Children Conference, Louisville	Antle
	How to Recognize		
November	Anxiety and Intervene in	KY Council for Exceptional	Michelle
2015	the Classroom	Children Conference, Louisville	Antle
	Increasing		Michelle
	Communication and		Antle and
November	Social Skills for	Regional Training at Kosair	Laura
2015	Individuals with Autism	Community Room, Louisville	Ferguson
November	Plan for Life After	KY Council for Exceptional	Heidi
2015	Graduation Party NOW!	Children Conference, Louisville	Cooley-Cook
November		KY Council for Exceptional	Heidi
2015	Autism 101	Children Conference, Louisville	Cooley-Cook
November	Using Applied Behavior	Murray Independent Schools,	Laura
2015	Analysis in the Classroom	Murray	Ferguson
	Using Differential		
November	Reinforcement to Teach	Northern Kentucky Educational	Laura
2015	Replacement Behaviors	Cooperative, Cold Springs	Ferguson
		Commission for Children with	
November	Understanding the	Special Health Care Needs,	Laura
2015	Autism Diagnosis	Corbin	Ferguson
	Evidence Based		
	Strategies in Action:		
November	Videos from an Actual	Kentucky Council for Exceptional	Laura
2015	Classroom	Children Conference, Louisville	Ferguson
	Increasing	,	Laura
	Communication and		Ferguson
November	Social Skills for	Regional Training at Jenny Wiley	and Kim
2015	Individuals with Autism	State Park, Prestonsburg	Howard
November	Success with Structured	Kentucky Council for Exceptional	
2015	Teaching	Children Conference, Louisville	Kim Howard
	1 2010111119	dillar on domer chee, hours vinc	11111 IIO WAI A

November	Pahayiar Stratagies that	Fall Early Childhood Collaborative	
2015	Behavior Strategies that Work	Institute, Paintsville	Kim Howard
December	Using Story Based	Hancock County Schools,	Michelle
2015	Lessons	Lewisport	Antle
2015	Part 1: Assessment of	Lewisport	Antie
December	Basic Language and Learning Skills-Revised	MaCraelzan County Schools	Michelle
2015	Training Skins-Revised	McCracken County Schools, Paducah	Antle
December	Training	Fauucan	Michelle
2015	Autism 101	Humana CaroCourgo I quicvillo	Antle
December	KATC Resources and	Humana CareSource, Louisville	Heidi
2015	Autism 101	Louisa Family Support Group, Louisa	
2015	Autism 101	Louisa	Cooley-Cook
			Laura
	Heine Fridense besed		Ferguson
December	Using Evidence-based Practices in the	Applied Behavior Analysis	and Dr. Robert
2015	Classroom	11	
2015		Conference, Ashland	Pennington
January 2016	Community Resources	Videnat Contan Daviding Croon	Michelle
January 2016	and How to Refer	KidSpot Center, Bowling Green	Antle
I 2016	Using Story Based	Stevenson Elementary School,	Michelle
January 2016	Lessons	Russellville	Antle
1 2016	Person Centered	Christian County Schools,	Michelle
January 2016	Planning	Hopkinsville	Antle
		Practitioner Training in Special	
	Introduction to Evidence-	Education or Communication	N.C. 1 11
1 2016	based Practices for	Disorders, Western Kentucky	Michelle
January 2016	Students with Autism	University, Bowling Green	Antle
	Evidence-based Practices		
	for Students with		
	Moderate to Severe		
	Disabilities and Autism:		
	Most to Least Prompting,		T
	Least to Most Prompting,		Laura
	Graduated Guidance and	North or Ventual Ventual	Ferguson and Dr. Kim
January 2016	Chaining	Northern Kentucky Educational	Weber
January 2016	(Forward/Backward)	Cooperative, Cold Springs	weber
	Cognitive Behavioral	Comphell County Cake -1-	Mighalla
Ealaman 2016	Intervention for Students	Campbell County Schools,	Michelle
February 2016	with Autism	Alexandria	Antle
	Functional Behavior	Green River Regional Educational	Michalla
February 2016	Assessment and Behavior	Cooperative Autism Cadre,	Michelle Antle
rebluary 2010	Intervention Programs  Part 2: Assessment of	Bowling Green	Allue
	Part 2: Assessment of		
	Basic Language and Learning Skills-Revised	McCrackon County Schools	Michelle
February 2016	Training Skills-Revised	McCracken County Schools, Paducah	Antle
1. CDI dai y 2010	Trummy	ı auutan	Alluc

	Autism and First Responders (Training First Responders to Train	Louisville Fire Department,	Heidi Cooley-Cook, Chad Greathouse, and Bob
February 2016	First Responders)	Louisville	Schafer
February 2016	Understanding Autism and Evidence-based Practice	Indiana University Southeast, New Albany, Indiana	Laura Ferguson
February 2016	Educational Services in the Local School	Weisskopf Child Evaluation Center, Louisville	Mike Miller
March 2016	Strategies the Work for Early Childhood Educators	Warren County Preschool Staff, Bowling Green	Michelle Antle
March 2016	IEP and Specially Designed Instruction for Students with Autism	Hart of Autism, Parent Support Group, Munfordville	Michelle Antle
March 2016	Behavior Interventions for Students with Autism	Green River Regional Educational Cooperative Autism Cadre, Bowling Green	Michelle Antle
March 2016	Understanding Communication and Social Skills for Students with Autism	Regional Training at Cumberland Falls State Park, Corbin	Michelle Antle and Laura Ferguson
March 2016	Plan for Life After the Graduation NOW!	ARC Conference, Louisville	Heidi Cooley-Cook and Mike Miller
March 2016	Understanding Autism and Evidence-based Practices	Practitioner Training for Special Educators, Campbellsville College, Louisville	Laura Ferguson
March 2016	Including Individuals with Autism in General Education	Central Kentucky Educational Cooperative, Lexington	Laura Ferguson
March 2016	Understanding the Autism Diagnosis	ARC Conference, Louisville	Laura Ferguson
March 2016	Understanding Communication and Social Skills for Students with Autism	Regional Training at General Butler State Park, Carrollton	Laura Ferguson and Kim Howard
March 2016	Using Systematic Instruction Plans	Northern Kentucky Educational Cooperative	Laura Ferguson and Dr. Kim Weber
April 2016	Cognitive Behavioral Intervention for Students with Autism	McCracken County Schools, Paducah	Michelle Antle

			1
_	Understanding Applied	Big Creek Elementary School,	Laura
April 2016	Behavior Analysis	Oneida	Ferguson
_	Using Applied Behavior	Kentucky Dam State Park,	Laura
April 2016	Analysis in the Classroom	Gilbertsville	Ferguson
	Understanding Autism	Early Childhood Professional,	Laura
April 2016	and Strategies	Corbin	Ferguson
		Buffalo Trace Conference on Child	
April 2016	ABC's of Behavior	Abuse, Morehead	Kim Howard
April 2016	Meeting Sensory Needs	Hazard Family Summit, Hazard	Kim Howard
			Michelle
	Teaching Socialization		Antle and
	and Communication to	Regional Training Presented at	Laura
May 2016	Individuals with Autism	Barren River State Park, Lucas	Ferguson
		Pembroke Elementary School,	
	Training Site	Christian County Schools,	Michelle
May 2016	Implementation	Hopkinsville	Antle
	Introduction to Cognitive	Hart of Autism, Parent Support	Michelle
May 2016	Behavior Intervention	Group, Munfordville	Antle
	Training Site		Michelle
May 2016	Implementation	Caldwell Middle School, Princeton	Antle
		East Calloway Elementary School,	Michelle
May 2016	Behavior 101	Murray	Antle
			Heidi
			Cooley-Cook,
			Chad
			Greathoouse,
	Autism and First	Spencer County Fire Department,	and Bob
May 2016	Responders	Louisville	Schafer
			Heidi
			Cooley-Cook
	Autism and First		and Chad
May 2016	Responders	Metro Safe, Louisville	Greathouse
			Heidi
			Cooley-Cook
	Autism and First		and Chad
May 2016	Responders	Metro Safe, Louisville	Greathouse
	Understanding Evidence-		
	based Practices for	Annual Kentucky Head Start	Laura
May 2016	Individuals with Autism	Conference, Louisville	Ferguson
	Understanding		
	Instructional Practices		
	for Individuals with	Harrison County Schools,	Laura
May 2016	Autism	Cynthiana	Ferguson
	Training Site	Montgomery County Intermediate	Laura
May 2016	Implementation	School, Mr. Sterling	Ferguson

	Understanding and	Practitioner Training for Special	
	Supporting Students with	Educators, Western Kentucky	Michelle
June 2016	Autism Characteristics	University , Bowling Green	Antle
,	Teaching Replacement	Family Resource Center's Parent	Michelle
June 2016	Behaviors	Support Group, , Bowling Green	Antle
,			Michelle
	Writing Comprehensive	Green River Region Educational	Antle, Kathy
	Educational Treatment	Cooperative's Mental Health	Manciel, and
June 2016	Plans	Conference, Bowling Green	Deb Myers
	Cognitive Behavior	Hardin County Schools,	Michelle
June 2016	Interventions	Elizabethtown	Antle
			Heidi
			Cooley-Cook
	Autism and First	Louisville Fire Department,	and Chad
June 2016	Responders	Louisville	Greathouse
	Autism and Behavior in		
	the Home and	ARC of Kentucky Family Support	Heidi
June 2016	Community	Coalition Resource Fair	Cooley-Cook
	Understanding Autism in	Jessamine County Early Learning	Laura
June 2016	Early Childhood	Village, Nicholasville	Ferguson
	Instructional Practices		
	for Students with Autism	Jessamine County Early Learning	Laura
June 2016	in Early Childhood	Village, Nicholasville	Ferguson
	Working with Students		
	with Autism in Early	Park Du Valle Education Center,	Laura
June 2016	Childhood	Louisville	Ferguson
	Understanding the STAR		Laura
June 2016	Program	Oldham County Schools, Goshen	Ferguson
	Communication is the	Jefferson County Public Schools	Laura
June 2016	Key	Classified Institute, Louisville	Ferguson
	Working with Individuals	Big Creek Elementary School,	Laura
June 2016	with Autism	Oneida	Ferguson
	Behavior in the Home		Laura
June 2016	and Community	London Parent Summit, London	Ferguson
	The "Wh's" of Functional	Central Kentucky Educational	Laura
June 2016	Communication	Cooperative, Lexington	Ferguson
	WATTER D	Developmental Pediatricians	
1 2016	KATC Resources and	Regional Meeting at Norton's,	NA:1 NA:11
June 2016	Educational Services	Louisville	Mike Miller

#### COACHING AND SUPPORT

#### 2015-16 KATC Support to Schools Implementing ASD Partnership Training Sites

Prior the start of the school year, teams participating in the problem-solving process participated in a specialized Summer Institute to orient the teams to the process and evidence-based practices.

Building Statewide Capacity for Educators to Improve Outcomes for Learners with ASD: Partnership with Kentucky Department of Education, Special Education Cooperatives and Local School Districts

#### **ASD Partnership Training Sites**

KATC works in collaboration with the Kentucky Department of Education's (KDE) nine Special Educational Cooperatives at all levels of operation. Cooperatives have the capacity to create and sustain change at the local level and this collaboration is essential to develop and sustain a network of professional learning, training, and coaching to educators. Building upon this relationship, KATC initiated a collaborative workgroup in 2008 to develop a proposal and was subsequently awarded a partnership with the National Professional Development Center on Autism Spectrum Disorders. The National Professional Development Center on Autism Spectrum Disorders (NPDCA on ASD), funded by the U.S. Department of Education, Office of Special Education Programs is a multi-university program that began on July 1, 2007. The center is located at three universities: The University of North Carolina, the University of Wisconsin, and the University of California.

NPDC on ASD provided professional development and technical assistance to help Kentucky promote implementation of evidence-based practices for early identification, intervention and education for children and youth with ASD. These practices should produce the best possible outcomes for families and students with ASD, spanning the age range from infancy to early adulthood (21 years). In addition, the NPDC helped Kentucky establish a problem solving process to develop model sites demonstrating evidence-based practices for ASD and in evaluating and measuring child, family, practitioner and system-level outcomes. The purposes of the project that began in Kentucky in January 2009 were to:

- Increase the number of highly qualified personnel (particularly teachers and practitioners) serving children and youth with ASD in Kentucky
- Establish a sustainable system of professional development in evidence-based practices in ASD
- Provide technical assistance support for early childhood practitioners, educational leaders, teachers and school-based personnel
- Establish training site where pre-service and in-service professionals can observe the implementation of evidence-based practices

During 2015-2016, KATC collaborated with 8 special educational cooperatives (see list of regional cooperatives below) in 17 school districts to serve 28 schools with this intense coaching and support model. School personnel in the schools accepted participate in comprehensive training regarding the teaching students with autism. Many more schools apply than KATC has the capacity to serve. KATC Field Training Coordinators (FTC) are assigned to the schools within a specific region, provide the comprehensive trainings, visit each classroom a minimum of 1 time monthly, and provide ongoing technical assistance to the school staff via email, phone calls, and virtual meetings.

#### **Special Education Cooperatives**

- Central Kentucky Educational Cooperative (CKEC)
- Green River Regional Educational Cooperative (GRREC)
- Jefferson County Exceptional Child Education Services (JCPS)
- Kentucky Educational Development Corporation (KEDC)
- Kentucky Valley Educational Cooperative (KVEC)
- Northern Kentucky Cooperative for Educational Services (NKECS)
- Ohio Valley Educational Cooperative
- Southeast/Southcentral Education Cooperative (SESC)
- West Kentucky Educational Cooperative (WKEC)

#### **Evidence-Based Practices: The Foundation**

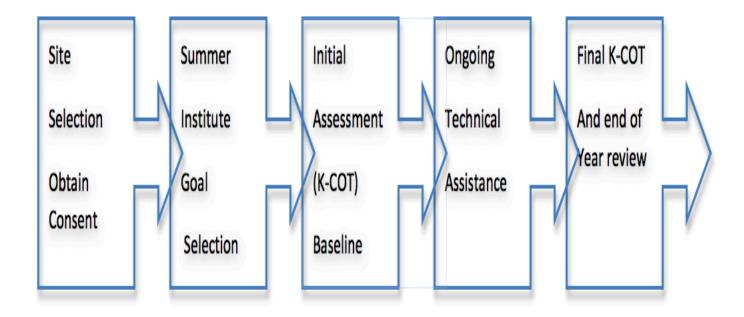
While many interventions for autism exist, only some have been shown to be effective through scientific research. Interventions that researchers have shown to be effective are called evidence-based practices. Several groups have sought to identify evidence-based practices for autism treatment (National Professional Development Center on Autism-NPDC on ASD, National Autism Center-NAC), The groups' findings overlap significantly and the KATC draws on interventions identified across organizations. One group, the NPDC on ASD, uses rigorous criteria to determine whether a practice is evidence-based. Currently, the Center has identified 27 evidence-based practices. Please note that every identified practice is not necessarily appropriate for every learner. Practices are most effective when carefully matched to a learner's specific needs and characteristics.

To date, the NPDC on ASD has identified 27 practices that meet the above criteria for evidence-based practices for children and youth with autism spectrum disorders. They continue to review the literature for practices that meet their definition. This list was updated by the NPDC in 2014 from 24 evidence-based practices to 27. The practices are:

- 1. Antecedent-Based Interventions (ABI)
- 2. Cognitive Behavioral Intervention
- 3. Differential Reinforcement
- 4. Discrete Trial Training
- 5. Exercise
- 6. Extinction
- 7. Functional Behavior Assessment
- 8. Functional Communication Training
- 9. Modeling
- 10. Naturalistic Intervention
- 11. Parent-Implemented Interventions
- 12. Peer-Mediated Instruction and Intervention
- 13. Picture Exchange Communication System (PECS)

- 14. Pivotal Response Training
- 15. Prompting
- 16. Reinforcement
- 17. Response Interruption/Redirection
- 18. Scripting
- 19. Self-Management
- 20. Social Narratives
- 21. Speech Generating Devices/VOCA
- 22. Structured Play Group
- 23. Task Analysis
- 24. Technology-aided Instruction
- 25. Time Delay
- 26. Video Modeling
- 27. Visual Supports

#### **Overview of the Training Site Process**



Tools developed by the KATC to facilitate technical assistance process for training sites:

#### 1) K-COT (Kentucky Classroom Observation Tool)

This tool was created by the KATC prior to the 2011-2012 school year and updated in 2012-2013 to include the assessment of general education settings. The tool is used to gather program information during the first site visit through direct observation, record review, and interview. The checklist will be completed by KATC staff and discussed with teams at the beginning and end of the school year. The information gathered will help training site teams to collectively determine program goals to target during the year.

#### 2) K-COT/S (Kentucky Classroom Observation Tool Self-Assessment)

This version of the K-COT is completed by the school team during the summer training and will reflect their perspective of their strengths and challenges. This completed tool will be used in connection with the completed K-COT to determine program goals and guide professional growth throughout the year.

#### 3) TA Contact Form (Technical Assistance Contact Form)

At the completion of each visit, district level and KATC technical assistance providers will complete this form as a summary of their visit. This form will document information regarding progress towards meeting classroom goals and student goals and next steps.

## Autism Training Site Schools 2015-16 School Year

School	District	Coop Region	Classroom(s)
East Ridge High	Pike County	KVEC	1
Dorton Elementary	Pike County	KVEC	1
Bevin Elementary	Pike County	KVEC	1
Phelps Elementary Head Start	Pike County	KVEC	2
Flemingburg Elementary	Fleming County	KEDC	2
West Carter High	Carter County	KEDC	1
Rowan County Middle	Rowan County	KEDC	1
East Louisa Elementary	Lawrence County	KEDC	2
North Park Elementary	Hardin County	GRREC	1
Woodlawn Elementary	Hardin County	GRREC	1
Carroll County Head Start	Carroll County	OVEC	1
Kathryn Wynn Elementary	Carroll County	OVEC	1
Bullitt Lick Middle	Bullitt County	OVEC	1
Overdale Elementary	Bullitt County	OVEC	1
Pleasant Grove Elementary	Bullitt County	OVEC	1
Henry County High	Henry County	OVEC	1
Owen County Elementary	Owen County	OVEC	1
North Oldham High	Oldham County	OVEC	1
Centerfield Elementary	Oldham County	OVEC	1
Silver Grove Elementary	Silver Grove Independent	NKEC	1
Cumberland Elementary	Harlan County	SESC	1
Walnut Hill Elementary	Casey County	SESC	1
North Laurel Middle	Laurel County	SESC	1
East Jessamine Middle	Jessamine County	CKSEC	1
South Hancock Elementary	Hancock County	GRREC	1

#### **Autism Cadre**

In partnership with Kentucky Department of Education and 9 special educational cooperatives, training and coaching in evidenced-based practices for individuals with autism are trained for local school personnel. Special education cooperatives customize the trainings based on the needs of the school personnel in their respective regions. These trainings are an ongoing follow-up and support to the 164 State school districts in the 9 special education cooperatives that training more than 681 professionals at the inception of this initiative.

In spring of 2009 the Kentucky Department of Education (KDE) and the Kentucky Autism Training Center (KATC) partnered to establish a statewide autism cadre of approximately 681 members to forward the following goals:

- Provide ongoing training to district level staff on evidence-based practices for students with ASD so that they could provide training at the district level.
- Establish networks of support between professionals from different districts and special education cooperative regions.
- Establish local problem solving teams at the district level across Kentucky.

#### **Partnership**

Kentucky is divided into 9 special education cooperative regions. Complex needs consultants provide technical assistance in each region. KATC works with the complex needs consultants to drive the ASD cadre; the consultants already met several times a year to drive other state initiatives (e.g., alternative assessment, new teacher training). At the district level, representatives from 95% of local districts were identified by the director of special education based on an application process developed by KDE. Participants were selected based on their ability to translate cadre training material back to the local district. Cadre members represent a myriad of roles within a school district: Speech Language Pathologists, Occupational Therapists, General Education Teachers, Special Education Teachers, Directors of Special Educations, Early Childhood Diagnosticians, Psychologists, Autism Specialists, Consultants, and Pre-school Teachers.

#### **Process**

KATC develops quarterly training materials to be given to the special education co-op consultants. Consultants were grouped into super clusters, containing three to four co-op regions. Super clusters met to clarify content and share resources for training; in some instances consultants provided cross cooperative trainings. KATC attended these meetings in-person or via Skype to clarify training materials upon request. After review of the materials the cooperative consultants delivered a 6-hour training to the district level professionals. Participants received 4 trainings each year for a total of 24 hours of professional development.

#### Content

KATC developed quarterly training materials (e.g. PowerPoint, group activities, video examples). Topics included: Applied Behavior Analysis, Generalization, Communication. Complex needs consultants were able to add supplementary materials but were asked not to change the KATC slides to maintain the integrity of the training materials.

Session	Content
Module 1	Project Overview, ASD characteristics
Module 2	Functional Behavior Assessment and Preference Assessment
Module 3	Behavioral Intervention
Module 4	Systematic Instruction 1
Module 5	Systematic Instruction 2
Module 6	Communication Instruction 1
Module 7	Communication Instruction 2
Module 8	Asperger Syndrome, Intro to Problem Solving
Module 9	Social Skills
Module 10	Environmental Arrangement
Module 11	Social Skills Part II
Module 12	Coaching and Problem Solving

#### **District Highlights**

Several districts have reported that cadre members continue to conduct trainings at the local district level. Districts have reported developing local problem solving teams and using cadre members to address district challenges associated with meeting the needs of students with ASD. Superintendents report that cadre trainings are building the capacity of local school district staff to better meet the needs of students with autism.

#### **KATC Staff**

Michelle Antle, Field Training Coordinator Heidi Cooley-Cook, Family Field Training Coordinator Laura Ferguson, Field Training Coordinator Diandre Glover-Thomas, Program Coordinator Kim Howard, Field Training Coordinator, Mike Miller, Field Training Coordinator R. Larry Taylor, Executive Director

#### KATC 2015 – 2016 Expenditures

EXPENSES	General Funds	Revenue	СРЕ	KDE	YTD TOTAL
Salary	\$141,038.08	\$3,820.14	\$117,760.36	\$75,797.76	\$338,416.34
Benefits	\$34,299.70	\$1,073.83	\$29,439.72	\$17,750.47	\$82,563.72
Operating Expenses	\$22,565.96	\$2,957.12	\$8.990.27	**\$153,404.28	\$187,917.63
Travel	\$0.00	\$366.12	\$13,368.55	\$27,648.06	\$41,382.73
F&A	\$0.00	\$0.00	\$0.00	\$21,968.04	\$21,968.04
TOTAL EXPENSES	\$197,903.74	\$8,217.21	*\$169,558.90	\$296,568.61	\$672,248.46

<sup>\*</sup>Expenditures exceeded the annual allocation of \$125,800. Carryover funds in the amount of \$43,758.90 from previous allocations were expended.

<sup>\*\*</sup>Contractual services for nonemployees to perform training services were secured from Operating Expenses instead of Salary.