

2016 – 2017

Annual Report of Activities

**UNIVERSITY OF
LOUISVILLE®**

**KENTUCKY AUTISM
TRAINING CENTER**

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.

Kentucky Autism Training Center
College of Education and Human Development
University of Louisville Autism Center at Kosair Charities
1405 E Burnett Street
Louisville, KY 40217
<http://louisville.edu/education/kyautismtraining/>

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UNIVERSITY OF
LOUISVILLE
KENTUCKY AUTISM
TRAINING CENTER

August 15, 2017

Dear Friends:

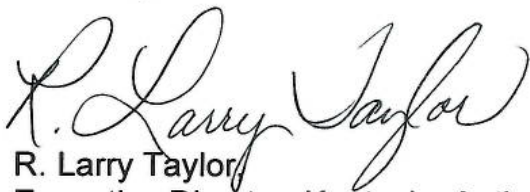
On behalf of the Kentucky Autism Training Center (KATC) Advisory Board, University of Louisville's College of Education and Human Development, and KATC's staff, I am proud to present to you this copy of the KATC's 2016-2017 Annual Report, our 20th year of service to the autism community of Kentucky. Since the establishment of the KATC in 1996 by the Kentucky General Assembly, the number of individuals identified with autism spectrum disorders (ASD) has increased significantly. 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 all regions of the Commonwealth is great.

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, it is important to note the many hours KATC staff spend providing resources and supports via telephone calls, virtual consultations, committee meetings, community awareness events, and resource fairs. Establishing and maintaining collaborative partnerships with professionals and related agencies has proven to be productive in moving KATC toward that initial vision created by parents and the Legislature pursuant to 13 KAR 2:080 in 1996.

On behalf of the KATC Advisory Board and the KATC staff of 7, I would like to thank the many individuals and agencies that provide their support for the work of KATC.

Sincerely,



R. Larry Taylor
Executive Director, Kentucky Autism Training Center

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.

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 11 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
- 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, University of Louisville
- 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, Pediatrician, Gilbert Graves Clinic
- 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, Retired Pediatric Psychiatrist
- 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
- Development 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 findings to diverse audiences.
- Develop relationships with early interventions service providers 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 religious 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 self-advocates 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 self-advocates 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.
- Collaborate and coordinate with the Kentucky Advisory Council on Autism member

2016-2017 KATC ACTIVITIES

INFORMATION DISSEMINATION

Website: 40,954 visits-<http://louisville.edu/education/kyautismtraining/>

Newsletter: Quarterly electronic distribution to 7,478 Subscribers (.15% increase over last year)
This year KATC's newsletters discussed topics such as *Choosing a Behavior Analyst, ASD and Schools, Autism Forces Parents to Adapt, ASD Support Groups, Peer Support Network, and Safety* to name a few. The newsletter also disseminated information about training opportunities provided by KATC and autism education programs offered throughout the state.

Twitter: 269 followers (5% increase since last year)
KATC joined Twitter in June 2012 and as of June 30, 2017 we have 269 followers.

Facebook: 2,773 “likes” (4.23% increase since last year)
KATC utilizes Facebook to communicate with the autism community in Kentucky to share resources, community events, and to advertise KATC trainings. As of June 30, 2017, the KATC has 2,773 “likes”.

YouTube Channel: 33,285 views (83.40% increase over last year), 484 Subscribers, (77.37% increase over last year, and 322,868 minutes watched (147% increase over last year)
KATC’s recorded webinars are archived online on youtube.com. Currently, 73 webinars are archived.

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.

Kentucky Autism Service and Supports Directory: 519 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.

KYAUTISM LISTSERV: 348 members
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.

Promoting Early Identification: Affiliation with Centers for Disease Control and Prevention’s (CDC) National Center on Birth Defects and Developmental Disabilities (NCBDDD), public awareness campaign “Learn the Signs-Act Early”, Facebook page website, and print materials. Statewide distribution has been provided through collaboration with myriad of child and family service programs.

Office of Vocational Rehabilitation: KATC staff conducted a learning conference with 10 Office of Vocational Rehabilitation Counselors to identify services and supports available for individuals with autism.

Office of Autism: KATC’s Executive Director is a Governor-appointed member on the Kentucky Advisory Council on Autism. Additionally, KATC staff are active participants in each of the Council’s three subcommittees: Early Childhood, School-Age, and Adolescent/Adult. The KATC has been awarded proposals

by the Council to bring the Hanen Centre's More Than Words Workshop to the Commonwealth and assisted with planning, presenting, and facilitating the Parent Support Learning Collaborative and the Western Kentucky Parent Summit.

TRAINING

Parent Summit

KATC collaborated with the Kentucky Office of Autism, Western Kentucky Educational Cooperative, and Calloway County Early Childhood Regional Training Center to provide a Parent Summit that was attended by 69 parents at Murray State University in March of 2017. Participants came from 17 counties in Kentucky. Ray Chumbler, IV, an individual with autism and graduate of Murray State University, provided the Keynote Speech entitled, "Support for Success: What Others Need to Know and Do to Support Individuals with Autism to Achieve Their Goals". In addition, 9 informational sessions on a variety of topics pertaining to individuals with autism and their families were provided.

Technical Support

KATC Field Training Coordinators (FTC) provided direct ongoing consultation to 145 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 are referred by the University of Louisville Autism Clinic clinical staff and other clinical professionals, the FTC provides technical assistance in accessing supports and resolving challenges. The goal of this service is to train individuals with autism and their families learn how to better navigate the many complex systems of support available.

Kentucky Head Start Conference and Kentucky Early Childhood Conference

KATC personnel provided training at the annual Kentucky Head Start Conference and various Head Start locations.

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 1,100 participants. KATC's Executive Director was a collaborative partner in this conference, KATC staff conducted multiple sessions attended by teachers, school administrators, and others throughout Kentucky. KATC staff organized and facilitated a college fair specifically designed for students with disabilities.

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

Diagnostic clinics have been provided in collaboration with the Commission for Children for Special Health Care Needs (CCSHCN) and physicians from the University of Louisville Autism Center (ULAC) in 5 regions in Kentucky. The team typically consists of a developmental pediatrician, child psychiatrist, and a neurologist who work in conjunction with the CCSHCN staff. KATC provided initial and on-going training for CCSHCN staff at these clinics. KATC Field Training Coordinators partner with the ULAC physicians and CCSHCN staff to support the families by identifying resources and services to address their specific needs, especially related to the child's school programming. More than 250 patients have benefited from these regionally-based collaborative services through June 30, 2017.

Support Group Presentations and Support

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

Collaborative Advocacy: Special Education Law in Practice Conference

February 2017, the 2nd conference was conducted through a partnership between UL's College of Education/KATC and the Brandies School of Law. Participants included parents of individuals with disabilities, attorneys, educators, disability advocates, and professionals in related fields. Presenters for the conference included attorneys, university faculty members, educators, administrators from local school districts, and personnel from the Kentucky Department of Education. The goals of the conference were to provide accurate information and resources pertaining to disability law and to promote the concept of preventing disputes and litigation by resolving conflict at the lowest administrative level whenever possible.

Regional Workshops

KATC staff conducted 2 Regional Workshops in 2 locations for 73 attendees from 23 counties in Kentucky. The topics presented *Autism Spectrum Disorders for Early Childhood Professionals* and *Autism Spectrum Disorders and the Implementation of Evidence-Based Practices*, were identified as the areas of greatest need by parents and professionals.

Support Access and Opportunity to the Arts

KATC partners with StageOne, Actors Theatre, and Bluegrass Opera to provide input regarding Sensory Friendly Performances that support individuals and their family ability to access the arts. In addition, a Mini-Grant was awarded to KATC from VSA Kentucky, a member of the Affiliate Network, a program of the John F. Kennedy Center for the Performing Arts. KATC partnered with the University of Louisville Autism Center (ULAC) to identify youth to participate in Hip-Hop dance lessons.

Occupational therapy evaluations were performed to assess the motor, social and leisure skills of the participants prior to session 1 and again following session 7. The chosen leisure activity of dance, particularly hip hop, was individually identified as a preferred interest which created a motivation for attendance, learning, and socialization among the participants. Within the group structure, evidence based interventions for individuals with ASD were implemented. These interventions included: visual supports, visual schedule, environmental supports, self-monitoring, use of the natural environment, shaping/chaining, positive reinforcement, fading, and video modeling. The results indicated marked improvements in motor and social skills. Parents reported increases in confidence, motivation, and a sense of belonging for their youth. This opportunity also increased the instructor's knowledge and skills to better instruct individuals with autism, thereby promoting access and opportunity for individuals with autism. At the same time, occupational therapists, who provide therapeutic services to individuals with autism, were afforded the opportunity to conduct research to inform their profession.

Autisms Diagnostic Observation Schedule, 2nd Edition (ADOS-2)

The Autism Diagnostic Observation Schedule, Second Edition (ADOS-2) is a semi-structured, standardized measure of communication, social interaction, play/imagination, and restricted and/or repetitive behaviors published by Western Psychological Services. The ADOS-2 is often referred to as the "gold standard" measure of observational assessment for autism spectrum disorder.

Individuals who can administer the ADOS-2 are clinical and school psychologists, psychiatrists, developmental pediatrician, occupational therapists, and speech pathologists that have prior education, training, and experience in conducting individually administered test batteries and, training by an independent trainer or the test publisher is required.

KATC has contracted with a clinical psychologist who is endorsed by the ADOS-2 publishing company to provide training to Kentucky professionals from clinical and school-based settings in the administration of this test. KATC's goal of this activity is to increase the skills and confidence of evaluators in to identify and help in developing high quality programs for individuals with autism. KATC offers this training regionally to increase

access to the training at a reduced cost for participants to attend. In July 2016, this training was offered the western part of the state in Hopkinsville at the James Bruce Convention Center. In May 2017, this training was offered again in the eastern part of the state in Morehead at the Morehead Conventioin Center.

**STATEWIDE TRAININGS FOR PARENTS AND PROFESSIONAL
PROVIDED BY KATC FIELD TRAINING COORDINATORS**

Training Date	Topic	Where	Trainer
July 2016	Cognitive Behavior Interventions	Christian County Schools, KY	Michelle Antle
July 2016	Early Recognition of Autism	Ready Kids Conference, Louisville, KY	Michelle Antle
July 2016	Cognitive Behavior Interventions	KY STEP Mental Health Professionals	Michelle Antle
July 2016	ASD Initial Training Site Training	Green River Regional Educational Cooperative	Michelle Antle
July 2016	Introduction to Autism and Classroom Strategies	Hart County Schools, KY	Michelle Antle
July 2016	ASD Initial Training Site Training	Christian County Schools, KY	Michelle Antle
July 2016	Cognitive Behavioral Interventions for Para-educators	Campbell County Schools, KY	Michelle Antle
July 2016	ASD Initial Training Site Training	Calloway County Schools, KY	Michelle Antle
July 2016	Autism and Behavior in the Home and Community	ARC of Kentucky Family Support Coalition Resource Fair, Paducah, KY	Heidi Cooley-Cook
July 2016	Autism and Behavior in the Home and Community	ARC of Kentucky Family Support Coalition Resource Fair, Owensboro, KY	Heidi Cooley-Cook
July 2016	ABC's of ASD: From Diagnosis to Resources in KY	Reading Kids Conference, Louisville, KY	Heidi Cooley-Cook
July 2016	Applied Behavior Analysis in the Classroom	Christian County Schools, Hopkinsville, KY	Laura Ferguson
July 2016	Autism and Supports	Black Mountain Elementary School, Harlan County, KY	Laura Ferguson
July 2016	Evidence-based Practices for Individuals with Autism	Reading Kids Conference, Louisville, KY	Laura Ferguson
July 2016	Behavior Supports for Early Childhood	Bell-Whitley County Head Start, Pineville, KY	Laura Ferguson
July 2016	Training Site Process	Casey, Clay, and McCreary County Schools, KY	Laura Ferguson
July 2016	Systematic Instruction Procedures	Ohio Valley Educational Cooperative Summer Institute, Shelbyville, KY	Laura Ferguson

July 2016	Applied Behavior Analysis in the Classroom	Ohio Valley Educational Cooperative Summer Institute, Shelbyville, KY	Laura Ferguson
July 2016	Impacting Kentucky Schools	KY Association for Behavior Analyst Regional Meeting, Covington, KY	Laura Ferguson
July 2016	Social and Communication Instruction for Individuals with Autism	Bardstown Independent Schools, Bardstown, KY	Laura Ferguson
July 2016	Training Site Process	Jessamine County Schools, Nicholasville, KY	Laura Ferguson
July 2016	Training Site Process	Shelby and Spencer County Schools, Shelbyville, KY	Laura Ferguson
July 2016	Meeting Sensory Needs of Young Learners	Reading Kids Conference, Louisville, KY	Kim Howard
July 2016	Autism Orientation Training for Training Sites	Kentucky Educational Development Corporation, Ashland, KY	Kim Howard
July 2016	Autism Orientation Training for Training Sites	Kentucky Valley Educational Cooperative, Hazard, KY	Kim Howard
July 2016	Problem-Solving for Children with Autism	Kentucky Educational Development Corporation, Ashland, KY	Kim Howard
July 2016	Successful Inclusion	Kentucky Valley Educational Cooperative Summer Institute, Hazard, KY	Kim Howard
July 2016	Meeting Sensory Needs	Kentucky Valley Educational Cooperative Summer Institute, Hazard, KY	Kim Howard
July 2016	Problem-Solving Puberty for Children with Autism	Kentucky Valley Educational Cooperative Summer Institute, Hazard, KY	Kim Howard
July 2016	Addressing Challenging Behavior	Kentucky Valley Educational Cooperative Summer Institute, Hazard, KY	Kim Howard
July 2016	Addressing Challenging Behavior	Frankfort Independent Schools, Frankfort, KY	Kim Howard
August 2016	Initial Training Site Training	Adair County Schools, Bowling Green, KY	Michelle Antle
August 2016	Initial Training Site Training	Allen County Schools, Bowling Green, KY	Michelle Antle
August 2016	Initial Training Site Training	Clinton County Schools, Albany, KY	Michelle Antle
August 2016	Cognitive Behavior Intervention in the General Classroom Setting	Caldwell County Schools, KY	Michelle Antle
August 2016	Introduction to Autism	Christ the King School, Hopkins County, KY	Michelle Antle

August 2016	Classroom Strategies for Working with Students with Autism	Christian County Schools, Hopkinsville, KY	Michelle Antle
August 2016	Introduction to Autism and Recognizing Early Signs of Autism	Frankfort Head Start Program, Frankfort, KY	Michelle Antle
August 2016	Introduction to Autism and Classroom Strategies	Olmstead Elementary School, Logan County, KY	Michelle Antle
August 2016	Introduction to Autism and Classroom Strategies	Warren County Schools, Bowling Green, KY	Michelle Antle
August 2016	Functional Behavior Assessment	Hancock County Schools, KY	Michelle Antle
August 2016	Applied Behavior Analysis in the Classroom	Elliot County Schools Teacher Institute, Sandy Hook, KY	Kim Howard
August 2016	Meeting Social and Communication Needs of Learners with Autism	Elliot County Schools Teacher Institute, Sandy Hook, KY	Kim Howard
August 2016	Training Site Process	Oldham County Schools, Goshen, KY	Laura Ferguson
August 2016	Addressing Challenging Behaviors	Northern Kentucky Educational Cooperative, Covington, KY	Laura Ferguson
August 2016	Supporting Individuals with Autism in the General Education Classroom	Northern Kentucky Educational Cooperative, Covington, KY	Laura Ferguson
August 2016	Challenging Behavior	Kenton County Schools, Erlanger, KY	Laura Ferguson
August 2016	Working with Individuals with Autism in the General Education Setting	Kenton County Schools, Erlanger, KY	Laura Ferguson
August 2016	Behavior Management	Bullitt County Schools, Shepherdsville, KY	Laura Ferguson
September 2016	IEP Training for Families of Newly Identified Children	Autism/Asperger Parent Support Group, Bowling Green, KY	Michelle Antle
September 2016	Behavior Intervention Plans	Hancock County Schools, KY	Michelle Antle
September 2016	Visual Supports for Individuals with Autism	Green River Regional Educational Cooperative ASD Cadre, Bowling Green, KY	Michelle Antle
September 2016	Cognitive Behavior Interventions in the Classroom	Kentucky Valley Educational Cooperative, Hazard, KY	Michelle Antle
September 2016	Autism 101, Adapted and Inclusive Recreation	Louisville Metro Parks, Louisville, KY	Heidi Cooley-Cook

September 2016	Behavioral Resources for Children with Autism	7 th Annual Northeast Alliance Conference of Teachers (Audiology, Nursing, First Steps, and Head Start), Ashland, KY	Kim Howard
October 2016	Consultation for Students with ASD	Kentucky Association for Psychology in the Schools Conference, Louisville, KY	Michelle Antle
October 2016	Cognitive Behavior Interventions in the Classroom	Kentucky Association for Psychology in the Schools Conference, Louisville, KY	Michelle Antle
October 2016	Autism 101 for Case Managers	WellCare, Jamestown, KY	Heidi Cooley-Cook
October 2016	Autism and Early Childhood	Campbellsville University, Elizabethtown, KY	Laura Ferguson
October 2016	Applied Behavior Analysis in the Classroom	Corbin Community Center, Corbin, KY	Laura Ferguson
October 2016	Autism and Early Childhood	KATC Regional Workshop, Northeast Community Church, Lexington, KY	Laura Ferguson & Mike Miller
October 2016	Communication and Behavioral Supports for School-Age Children with Autism	Kentucky Education Development Corporation, Ashland, KY	Kim Howard
November 2016	Introduction to Autism for Parents	Adair County Schools, KY	Michelle Antle
November 2016	Fitting the Puzzle Together: Active Problem-Solving/Intervention Planning for Students with ASD	Western Kentucky Educational Cooperative, Murray, KY	Michelle Antle
November 2016	Trauma Informed Care for Students with ASD	Franklin Elementary School, Simpson County Schools, KY	Michelle Antle
November 2016	Feeding Intervention	Kentucky Annual Council for Exceptional Children Conference, Louisville, KY	Michelle Antle
November 2016	Cognitive Behavior Intervention	Kentucky Annual Council for Exceptional Children Conference, Louisville, KY	Michelle Antle
November 2016	Autism Medical Diagnosis and Educational Eligibility	Kentucky Annual Council for Exceptional Children Conference, Louisville, KY	Michelle Antle
November 2016	ABCs of ASD: From Diagnosis to Treatment	Kentucky Annual Council for Exceptional Children Conference, Louisville, KY	Heidi Cooley-Cook & Mike Miller
November 2016	Post-Secondary Options for Individuals with Autism (Panel Discussion)	Kentucky Annual Council for Exceptional Children Conference, Louisville, KY	Heidi Cooley-Cook

November 2016	Understanding the VB MAPP	Kentucky Valley Educational Cooperative, Prestonsburg, KY	Laura Ferguson
November 2016	Understanding Autism	McNabb Middle School, Montgomery County Schools, Mt. Sterling, KY	Laura Ferguson
November 2016	Systematic Instruction for Students with Autism	Kentucky Annual Council for Exceptional Children Conference, Louisville, KY	Laura Ferguson
November 2016	Supporting Behavior, Communication and Sensory Needs for Young Children with Autism	Early Learning Center, Monticello, KY	Kim Howard
November 2016	Supporting Behavior, Communication and Sensory Needs for Young Children with Autism	Bevins Elementary School, Pike County Schools, Sidney, KY	Kim Howard
November 2016	Meeting Sensory Needs at School	Kentucky Annual Council for Exceptional Children Conference, Louisville, KY	Kim Howard
December 2016	Introduction to Applied Behavior Analysis	Autism Training Site, Graves County Schools, KY	Michelle Antle
December 2016	Diagnosis to Intervention for the Preschool Classroom	McCracken County Preschool, McCracken County Schools, Paducah, KY	Michelle Antle
December 2016	How to Teach Social Skills to My Child with Autism	Glasgow Autism Parent Support Group, Glasgow, KY	Michelle Antle
December 2016	Understanding Applied Behavior Analysis	Franklin County Schools Principals, Frankfort, KY	Laura Ferguson
January 2017	Teaching Social Skills to Young Adults with Autism	Habilitation Information Vocation & Education, Inc., Glasgow Autism Parent Support Group, Glasgow, KY	Michelle Antle
January 2016	Autism and First Responders (Group 1)	Davis County and Owensboro Fire Departments	Heidi Cooley-Cook & Chad Greathouse
January 2016	Autism and First Responders (Group 2)	Davis County and Owensboro Fire Departments	Heidi Cooley-Cook & Chad Greathouse
January 2016	Autism and First Responders (Group 3)	Davis County and Owensboro Fire Departments	Heidi Cooley-Cook & Chad Greathouse
January 2017	Applied Behavior Analysis in the Classroom	Madison County Schools, Richmond, KY	Laura Ferguson
January 2017	Understanding Autism and Strategies for Bus Drivers	McCreary County Schools Bus Driver Training, Whitley City, KY	Laura Ferguson
January 2017	Behavior Management and Autism	Bluegrass Oakwood Staff, Somerset, KY	Laura Ferguson

January 2017	Visual Supports for Students with Autism	McNabb Middle School, Montgomery County Schools, Mt. Sterling, KY	Laura Ferguson
February 2017	Support Groups: What can they offer me?	Western Kentucky University's Coffee Hour, Clinical Complex, Bowling Green, KY	Michelle Antle
February 2017	Autism Cadre for GRREC	Green River Regional Cooperative, Bowling Green, KY	Michelle Antle
February 2017	Post-Secondary Options for Individuals with Autism	Kentucky School Counselor Conference, Lexington, KY	Heidi Cooley-Cook
February 2017	ABCs of ASD	Kentucky School Counselor Conference, Lexington, KY	Heidi Cooley-Cook
February 2017	Movement Strategies for Individuals with Autism	McNabb Middle School, Montgomery County Schools, Mt. Sterling, KY	Laura Ferguson
February 2017	Systematic Instruction Strategies for Individuals with Autism	Green River Regional Cooperative Cadre, Bowling Green, KY	Laura Ferguson
February 2017	Instructional Practices for Children with Autism	Kentucky Education Development Corporation, Ashland, KY	Kim Howard
February 2017	Steps to Meet Basic Requirements of IDEA and the Purpose Behind Them	Special Education Law and Collaborative Advocacy, Brandies School of Law, University of Louisville, Louisville, KY	Larry Taylor
March 2017	Autism Assessment and Intervention	Green River Regional Cooperative School Psychologist Cadre, Bowling Green, KY	Michelle Antle
March 2017	Teaching Social Skills to Students with Autism	Green River Regional Educational Cooperative ASD Cadre	Michelle Antle
March 2017	Teaching Social Skills to Students with Autism	Hart of Autism Support Group, Hart County, KY	Michelle Antle
March 2017	Evidence-Based Interventions for Home	West Kentucky Parent Summit, Murray, KY	Michelle Antle
March 2017	Post-Secondary Education Options	West Kentucky Parent Summit, Murray, KY	Heidi Cooley-Cook & Mike Miller
March 2017	Post-Secondary Options	Summit Academy, Louisville, KY	Heidi Cooley-Cook
March 2017	Autism and Early Childhood	Campbellsville University Early Children Preservice Class, Louisville, KY	Laura Ferguson
March 2017	What is Applied Behavior Analysis?	SNAPS Family Support Group, Hopkinsville, KY	Laura Ferguson
March 2017	Applied Behavior Analysis and Behavior in the Home	West Kentucky Parent Summit, Murray, KY	Laura Ferguson

March 2017	Practices for Early Childhood for Students with Autism	North Park Elementary School, Hardin County Schools, Radcliff, KY	Laura Ferguson
March 2017	Behavior Assessments	Northern Kentucky Educational Cooperative, Cold Springs, KY	Laura Ferguson & Kim Weber
March 2017	Understanding Autism	Shelby County Schools, Shelbyville, KY	Laura Ferguson
March 2017	Applied Behavior Analysis in the Classroom	Kentucky Education Development Corporation, Lexington, KY	Laura Ferguson
March 2017	Teachers of Students with Moderate to Severe Disabilities Best Practices	Fleming County Schools, Fleming, KY	Kim Howard
March 2017	Behavioral Strategies for Parents	ARC Conference, Louisville, KY	Kim Howard
March 2017	Meeting Adult Behavioral and Communication Needs	Hazard, KY	Kim Howard
March 2017	Accessing Resources for Young Adults with Autism	Magnetic North Support Group, Oldham County School's Art Center, Crestwood, KY	Mike Miller
March 2017	Special Education Law: Implications for Medical Professional	Pediatric Grand Rounds, Norton Health Care, Louisville, KY	Larry Taylor & Laura Rothstein
March 2017	Collaborative Advocacy	West Kentucky Parent Summit, Murray, KY	Larry Taylor
April 2017	IEP, ASD, SDI: What Do These Letters Mean for My Child?	Glasgow Autism Support Group Parent Panel, Glasgow, KY	Michelle Antle
April 2017	Understanding Autism Spectrum Disorders and Evidence-Based Practices for Mental Health Providers	KATC Regional Workshop, Bowling Green, KY	Michelle Antle & Heidi Cooley-Cook
April 2017	Autism and First Responders	Bowling Green Fire Department, Bowling Green, KY	Heidi Cooley-Cook & Chad Greathouse
April 2017	Autism and First Responders	Edgewood Fire Department, Edgewood, KY	Heidi Cooley-Cook & Chad Greathouse
April 2017	Reinforcement is the Key	First Steps Conference, Lexington, KY	Laura Ferguson
April 2017	Applied Behavior Analysis in the Home	Brandenburg Elementary School, Meade County Schools, Brandenburg, KY	Laura Ferguson
April 2017	Early Childhood and Autism: Understanding the Signs and Methods to Support Families	Infant Toddler Conference, Paintsville, KY	Kim Howard

April 2017	Behavioral Interventions for Young Children with Autism	Early Childhood Mini-Conference, Maysville, KY	Kim Howard
April 2017	Problem-Solving Social Skills	Kentucky Education Development Corporation Autism Cadre, Ashland, KY	Kim Howard
May 2017	Initial Training Site Training and District Planning Team Problem-Solving	Calloway County Board of Education, Calloway County, KY	Michelle Antle
May 2017	Autism and First Responders	Harrison County Search and Rescue, Cynthiana, KY	Heidi Cooley-Cook & Chad Greathouse
May 2017	Teaching Social Skills to Children with Autism	SNAPS Parent Support Group, Christian County, KY	Michelle Antle
May 2017	Autism in the Home	Simpson County Parents, Simpson County, KY	Michelle Antle
May 2017	Autism and First Responders	Search and Rescue, Louisville, KY	Heidi Cooley-Cook & Chad Greathouse
May 2017	Autism and the Arts	StageOne Family Theatre, Louisville, KY	Heidi Cooley-Cook
May 2017	Classroom Setup for Individuals with Autism	Carroll County Middle School, Carroll County Schools, Carrollton, KY	Laura Ferguson
May 2017	Resources for Families Affected by Autism	Parents Support Group, Carroll County Schools, Carrollton, KY	Mike Miller
June 2017	Teaching Social Skills to Students in the General Education Classroom	CCBD Behavior Institute, Louisville, KY	Michelle Antle
June 2017	Autism in the Community	School Resource Officers Richmond, KY	Michelle Antle
June 2017	Early Recognition of Autism Spectrum Disorders	Early Childhood Institute, Louisville, KY	Michelle Antle
June 2017	Autism 101 and Resource in Kentucky	University of Louisville Special Education Preservice Class, Louisville, KY	Heidi Cooley-Cook
June 2017	Autism 101	Systems of Care Conference, Lexington, KY	Heidi Cooley-Cook

June 2017	Medical Diagnosis vs Educational Eligibility	KYACA Family Navigator Training, Jamestown, KY	Heidi Cooley-Cook
June 2017	From Red Flags to Intervention and the Steps In-Between	Early Childhood Institute, Louisville, KY	Heidi Cooley-Cook & Mike Miller
June 2017	Autism-Services, Resources, and More	Early Childhood Institute, Louisville, KY	Heidi Cooley-Cook & Mike Miller
June 2017	Changing the Community in 10 Minutes: Autism Friendly Business Initiative	Early Childhood Institute, Louisville, KY	Heidi Cooley-Cook & Molly Dubuque
June 2017	Using Reinforcement Strategies to Increase Compliance	Central Kentucky Educational Cooperative, Lexington, KY	Laura Ferguson
June 2017	Autism and Bullying	CCBD Behavior Institute, Louisville, KY	Laura Ferguson
June 2017	What is Applied Behavior Analysis?	System of Care Conference, Lexington, KY	Laura Ferguson
June 2017	The Five “wh’s” of Functional Communication Training	Central Kentucky Educational Cooperative, Lexington, KY	Laura Ferguson
June 2017	Communication is the Key	Early Childhood Conference, Louisville, KY	Laura Ferguson
June 2017	Behavior Intervention Plans and Functional Behavioral Analysis	Kentucky Education Development Corporation Autism Cadre, Ashland, KY	Kim Howard
June 2017	Questions Teachers Ask	Early Childhood Institute, Louisville, KY	Kim Howard
June 2017	Medical Diagnosis of Autism and Educational Eligibility of Autism	Kentucky Systems of Care Conference, Lexington, KY	Larry Taylor

COACHING AND SUPPORT

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 (NPDC 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 2016-2017 school year, KATC collaborated with 8 special educational cooperatives to provide intensive training and technical assistance for 1 district team and 40 school teams. School and district personnel participate in comprehensive training regarding the implementation of evidence-based practices to teach 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

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) | 14. Pivotal Response Training |
| 2. Cognitive Behavioral Intervention | 15. Prompting |
| 3. Differential Reinforcement | 16. Reinforcement |
| 4. Discrete Trial Training | 17. Response Interruption/Redirection |
| 5. Exercise | 18. Scripting |
| 6. Extinction | 19. Self-Management |
| 7. Functional Behavior Assessment | 20. Social Narratives |
| 8. Functional Communication Training | 21. Speech Generating Devices/VOCA |
| 9. Modeling | 22. Structured Play Group |
| 10. Naturalistic Intervention | 23. Task Analysis |
| 11. Parent-Implemented Interventions | 24. Technology-aided Instruction |
| 12. Peer-Mediated Instruction and Intervention | 25. Time Delay |
| 13. Picture Exchange Communication System (PECS) | 26. Video Modeling |
| | 27. Visual Supports |

OVERVIEW OF TRAINING SITE PROCESS:



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

1) Autism and Low-Incidence Classroom Observation Tool (ALCOT)

The Autism Classroom Observation Tool (A-COT) was created by the KATC, under the direction of Dr. Robert Pennington, prior to the 2011-2012 school year and updated in 2012-2013 to include the assessment of general education settings. This tool has since undergone revision and is now entitled, Autism and Low-Incidence Observation Tool. 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) Autism and Low-Incidence Classroom Observation Tool Self-Assessment (ALCOT-SA)

This version of the ALCOT 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 ALCOT to determine program goals and guide professional growth throughout the year. After this year of training and technical assistance, the ALCOT is re-administered to determine progress as compared to the baseline data.

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)

2016-17 KATC SUPPORT TO SCHOOLS IMPLEMENTING ASD PARTNERSHIP TRAINING SITES

School	District	Coop Region
1. Bardstown Elementary School	Bardstown Independent	CKEC
2. Bardstown Middle School	Bardstown Independent	CKEC
3. McNabb Middle School	Montgomery County	CKEC
4. Montgomery Intermediate School	Montgomery County	CKEC
5. Adair County Primary School	Adair County	GRREC
6. Allen County Intermediate School	Allen County	GRREC
7. Barren County District Team	Barren County	GRREC
8. North Park Elementary School	Hardin County	GRREC
9. Olmstead Elementary School	Logan County	GRREC
10. Stevenson Elementary School	Russellville Independent	GRREC
11. Plano Elementary School	Warren County	GRREC
12. Clinton Early Childhood Center	Clinton County	GRREC
13. Albany Elementary School	Clinton County	GRREC
14. North Hancock Elementary School	Hancock County	GRREC
15. Flemingsburg Elementary School	Fleming County	KEDC
16. Flemingsburg High School	Fleming County	KEDC
17. Botts Elementary School	Menifee County	KEDC
18. Menifee Elementary School	Menifee County	KEDC
19. Betsy Lane Elementary School	Floyd County	KVEC
20. Mullins Elementary School	Pike County	KVEC
21. Bevins Elementary School	Pike County	KVEC
22. Valley Elementary	Pike County	KVEC
23. Millard School	Pike County	KVEC
24. Phelps Elementary School	Pike County	KVEC
25. Pike Central High School	Pike County	KVEC
26. Elkhorn City Elementary School	Pike County	KVEC
27. Carroll County Child Development Ctr.	Carroll County	OVEC
28. Kathryn Winn Primary School	Carroll County	OVEC
29. Kenwood Station Elementary School	Oldham County	OVEC
30. Centerfield Elementary School	Oldham County	OVEC
31. Harmony Elementary School	Oldham County	OVEC
32. Southside Elementary School	Shelby County	OVEC
33. Spencer County Preschool	Spencer County	OVEC

34. Liberty Elementary School	Casey County	SESC
35. Big Creek Elementary School	Clay County	SESC
36. Black Mountain Elementary School	Harlan County	SESC
37. Whitley City Elementary School	McCreary County	SESC
38. Caldwell Middle School	Caldwell County	WKEC
39. East Calloway Elementary School	Calloway County	WKEC
40. Pembroke Elementary School	Christian County	WKEC
41. Graves Central Elementary School	Graves County	WKEC

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.

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

Feedback from Cadre Members

The knowledge, expertise, and positive attitude from trainers on ASD strategies and interventions are so useful.

The WKSEC staff was excellent in modeling problem solving strategies, especially for student communication training and teaching of replacement behaviors.

The materials and trainings help me better serve the autism population in my classroom

I am so impressed with the knowledge of the trainers! I have learned so much!

District Highlights

Several districts have reported that cadre members have conducted 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 training they once had to secure from outside their district has been replaced by their own district personnel learning the skills they need to better support the needs of their students with ASD.

KATC STAFF

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

KATC 2016 – 2017 EXPENDITURES

EXPENSES	General Funds	Revenue	Gift	CPE	KDE	YTD TOTAL
Salary	\$141,493.37	\$5,730.22	\$0.00	\$130,040.36	\$78,562.35	\$355,826.30
Benefits	\$45,457.35	\$1,697.66	\$0.00	\$30,971.30	\$21,052.58	\$99,178.89
Operating Expenses	\$15,526.79	\$11,425.68	\$66.86	\$1,289.01	**\$211,323.04	\$239,631.38
Travel	\$0.00	\$0.00	\$0.00	\$557.90	\$27,918.32	\$28,476.22
F&A	\$0.00	\$481.00	\$0.00	\$0.00	\$27,108.50	\$27,589.50
TOTAL EXPENSES	\$202,477.51	\$19,334.56	\$66.86	*\$162,858.57	\$365,964.79	\$750,702.29

*Expenditures exceeded the annual allocation of \$119,500. Carryover funds in the amount of \$43,358.57 from the previous year allocation were expended.

**Contractual services for nonemployees to perform training services were secured from Operating Expenses instead of Salary.