

Grant Preparation Instructions

- Return one (1) original copy with all attachments and financial data. The remaining four copies should include the application pages only, pages 5-9 (plus attached detail).
- The only time a second application should be completed is to differentiate a capital project from a program project.
- Please <u>do not</u> put applications in binders, spiral bindings or folders. Due to the volume of applications, these are removed before the panel considers your grant.
- Please make sure all signature lines contain the signature of the duly appointed representative for your agency and the president of your board of directors. Applications from school systems must contain original signatures of the superintendent and school board president.
- Please make sure all required attachments appear with the original application. The application you submit will be final. Applications cannot be perfected upon appeal.
- The WHAS Crusade for Children forms contained herein <u>must</u> be used. Please <u>do not</u> create your own form and make sure the finished form is identical to the original.

DEADLINE - JANUARY 16, 2014

THIS APPLICATION MUST BE RETURNED TO THE CRUSADE OFFICE ON OR BEFORE 4:00pm (ET) FRIDAY, JANUARY 16, 2014

POSTMARKS ARE NOT ACCEPTABLE.

The person(s) responsible for preparing this application should carefully read all of the attached rules.

Full responsibility for the allocation of Crusade funds rests with the members of the WHAS Crusade for Children Advisory Panel. The members are:

Dr. Greg Earwood

Baptist Seminary of Kentucky, Lexington

Fr. Joe Graffis St. Edward Catholic Church, Jeffersontown

Dr. Tom Mobley Nelson Christian Church, Bardstown

Rabbi Gaylia R. Rooks The Temple, Louisville

Dr. John Slider Breckenridge Chapel, Free Methodist, Louisville

Rabbi Stanley Miles Temple Shalom, Louisville

Father Tony Smith Holy Spirit Catholic Church, Louisville

Dr. Charles Burton Second Baptist Church, Taylorsville

Dr. Kevin Smith
Highview Baptist Church, Louisville

Rev. Conrad Moorer

Northside Church of Christ, Jeffersonville

Rev. Sally McClain

Retired - Edenside Christian Church, Louisville

Rev. Clay Calloway West Louisville Ministries Coalition



CRUSADE GRANT RULES

Grant Year - The grant year is from September 1, 2015 to August 31, 2016. Grants will be made only for programs or projects that can be completed in that time frame. Grants cannot carry over from one year to the next unless there are extraordinary circumstances.

Grant Scope

- Grants will be made only to programs implemented by non-profit agencies and organizations whose primary function is the treatment or education of children with special needs 18 and under. Grants will not be made to individuals or for the benefit of a single child.
- Grants are made for specific purposes and programs. Agencies must request approval to change the purpose of the grant. Any savings realized are to be returned to the Crusade for Children.
- Grants will not be made for projects that are of a research nature or are purely custodial in character.
- No grants will be made for programs the Advisory Panel deems to be directed at parents.
- Direct services to children with special needs, which may be mental, physical, medical and/or emotional are emphasized.

Geographical Consideration - Crusade grants must be spent entirely for children in Kentucky and Indiana. No part of a grant may be sent to a national headquarters with which a local agency may be affiliated. Whenever possible, grants to Kentucky agencies are made from contributions given by the people of Kentucky and Indiana contributions are allocated to agencies in Indiana.

Repeat Grants – Being awarded a Crusade grant one year does not guarantee the agency will receive further grants. Applications are studied individually and will be considered along with all other applications each year.

Public Accountability - The Advisory Panel insists that the public be kept informed about how contributions are used. When funds are used for building projects, purchase of vehicles or installation of equipment, the Advisory Panel requires that an appropriate marker be placed to identify them as gifts from the Crusade. (These markers are not paid for by Crusade grant funds.) The Panel also expects agencies receiving Crusade grants to credit the WHAS Crusade for Children in any publicity about those projects. If the funds are used to purchase equipment, vehicles or construction, please send a photo of the equipment, vehicle or construction along with a close up shot of how it is marked as being provided by the Crusade.

Vehicles - When buying a vehicle, the Crusade will not pay for insurance, license and transfer of title or any other expense connected with buying a vehicle.

Insurance - Equipment, buildings and vehicles purchased in whole or in part with Crusade funds MUST BE FULLY INSURED.

Buildings - Applications for building projects must include cost estimates based on an actual bid from an architect or contractor. Agencies receiving Crusade grants for remodeling or construction of a building must require the general contractor to post a performance bond as well as a bond covering payment to all subcontractors.

Grant Payments - When a grant is made, the money involved is retained by the WHAS Crusade for Children until its terms have been met by the applying agency. An AGENCY REIMBURSEMENT FORM must be accompanied by related vendor invoices. Agencies must pay all bills and then request reimbursement from the Crusade.

Salaries - Grants for salaries will be distributed no less than monthly. AGENCY REIMBURSEMENT FORMS must be filed with each reimbursement payment. The Crusade requires:

- 1. Accurate time sheets with hours worked and rate-of-pay or
- 2. Payroll registers/statements containing each person's name, payroll employee number, rate of pay and hours worked

The Crusade does not pay benefits or employer payroll taxes.

Grant Priority - Each year, more money is requested by agencies than is available. Therefore, the Advisory Panel will use these priorities to determine grant allocations.

- 1. Priority will be given to agencies serving children in Kentucky and Indiana counties where residents support the Crusade.
- 2. Second priority is given to agencies serving children in areas from which the Crusade receives no support.

The WHAS Crusade for Children does not pay for the following items:

- Administrative costs for an agency
- PR or public awareness campaigns
- Benefits or any portion of employee benefits
- Extended warranties for equipment of any type
- Taxes (the Crusade only funds tax exempt agencies who should not pay taxes)
- Shipping or freight expenses
- Travel expenses/Lodging
- Employee continuing education/training
- Installation
- Postage

Audit Requirements – These requirements must be met as outlined in the signature pages of the grant.

PART ONE

SL	ımmary Sheet Form
Α.	ORGANIZATION EIN/FEDERAL ID NUMBER: 61-6001316
В.	LEGAL NAME OF ORGANIZATION
	Jefferson County Public Schools
	DBA (if applicable): Autism Program
C.	ADDRESS: 502 Wood Road
	CITY: Louisville STATE: Kentucky
	COUNTY: Jefferson ZIP: 40222
D.	PHONE: (502) 485-3290 FAX: (502) 485-8986
	ORGANIZATION WEBSITE: www.jefferson.k12.ky.us
E.	TAX EXEMPTION STATUS 501(c)(3) ✓ Other than 501(c)(3). Please specify: Public School District
F.	CONTACT INFORMATION:
	Name of CEO or Executive Director: Dr. Donna Hargens
	Phone: (502) 485-3251 Email: donna.hargens@jefferson.kyschools.us
	Application Contact & Title (if not the CEO or Executive Director):
	Name: Becky Crump Title: Director of Resource Development
	Phone: (502) 485-3290 Email: becky.crump@jefferson.kyschools.us
G.	THIS APPLICATION IS FOR A GRANT OF \$ 26,305.00
₽4.	HOW MANY CHILDREN WITH SPECIAL NEEDS WILL THIS GRANT SERVE IN THIS GRANT YEAR, IF AWARDED?
	KENTUCKY: INDIANA:

Grant Request Information

I. WHAT PROCESS DOES YOUR AGENCY USE IN DECIDING WHAT TO REQUEST? (i.e., peer or supervisory review, priority by classroom or department, etc.)

The Autism Program reviews the needs in the classrooms and recommends products we find effective. We interview teachers on materials they use most in their classrooms and materials they need to support students. We identify products that support implementation of Evidence Based Practices (EBPs) for students with autism.

J. PURPOSE: Summarize in 100 words or less <u>the purpose</u> for which this money is requested. (Additional detail should be attached to page 9 of application.)

The Autism Programs requests money to support students with autism in the areas of academic achievement / College & Career Readiness (CCR) and behavior. In order to learn, a student must engage in instruction. Our students need adaptations and modifications to the Kentucky Core Academic Standards (KCAS) to engage meaningfully. Additionally, their behavior can hinder learning. Therefore, teachers must address behaviors to ensure engagement in instruction. Student with autism demonstrate inappropriate behaviors due to anxiety, frustration, need for routine and structure, and other reasons. These materials help teachers address the needs of the students.

K. BUDGET:

TOTAL AMOUNT REQUESTED: \$ 26,305.00

ITEMIZE REQUEST LIST AND COST IN AGENCY PRIORITY:

1.	Fllippers (study guides)	\$ 1,741.25
2.	Guideline Math Paper - Complete Kit	\$ 2,200.00
3.	VB-MAPP	\$ 2,169.25
4.	PENpal & materials	\$ 6,250.00
5.	Self-Determination Curriculum	\$ 2,780.00
6.	MotivAiders	\$ 4,320.00
7.	Incredible 5-Point Scale Items	\$ 4,090.00
8.	Timers	\$ 2,754.50

(Attach a detailed list with page 9 if requesting multiple items)

Organization Information

L. LIST THE KEY SERVICES YOUR AGENCY PROVIDES FOR CHILDREN AND AGES OF YOUR PRIMARY CLIENTS.

1.	Preschool through Graduation	Ages	3-21
2.		Ages	
3.		Ages	
4.		Ages	

M. LIST THE HOME COUNTIES OF CHILDREN YOU SERVE (If more than 10 counties, include in expanded detail section)

1.	Jefferson	6.	
2.		7.	
3.		8.	
4.		9.	
5.		10.	

N. SOURCES OF INCOME: Complete the table below for the agency as a whole, based on most recently completed fiscal year.

Percentage		Funding Source
0.002	%	WHAS Crusade for Children
99.998	%	Government grants (federal, state, local)
0	%	Foundations
0	%	Business
0	%	Events (include event sponsorships)
0 .	%	Individual contributions
0	%	Fees/earned income/tuition
0	%	Workplace giving campaigns
0	%	Other (Please specify:)
100	%	TOTAL (must equal 100%)

Complete all sections

Total special education budget:	\$ 131,667,747.00
Percentage of special education budget requested from the WHAS Crusade for Children:	.002 %
Total number of special education staff: (all positions)	1,970
Number of schools?	161
Percentage of special education budget derived from grants:	18 %
If the Crusade does not fully fund this project, will you proceed with the project? Yes No What are your fundraising plans for the Crusade in your community? If you choose "other", please explain: Employee fundraising campaigns and events per site include cash and check giving, as well as, payroll deductions and student collections.	If yes, explain: Items requested through the WHAS Crusade are prioritized and implemented to the extent funded. Payroll deduction Special events Corporate solicitation Other
If you receive a Crusade grant, how do you plan to make your community aware of this and its impact on your agency?	Explain: We will place an article /picture in the JCPS Monday Memo. All JCPS employees have access to the Monday Memo. The JCPS Board will accept the Crusade Grant at an official Board meeting.

PART TWO

EXPANDED DETAIL:

This section allows you to expand on your request. Attach additional pages to this page to further explain your grant request, *numbering your responses*.

- 1. Describe how your request meets the Crusade's mission: *To help children overcome physical, mental, emotional and medical challenges.*
- 2. In this application, you described in 100 words or less what your project entails. Now, attach expanded details of the project.
- 3. Attach a detailed list of every item you are requesting in the same priority you listed on page 6. Include quotes for all equipment requests.
- 4. Attach details of how you plan to measure the success or outcome of this grant.
- 5. If you received a Crusade grant last year, briefly describe the success of this grant. Explain outcomes and how they were measured. Please share specific examples of the impact this grant had on children who have special needs.

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WHAS CRUSADE FOR CHILDREN

SIGNATURE PAGES

All applicants for a WHAS Crusade grant must read and sign each of the following. Failure to comply will result in disqualification of the application.

MUST HAVE ORIGINAL OR CERTIFIED ELECTRONIC SIGNATURES

1.	If a grant is awarded, your agency must agree to submit, on the dates required, a report on the status of the grant. An AGENCY REPORT form must be used.
	Agreed & understood (original signature)
2.	Grant money must be used by August 31, 2016 and requested for reimbursement by September 30, 2016 for the specific purpose listed in the grant. After that date, unspent funds remaining may be retained by the Crusade.
	Agreed & understood (original signature)
3.	If the project involves medical services, the agency must furnish medica professional or scientific opinion supporting its merits and needs.
	Agreed & understood (original signature)
4.	Any request from a medical school must be approved and bear the signature of the chairperson of that particular department and dean of the school.
	Agreed & understood (original signature)
5.	Any vehicle purchased entirely with Crusade funds may be used only for the transportation of children with special needs. If the vehicle is purchased with partial Crusade funds, the use of the vehicle to transport children with special needs will depend on the percentage of Crusade dollars awarded. The sign on the back or side of the vehicle must state "Funded by the WHAS Crusade for Children, Inc.", or "Partially funded by the WHAS Crusade for Children, Inc."
	Agreed & understood (original signature)
6.	If the project involves education or medical treatment of children, the agency must submit a brief sketch of the educational background and specialized training of the teachers, aides and other persons involved.
	Agreed & understood (original signature)

7.	Most college scholarships in special education are specifically for the preparation of special education teachers in the graduate field and for teachers involved in mainstreaming. Teachers receiving Crusade grants should sign a statement certifying financial need. CRUSADE SCHOLARSHIPS ARE GIVEN FOR THE BENEFIT OF CHILDREN, NOT TEACHERS SEEKING HIGHER PAY LEVEL JOBS. Requests for scholarships must include the approval of the dean of education.
	Agreed & understood (original signature)
8.	Only accredited schools in Kentucky and Indiana will be considered for a grant.
	Agreed & understood (original signature)
9.	Any request from a school or board of education must be approved (in writing) by the superintendent and the president of the school board.
	Agreed & understood (original signature)
10.	Agencies other than universities, colleges or schools must include signed approval of the application by the agency's board president and executive director.
	Agreed & understood (original signature)
11.	Your agency is expected to respect the Crusade requirement that property of any kind acquired with grant money be held and used only by the applicant for the non-profit purpose designated. It shall not be disposed of without written approval by the Crusade. If an applicant discontinues using the property for the described non-profit purposes, misuses a vehicle or other equipment for other than transporting or treating children with handicaps, or disposes thereof without the Crusade's written approval, the applicant agrees to refund in cash to the Crusade, IMMEDIATELY AND WITHOUT DEMAND, THE ENTIRE AMOUNT OF THE MONEY GRANTED REGARDLESS OF THE AGE OF THE VEHICLE OR PIECE OF EQUIPMENT.
	This action will be taken by the WHAS Crusade for Children with full publicity of the offending agency's misuse of funds donated by the public.
	Agreed & understood (original signature) & Lesalulay

- 12. A copy of the agency's latest audit report is required. The audit must be in accordance with standard CAAP/GAAS, performed by a local, independent CPA and dated after December 2012. Audit requirements are as follows:
 - (1) for budgets over \$500,000 an audit is required every year; (public schools in Indiana will follow their state law audit guidelines)
 - (2) for budgets between \$251,000 and \$500,000 an audit is required every other year with an approved financial review the years between; and
 - (3) for budgets under \$250,000 an annual approved financial review is required.
 - 13. A complete IRS Form 990 must be included with all applications if the agency is required by federal law to file such a form. (Boards of education, for example, are exempt from this requirement.) For all others, the IRS 990 and audit report must cover the same fiscal period.
 - 14. A list of the agency's board of directors is required. The list must include names, addresses and each person's title (e.g. president, secretary).

	Agreed & understood (original signature)
15.	Your agency's chief operating officer (COO) and the president of your agency's board of directors must sign below approving the request and agreeing to maintain any items purchased with WHAS Crusade for Children funds. (School systems must have superintendent and school board president's approval. Colleges must have president and dean of school approval.)
	COO/Executive Director (original signature)
	Board President (original signature)
16.	. A copy of the agency's most recent annual report, if one is published, is required.

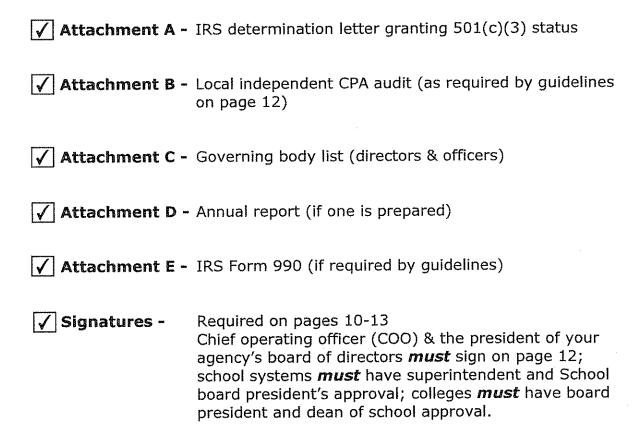
NOTE - ONLY ONE COPY OF YOUR AGENCY'S AUDIT IS REQUIRED.

Agreed & understood (original signature) _

PUBLIC ACCOUNTABILITY STANDARDS

1. I certify that the organization named in this application accounts for its funds in accordance with generally accepted accounting principles (GAAP) and was audited in accordance with generally accepted auditing standards (GAAS) by an independent CPA in the immediately preceding year. (Include the organization's most recently completed annual local independent audit. The audit must cover the fiscal year ending not more than 18 months prior to June 2013.) Name of Organization Jefferson County Board of Education Signature ______Title Superintendent OR I certify that the organization named in this application accounts for its funds in accordance with generally accepted accounting principles (GAAP). Since the organization's annual budget is less than \$250,000, the Crusade requires an approved financial review. Name of Organization Jefferson County Board of Education Signature ______Title Superintendent 2. I certify that the organization named in this application is directed by an active and responsive governing body whose members have no material conflict of interest and a majority of whom serve without compensation. Applicant's signature ______Title Superintendent 3. I certify that the organization named in this application is chartered/incorporated under a governmental entity. This entity or state is Kentucky Applicant's signature ______Title Superintendent Date this application was prepared: 01/12/2015

PLEASE USE THIS CHECK LIST TO MAKE SURE ALL REQUIRED DOCUMENTS ARE ATTACHED



Mail one (1) complete copy and four (4) copies of pages 5-9 (including your attached detail and explanations). Include only 1 copy of attachments A through E listed above.

Mailing Address:

Dawn Lee President & CEO WHAS Crusade for Children, Inc. 520 W. Chestnut St. Louisville, KY 40202

JCPS Autism Program Crusade Application 2015-16 Part Two – Expanded Detail

1. Describe how your request meets the Crusade's mission: To help children overcome physical, mental, emotional and medical challenges.

The requested materials address the core deficit areas of autism, social communication and repetitive behaviors/restricted interests, and promote independence. Students demonstrate needs in the areas of academics and behavior, which impact achievement and independence. The requested materials support students with autism and assist them with overcoming their neurological challenge. When students overcome their challenges, they can engage in instruction. Students with autism learn differently and need content presented through various means. Additionally, their needs require direct instruction in non-academic skills (frustration tolerance, coping skills, social skills, organization, etc.) which one needs to succeed in life. The materials we requested for academics/CCR, allow teachers to differentiate instruction and provide supplemental aids that allow our students to demonstrate knowledge. The materials re requested in the area of behavior help students overcome their behavioral challenges and engage in academic instruction. All materials requested support student independence, a lifelong skill they need to overcome their challenges.

2. In this application, you described in 100 words or less what your project entails. Now, attach expanded details of the project.

The Autism Program supports students with Autism Spectrum Disorders (ASD), their families, and school staff. Members of the Autism Program coach teachers of students with autism. They also develop programs, create materials, and help implement programs for students with ASD. As a district we address the underlying characteristics of autism in order to increase independent functioning and academic achievement. Students with autism participate in all of our school programs, including advanced placement and self contained classrooms. In order to teach the skills needed to compensate for autism, we consult on differentiation of instruction and direct instruction in functional or non-academic skills. Teachers must adapt academic materials, provide supports (study guides), and teach skills that students without ASD learn inherently. Teachers also teach students with autism social skills, organizational skills, and prosocial behaviors. These are skills that teachers have to address in addition to the KY Core Academic Standards and therefore teachers need support. Therefore, we requested materials to support students in these areas. Additionally, we provide all training in the area of ASD to the district.

3. Attach a detailed list of every item you are requesting in the same priority you listed on page 6.

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fre-Algebra	Pre-Algebra Flipper	\$9.95 X 25	\$248.75
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The property of the property o	Algebra 1 Flipper Educational study guide and resource noteook for students to provide support on difficult content – contains formulas and content information.	\$9.95 X 25	\$248.75
George Company of the	Geometry 1 Flipper Educational study guide and resource noteook for students to provide support on difficult content – contains formulas and content information.	\$9.95 X 25	\$248.75
	Design-a-Flip: Black, Punched Students create their own resource guide for academic content. Builds independence in finding information and limits the need for certain prompts and cues.	\$9.95 X 100	\$995.00
3 4 3 4 3 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4	Guideline Math Paper – Complete Kit Designed to assist students who find it difficult to complete basic math algorithms. Formatted to help students stay in the columns associated with place value.	\$110.00 X 20	\$2200.00
	VB-MAPP Full Set (Guide 2 nd ed. & Protocol) Used to analyze verbal behavior and assesses 170 milestones of development. Offers suggestions for programming and direction for each of the 170 milestones.	\$69.95 X 15	\$1049.25
	VB-MAPP Protocol 10 Pack Scoring form and charts for the 170 milestones	\$224 X 5	\$1120.00

SKU-sack/Fritzal	PENpal Value Pack Five PENpal, recordable pens, in different colors. Comes with usb cables and rechargeable batteries. Provide students with alternative ways to demonstrate knowledge (dictation) and teachers with a way to record for students who need readers. Allows teachers to record text or directions and students to listen as many times as needed. Replaces the need for a reader and scribe in some cases.	\$550.00 X 10	\$5500.00
Month of the control	Recordable Sticky Labels – Pupil Set Students can record on the labels to customize academic work. Students can explain work without the difficult task of writing by placing a sticker on it. Records hours of content. Students can use to dictate open response questions and other written work, instead of dictating to a scribe. Builds confidence in speaking and storytelling. Students can listen to themselves.	\$25 X 10	\$250.00
	Recordable Sticky Labels – Teacher Set Ideal for individualizing for students and ensuring that they aren't erased. Provides audio feedback and oral explanations of complex content for student.	\$25 X 10	\$250.00
	Recordable Sticky Labels – Color No need to use buttons, the label becomes the record, play, and stop button for students. Reusable.	\$25 X 10	\$250.00
Self-pilet months Self-pilet months Annual Control of the Contro	Self-determination is a key component of successful transition programs. Steps to Self-Determination is a curriculum designed to help secondary students learn to define and achieve goals that are important to them. Major areas included in the curriculum include: • Progress tracking with the Self-Determination Knowledge Scale pretest/posttest • Identifying strengths, weaknesses, needs, and preferences • Developing decision-making skills • Identifying rights and responsibilities • Goal setting • Anticipating consequences • Enhancing creativity • Developing communication skills • Accessing resources and support • Developing negotiation skills	\$139.00 X 20	\$2780.00

	 Instructor's Guide containing detailed lesson plans for 16 class session plus reproducible transparencies. CD-ROM containing the Student Activity Book and Self-Determination Knowledge Scale on PDF files DVD introducing the concept of Self-Determination 		
Materials for Behavior			J
2 D	MotivAider — Starter pack of 6 Vibrates at timed intervals to prompt student to engage in specific behavior. Or teacher can use for a prompt to provide reinforcement to a student. Assists in changing behavior.	\$288.00 X 15	\$4320.00
	The Incredible 5-Point Scale 2 nd ed. Designed to teach social and emotional concepts to individuals on the autism spectrum.	\$19.95 X 50	\$997.50
When My worlds Get Foo Big!	When My Worries Get Too Big! 2 nd ed. Additional strategies for proactive support of highly anxious children.	\$17.95 X 50	\$897.50
AND TY CLAVE CHUCK IN CHUCK IN 3 3 3 1 1	Classroom posters of the 5-Point Scale and Anxiety Curve	\$23.95 X 50	\$1197.50
Secult Separator and Service Analysis and Separator and Service Analysis	Social Behavior and Self-Management: 5-Point Scales for Adolescents and Adults	\$19.95 X 50	\$997.50
	Time Timer PLUS Comes with portable handle, volume control, and protective clear lens. 5.5 X 7	\$36.95 X 30	\$1107.50

5 0 - 56 14 5 6 15 0 - 45 20 3 3 5 72	Audible Time Timer 3-inch Beeps when time is up. Assists with time perception problems. Supports independence through student use.	\$29.95 X 30	\$898.50
	Time Tracker Mini Both audio and visual reminders. Two dials, one for end alarm and one for warning alarm. Color coded green, yellow, and red as it counts down time. Can set time in 5 minute increments.	\$24.95 X 30	\$748.50
		Total	\$26,305.00

4. Attach details of how you plan to measure the success or outcome of this grant.

We will continue to gather information from teachers and students. Additionally we will analyze academic and behavioral data of students and classrooms using the materials provided. IEP data and standardized test scores are other sources of data we will utilize to measure success.

5. If you received a Crusade grant last year, briefly describe the success of this grant. Explain outcomes and how they were measured. Please share specific examples of the impact this grant had on children who have special needs.

Crusade materials provided from last year's grant support students academically, but they also helped students with autism compensate for other needs. Students utilizing materials provided last year demonstrate more independence in the classroom through the use of structured work systems. In these work systems, they demonstrate their knowledge with the materials provided by Crusade. They do 3-5 tasks (provided by Crusade) and then earn a reward. They complete these tasks independently! Some students use the timers to work for a reward. These students work to expand the amount of time they can attend to academic work. The schedules help students understand their day and move through their routine with more independence.

We will measure more outcomes when we receive our standardized test scores (specific to students with autism). We take data on eleven skills when using structured work systems. We have seen increased skill acquisition and maintenance through analysis of this data.