Melmark is a multi-state human resource provider with premier private special education schools, professional development, training, and research centers. We are committed to enhancing the lives of individuals with autism, intellectual and developmental disabilities, and their families by providing exceptional evidence-based and applied behavior analytic services to every individual, every day.

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- Peter J. Troy, M.B.A.
  Vice President, Business Operations
- Joseph M. Zakrzewski, CPA
  Vice President and CFO
- Frank L. Bird, M.Ed., LABA, BCBA
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- Helena Maguire, M.S., LABA, BCBA
  Executive Director, New England
- Karen Parenti, M.S., Psy.D.
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- Ellen M. Kallman
  Director of Advancement, New England
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  Director of Advancement, Pennsylvania

Contributors

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  President and CEO
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Messenger is published twice a year for the families and friends of Melmark.

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ON THE COVER: Ryan K. has fun at Melmark New England’s June Family BBQ with staff members, as his mom looks on.
Dear Families and Friends,

At the beginning of 2017, Melmark undertook an ambitious strategic planning process with the senior leadership teams of both state divisions to respond to opportunities within the organization. The plan addresses the significant changes in senior leadership and middle management over the past 18 months, and the regulatory and legislative environment (e.g., Centers for Medicare & Medicaid Services Rule) that directly impacts the individuals we serve. Melmark is at a critical point in its history, and we believe our strategic plan will help us move forward into the next 50 years and beyond.

As the leadership team moved through the strategic planning process, there was a renewed organizational focus on identifying strategies to continue to increase high-quality care in all our program areas. We focused on how to achieve a culture that reflects a mission-first organization, ensuring every individual receives exceptional service every day. The process included leadership team meetings at our Pennsylvania and New England locations, and numerous team web-based activities, Board of Directors focus groups and conference calls. I am grateful for every participant’s high level of enthusiasm and hard work. The resulting strategic plan reflects their thoughtful contributions and includes every area of our organization from clinical services to facilities. I would also like to acknowledge our Board of Directors for its support and approval of this plan. Events in which we will roll out the strategic plan are being organized this autumn, and I look forward to sharing more details with our families and staff.

We are proud to share our stories of success with the individuals we serve as they highlight the passion and care of our staff who work with them to effect positive change. We are doing amazing work with individuals whose paths to Melmark may have been marked by much disappointment and challenges. It is Melmark’s mission to live up to those challenges and effect meaningful change and growth for each individual served.

We also highlight our celebrations in closing the highly successful Promises to Keep capital campaign in Pennsylvania and New England. In addition to the campaign close event in Andover, we dedicated The Cancro Center for Adult Services, acknowledging the extraordinary contributions of Larry and Luise Cancro to the Melmark community for the past 16 years.

We couldn’t do what we do every day without your support. In this issue, we interview members of the Advisory Board of our Hubert J.P. Schoemaker Golf Classic, which has raised over $4M over the past 11 years it has been committed to benefit Melmark PA. Since its inception, the Advisory Board and its many members work tirelessly to secure donations, sponsorships and forge new relationships to make this event better and better every year.

Our Donor Spotlight in this issue, the Yawkey Foundations, have been a partner at Melmark New England for many years. Their recent donation of $2M pushed us past our capital campaign goal and shows their ongoing commitment to Melmark and our mission.

We cannot emphasize enough how much your support is needed and how it makes a difference in the lives of the individuals we serve. Thank you for helping us meet our mission for every individual, every day.

I hope you and your families enjoy the fall!

Rita M. Gardner, M.P.H., LABA, BCBA
President and CEO
Closing of the Campaign in New England

More than 75 donors, volunteer leadership and friends of the organization attended a reception celebrating the close of the Promises to Keep capital campaign. Nearly $5.6M of the campaign total, including a landmark $2M donation from the Yawkey Foundations, supported New England initiatives including The Clavin Center for Professional Development, a commercial kitchen and dining hall for students and staff, the construction of four new children’s residences adjacent to the day school and the expansion of MNE’s adult services program division. This division includes a community-based adult day program, residential services and vocationally-based classrooms for students, ages 18 to 22, designed to better prepare them for the realities of work and the adult community.

The surprise highlight of the celebration was the dedication of MNE’s Riverwalk site in Lawrence, Mass., as The Cancro Center for Adult Services, honoring Andover’s own Larry and Luise Cancro. The Cancros first brought their daughter, Lisa, to MNE on September 11, 2001; a memorable day for the nation as well. The family was searching for an evidence-based solution as other public and private educational programs had failed to help their daughter. Today, Lisa is a happy and engaged member of MNE’s adult community. Larry serves as the current President of Melmark’s board.

As a 30+ year executive with the Boston Red Sox and current Senior VP for Fenway Concerts and Entertainment, Larry has been instrumental in initiating many major marketing initiatives over the years for the Red Sox, Fenway Park and Major League Baseball. Since 2001, his family’s dedication to adult services for individuals with autism has known no bounds. Larry and Luise have been influential in advancing public awareness, community outreach and philanthropic support for Melmark New England and for autism causes locally and nationally. The caliber of Massachusetts’ adult services programs is a direct result of their legislative connections, advocacy, passion and compassion for other families struggling with finding safe and appropriate day and residential placements for their young adults. Their personal character, strong will and perseverance are exemplified in The Cancro Center for Adult Services.
The Clavin Center Dedication

Construction of Children’s Residences

Adult Day Program in Lawrence
Melmark honored its many community and corporate partners and volunteers, members of its Paul and Mildred Krentel Legacy Society, and celebrated the completion of its historic $20M capital campaign at an event held at the Ballroom at Ellis Preserve in Newtown Square. The Promises to Keep Campaign was Melmark's first major campaign, with an ambitious $20M goal, which was surpassed by more than $2M, raising over $22M for capital projects and programs in Berwyn and Andover, Massachusetts.

Your support has helped to improve the educational and clinical outcomes, health and well-being of every individual in our care. The results so far can be seen in the following projects:

- Increased direct care staff wages to $12 per hour resulting in higher quality staff and significant improvement in staff retention
- Improved nursing salaries to increase the credentialing of nursing staff from LPNs to RNs and better address the needs of those in our care
- Establishment of a comprehensive Professional Development Program to provide the best quality of care and service to those we serve
- Widened roadways, new sidewalks, safer transportation drop-off points, a new lighting system and expansion of two parking lots
- Larger water retention basins to significantly improve storm water management
- Redesigned sewer pump system so that Melmark is connected to the Newtown Township public sewer system

**Corporate Partner of the Year:**
Accenture

**Volunteer of the Year:**
Karen Blake-Fox

**Community Partner of the Year:**
The Episcopal Academy

Karen Blake-Fox of Villanova, Volunteer of the Year, with Rita Gardner, President and CEO, and Cyndie Martin, Director of Corporate and Community Affairs

Representing The Episcopal Academy, Community Partner of the Year, are Fr. Tim Gavin, Head Chaplain, and Mr. Jim Erwin, Music Department Chair, with Rita Gardner, President and CEO
Improvements to parking lots and campus roads

Drainage upgrades

Drop off areas enhanced

Enlarged Melmark School parking lot and bus drop off area
For the past 12 years, the Hubert J.P. Schoemaker Classic Advisory Board has brought professionals from the business and life sciences industries from the greater Philadelphia region together to benefit Melmark. It’s the Board’s untiring work on behalf of the Classic that has made this a premier event, raising over $4M since its inception.

The Schoemaker Classic honors the legacy of Dr. Hubert J.P. Schoemaker, scientist and entrepreneur, founder of Centocor, and co-founder of the Eastern Technology Council and Technology Leaders Venture Fund. More poignantly, he was the father of Maureen, who lived at Melmark for over 28 years.

Rich Decker, Partner, Simkiss & Block, has been working as part of the Schoemaker Classic Advisory Board for the past eight years. At the request of Anne Faulkner Schoemaker, Hubert’s widow, Simkiss & Block was asked to support the event. It wasn’t long before Anne asked Rich to join the Advisory Board. “I was given a private tour of Melmark, and once I fully understood Melmark’s mission, I was happy to accept the position on the Board,” says Rich. “Personally and corporately, my partners and I have been supporting The Classic ever since. We consider it a wonderful way to give something back, and help the residents and day students who the Melmark team serves so tirelessly every day.” He encourages others to support Melmark, so “they too can have the wonderful feeling that comes from knowing they are making a difference in the lives of the many people who live happy and full lives, thanks to Melmark.”

Denny Willson, President and Chief Executive Officer, ITF Pharma, Inc., says that a main reason he became involved in the Classic is because he knew Hubert Schoemaker on a personal level and wanted to honor him after his tragic death. “Hubert was an inspiration to all of us in the Philadelphia pharmaceutical industry,” says Denny.

He was motivated to participate in the Classic, too, by a visit to Melmark PA’s campus in the beginning years of the Schoemaker Classic. Denny’s background was psychology, and he worked as an undergraduate at a children’s hospital in the Midwest. It was there he saw that the children weren’t cared for as they should have been, and were neglected. Denny doesn’t mince words when he talks about his time at the hospital. “The place was horrific. I was initially reluctant to even visit Melmark because of my prior experience, but when I did, I was impressed by the quality of care and optimism I perceived among the staff and the people they serve;” he remembers. “Walking on the campus, people engaged with me and smiled. Melmark was a hopeful place, not the terminal endpoint I had seen in Indiana.”

Denny, who also chaired Melmark’s Promises to Keep capital campaign, also enjoys working with the other members of the Advisory Board. “Some of the finest people I have ever met are on the Board. Working with them has not only been a privilege, it has been fun,” he says. “Working on the Schoemaker Classic has been one of the most rewarding things I have ever done.”

Involved with the Classic for seven years, Brad Michel, Managing Director-Global Life Sciences, Accenture, continues to be involved because he believes the organization is so well run and makes such a tremendous impact on the adults and children served. “The services that Melmark provides are just so critical and meaningful to the individuals, and delivered with such professionalism and care,” he says. “It’s a privilege to be surrounded by so many people working so hard to make a difference, and I am happy that I can play even a small part in that.”

One of the valued Advisory Board members Denny asked to participate was Jim Eaton, Senior Vice President, NAI Geis Realty Group Inc. A member of the Board for 10 years, Jim says it took him a only short time to get involved. “Once you visit the Melmark campus and see the wonderful work and services the staff and organization provide, you’re hooked! You want to participate and pitch in,” he says. “I encourage more people to learn about Melmark. It’s a great organization.”
Because of your generosity, we raised **$22.179M**.

- **$7,461,785** from foundations
- **$6,127,718** from parents and primary contacts
- **$4,084,658** from individuals
- **$2,592,089** from corporations, organizations and vendors
- **$1,913,292** from Melmark’s Boards of Directors

**10.9% above goal!**

**4,354** donors contributed to the campaign.

**1,682** were first-time donors.

(That’s almost **39%**)!

**6,490** from individuals

**1,978** from parents and primary contacts

**1,325** from corporations, organizations and vendors

**200** from foundations

**180** from Melmark’s Boards of Directors

Again, we thank you!
Melmark undertook strategic planning earlier this year. As a senior leadership team, we believe that Melmark is at a critical point in its history, as demonstrated by significant changes in senior leadership and middle management across the corporation over the past 18 months. The process included Leadership Team meetings in Pennsylvania and New England, and numerous web-based team activities and conference call discussions.

As an organization, the Strategic Plan focuses on how we can achieve a culture that reflects a mission-first organization, ensuring that every individual we serve receives the highest quality of service every day. It will be used as a basis for creating action plans for Melmark which include a focus on clinical, financial, operating, human resources, professional development, innovation and technology, advancement, and administrative areas.

**Guiding Principles**

**Our Mission**
Melmark is a multi-state human service provider with premier private special education schools, professional development, training, and research centers.

We are committed to enhancing the lives of individuals with autism, intellectual and developmental disabilities, and their families by providing exceptional evidence-based and applied behavior analytic services to every individual, every day.

**Our Vision**
Our vision is to raise the quality of service delivery systems throughout the country by disseminating and replicating the Melmark Model of Program Development and Clinical Treatment.

**Our Core Commitments**

**Compassionate Care**
Melmark provides a culture of ongoing care, support and respect for the individuals we serve, their families and our staff.

**Integrity in Everything We Do**
Melmark consistently assesses the fidelity of organizational and staff systems to ensure educational and clinical standards are achieved and maintained.

**Highly Skilled Workforce**
Melmark applies performance-based training and professional growth opportunities to enhance the skill set for all staff.

**Evidence-Based Practices**
Melmark uses scientific evidence and performance data to inform all decision making.

**Best Outcomes**
Melmark affects positive change in the quality of life of the individuals we serve by implementing data-driven trend analyses.
Goals

Melmark’s organizational culture exudes passion in the implementation of our Core Commitments.

Melmark’s workforce is highly skilled, credentialed and actively engaged in ongoing educational and professional development activities with strong retention.

Melmark uses innovation and technology to drive the quality of our service delivery systems and increase the dissemination and replication of the Melmark Model of Program Development and Clinical Treatment.

Melmark’s high-performance practices ensure adherence to our standards of excellence in all services and daily operations.

Melmark’s stakeholders recognize our mission and leadership in the field of high-quality service delivery, professional development training, and research.

Melmark’s funding streams provide appropriate and balanced financial resources to support service delivery and program performance.

Melmark enjoys significant stakeholder and philanthropic support that increases raised dollars annually and ensures consistent engagement with related outcomes.
At 10 years old, John Paul still did not sleep through the night alone; one of his parents had to sleep with him. With a younger brother, his mom back to work and a new baby on the way in little over a month, John Paul’s parents were worried. How would they get their son to sleep independently, and through the night?

Several years ago, before John Paul came to Melmark New England, his parents tried to rectify his sleeping issues with assistance from another provider. Unfortunately, the interventions recommended required them to take John Paul off all his medications. They did not receive any staff support during the initial phases of implementation (i.e., at night), and John Paul experienced an overall increase in challenging behaviors during waking hours. Their efforts were in vain.

Before Anna L., MNE clinician, began developing a collaborative treatment plan for John Paul and his parents, she reviewed his current bedtime routine and sleep pattern. John Paul would go to bed around 8:15 p.m., but would frequently request bed starting as early as 6:15 p.m. It would take him 20 to 30 minutes to fall asleep, and while he would sleep solidly some nights, he was often awake for the day as early as 3:00 a.m.

More important, John Paul had to be in physical contact with one parent continuously all night. If mom or dad left the room, he would wake up. His parents alternated nights sleeping with him and even purchased a king-sized bed for his bedroom so they could sleep comfortably with him.

Anna L. was able to work on this sleep training protocol as part of her BCBA supervision at Melmark New England; an example of our commitment to staff development and professional growth.

As part of MNE’s home services consultation team, she helped develop an individualized treatment package based on Jin, Hanley, & Beaulieu (2013). The components of the plan included (among other things):

- Giving access to attention and preferred items in the specific period before bedtime, and restricting access to attention and preferred items once he is in bed
- Ensuring bedtime routine is soothing/quiet once pajamas and tooth brushing are done (e.g., story, quiet conversation vs. access to screen time, play, etc.)
- Discontinuing TV on in bedroom during nighttime
- Redirecting back to bed upon night waking
- Access to parents on a “visit” schedule vs. continuously
- Maintaining the above procedures until at least 5:00 a.m. (earliest allowable wake-up time)

The team trained John Paul’s parents on the procedures via role play then led implementation for the initial few nights with parents taking the lead from there, with guidance and support from the staff. By week three, the home services staff was providing limited consultation, and the parents had mastered the plan. At this point, John Paul is successfully sleeping through the night and everyone is amazed and proud of the progress he has made.
Eric’s success story

Eric was admitted to Melmark seven years ago with severe challenging behaviors from a prior RTF placement that could no longer meet Eric’s needs. Over the years Melmark has made great strides in significantly reducing Eric’s challenging behaviors, including self-injury. He was able to decrease that behavior to short bursts of a week or two, and increase his compliance to tasks and activities.

Eric is also non-verbal and communicates with Picture Exchange Communication System (PECS). When admitted to Melmark he had significantly regressed in his communication skills from being independent to not using PECS at all. It took Melmark two years, but in March 2012, his staff successfully had Eric using PECS independently, and he hasn’t had a step backwards since.

As a result of this reduction in challenging behaviors, Eric’s mom, Kathy, feels that one of his greatest achievements which stands above all the rest was when he was able to attend and participate in his sister’s wedding this March. “Eric came to the wedding and didn’t have one challenging behavior,” says Kathy. “We weren’t sure how long Eric would be able to stay, particularly at the reception, but were so thrilled that he stayed almost the entire time – almost five hours!” For Eric’s family, Eric’s participation at the wedding is a memory that will last forever and meant so much to them. “If it were not for the dedication and planning of the entire Melmark team, this dream would not have become a reality! This is a true testament to the wonderful service Melmark provides,” Eric’s mom adds.

“Melmark has provided us with invaluable parent trainings on how to better communicate with Eric on a regular basis and skills to further help Eric in dealing with everyday tasks,” says Kathy. “This has reduced frustration levels on all sides while providing us with a greater understanding in supporting Eric as he grows and matures into adulthood.”

Since graduating in June, Eric has moved into off-campus adult housing, and attends the adult community day program at Melmark.
Brittney Paye, M.S.Ed., BCBA, Behavior Analyst in The Melmark School, in Berwyn, Pa., completed her third trip with the Global Autism Project this spring. Starting in October 2015, her two- to three-week trips have taken her to the Dominican Republic and Kenya twice, most recently serving as trip leader.

The Global Autism Project is an organization dedicated to bringing awareness, acceptance and sustainability in best practice to people who work with children with special needs in countries around the world. A center needs to already be established by someone local to that country and the partnership process requires weekly supervision, usually via Skype, and volunteer trips every three months for four to six years. The traveling teams focus on areas of need specific to that center, and the goal is to train staff well enough that when Global Autism Project leaves, the local staff become the experts who have the knowledge, confidence and ability to continue the growth of the program.

“Returning to Kenya for a second time proved my most inspiring trip,” says Brittney. “It was so special because I was able to witness firsthand the incredible progress that the staff had made since the last time I was there.”

When Brittney was in Kenya last August, she and her fellow participants focused on three students in particular who were exhibiting very challenging behaviors which were greatly impeding their academic progress and daily lives. The students did not sit in chairs, they would not transition from outside to inside, they exhibited aggressive and disruptive behavior, and they would not follow staff instructions.

“When I returned eight months later, I was unsure of what I would see, but I was completely moved to tears when I walked into the center on our first day,” she says. “Those same students were following staff instructions, reinforcement systems had been put in place and were being implemented correctly, transitions were a breeze, aggression and disruption were rare, and the students were making progress academically!”

During her most recent trip in April, the group focused on collecting and analyzing Antecedent-Behavior-Consequence (ABC) data effectively. “Staff members have limited access to resources so they are creative in the way that they use materials,” says Brittney. “While they do have computers, they graph by hand.” Brittney says that it is important to remember that she and the group are not coming in to override the current systems, but instead to provide the staff with knowledge on how to run effective programming within the existing infrastructure and culture. To that end, she and the group also graphed the ABC data by hand.

Brittney’s trips with Global Autism Project have taught her many things, and she’s always mindful of what she can bring back to the classroom. Her exposure to such a large worldwide network of people in the field has been priceless. “I now have access to so many resources and other practitioners with skill sets that are different from mine,” she says.

She learns as much as she teaches when she is on these trips. She hopes to incorporate the peer-to-peer interaction that she saw in Kenya a bit more into programming, as well as how to facilitate independence. She spoke at length with the director of the center who told her, “When your kids turn 21 they have some place to go. They have support of some kind. When our kids can no longer go to school, they have nowhere to go. So we have to make sure they are independent with as many things as possible, because there will be no one to help them otherwise.”

This has resonated with Brittney and has really influenced the way she thinks about future programming and the types of things she focuses on with her students. “It is not just independence with tasks, but moving through the day independently;” she says. “That’s the beauty of the center in Kenya and something I hope to accomplish with my students here. It simply is the expectation, and everyone, regardless of challenging behavior or academic abilities, is held to that standard.”
Family Fun Day and Walk and Roll in Pennsylvania

What a great day for Pennsylvania families to get together for their first Family Fun Day and Walk and Roll this summer! The Melmark Players put on a wonderful performance of “Godspell” to kick off the day, and families, students and adults had a terrific time walking, playing games and enjoying great food!

Team Melmark New England at DMSE Classic

Twenty-five staff, family and friends participated in the inaugural DMSE Sports Classic at Merrimack College (North Andover, Mass.) in July, raising more than $750 for MNE. Despite the hot and humid weather, MNE runners ran in the 5k, 10k and Half Marathon races. Some even participated in all three!
Pennsylvania and New England Volunteers in Action

Members of Melmark PA’s Parent Organization serve donuts to staff on Random Acts of Kindness Day

Volunteers from Pfizer helping out in the Meadows and Meadows Too in Melmark PA

Melmark New England families and friends volunteer at the Antique Auto Club of America’s Beanpot Region Car Show

Ira Lexus volunteers at Melmark New England

Enterprise Bank volunteers at the Melmark New England June Family Picnic
Melmark’s Functional Analysis Curriculum is designed to assist those who are responsible for training others to conduct functional analyses. Written by James T. Chok, Ph.D., BCBA-D, Behavioral Neuropsychologist, Director of Clinical Services, RTF, Melmark, Inc.; Jill Harper, Ph.D., BCBA-D, Director of Professional Development, Clinical Training and Research, Melmark New England; Mary Jane Weiss, Ph.D., BCBA-D, Senior Director of Research Melmark, Inc.; and Frank L. Bird, M.Ed., BCBA, LABA, Vice President and Chief Clinical Officer, Melmark, Inc. and Melmark New England, this curriculum covers the Functional Analysis (FA) process from beginning to end, including a historical overview of how the FA methodology was introduced to the field, designing and implementing FAs, and how to provide mentorship to trainees with emerging skills in this area of critical training.

Melmark’s FA Curriculum uses a behavioral skills training approach to teach a wide-range of FA skills. Competency is measured at each stage of training to ensure that trainees can demonstrate mastery of the concepts included in this curriculum. Learning materials and activities include slideshow presentations, role-play exercises, quizzes, and evaluation of performance under natural conditions.

The concepts taught in this curriculum include:

- A historical overview of FAs
- Ethical considerations related to FAs, including obtaining consent for assessment
- How to conduct standard FA sessions
- How to design unique FA conditions
- Various FA methodologies (e.g., trial-based FAs, latency FAs, precursor FAs)
- Selecting an appropriate measurement system for an FA
- Selecting an appropriate experimental design for an FA
- Instruction on how to create various types of FA graphs (e.g., bar charts for trial-based FAs, multi-element graphs)
- Interpreting FA graphs
- Managing undifferentiated FA data
- Selecting interventions that are linked to FA results
- How to provide mentorship to trainees to foster independence and expertise designing and implementing FAs

Given the wide-range of FA skills that are covered in this curriculum, trainers have the ability to tailor their efforts based upon the unique needs of those they are training. For example, initial skills may be taught to staff members expected to conduct FA sessions. Additional components may be used to supplement graduate coursework in the area of assessment, and the full curriculum may be used to certify staff within an agency to independently design and conduct FAs.

Melmark’s FA Curriculum Includes:

- A USB flash drive containing slideshow presentations for use during instruction
- Supplementary notes instructors can use to complement slideshow presentations
- Clearly organized training steps and criteria for measuring performance-based competency for each level of the curriculum, including quizzes and answer keys
- Reproducible handouts, including worksheets that can be used for obtaining informed consent, data collection, treatment integrity checks, and scripts for conducting simulated FA sessions
- A complete set of references that link the curriculum material to the supporting, peer-reviewed behavior analytic literature

NEW TRAINING GUIDE COMING SOON
RESERVE YOUR COPY NOW!
$250

Includes USB Flash Drive (Sample Tests/Forms)
Clinical Support and Staff Training Available
(For Additional Fee)
For more information, please contact Jill Harper at jharper@melmarkne.org or 978-654-4300
Recent Leadership Speaking Engagements

Members of Melmark’s Leadership team were invited to speak at the 19th Annual Pennsylvania Association for Behavior Analysis (PennABA), held in Hershey, Pa., this spring.

Jim Chok, Ph.D., BCBA-D, Senior Director of Clinical Services, Residential Treatment Facility, and Ann Marie DiPietro, M.S.N., CRNP, PMHNP-BC, Assistant Medical Director, spoke on the topic of “Integrating Behavior Analytic and Psychiatric Services.”

Rita Gardner, M.P.H., LABA, BCBA, President and CEO, Melmark, was part of PennABA’s Speaker Series. She presented “Using Organizational Behavioral Management (OBM) to Drive and Measure Organizational Outcomes.”

Suzanne Muench, M.S.S., LCSW, Director of Admissions and Family Services, spoke to members of the PURA Syndrome Foundation at its second annual conference earlier this summer. She presented on the topic of sibling and family issues to individuals diagnosed with PURA syndrome, medical and research professionals and other interested attendees from around the world.
Congratulations to Patrick Watson, who entered Melmark PA in 2011, on receiving the Flyers Community Teammate award for his community volunteerism, dedication and commitment to bring smiles to all of those around him!

Patrick is shown with Bob “The Hound” Kelly, a member of the “Broad Street Bullies” who helped win the Stanley Cup in 1974 and 1975, and a representative of Philadelphia Insurance, sponsor of the Community Teammate program.

Recognizing Achievements
Participating in the Philadelphia Flower Show

Four members of The Meadows at Melmark were selected to take part in exhibiting their plants at this year’s Philadelphia Flower Show held at the Convention Center. This annual event draws horticulturists from around the world.

Congratulations to Melmark PA’s 2017 Graduates

Amanda A.  Nicholas D.  Adam D.

Eric G.  Carly H.  Anthony I.  Nicholas K.
Conferences and Workshops

Professional Development: Expert Speaker Series at Melmark NE

Melmark New England hosted another successful Expert Speaker Series with eight events offered between October 2016 and May 2017. Approximately 480 attendees participated throughout the 2016-2017 series held in the newly opened Clavin Center for Professional Development. Many MNE staff members as well as invited guests presented on different topics throughout the series.

- Helena Maguire, Executive Director, led the series with an event that offered BCBA supervision training to new and returning supervisors.
- Rick Graff, Ph.D., presented on preference and reinforcer assessments.
- Peter Gerhardt, Ed.D., shared his experience and knowledge on evidence-based practice in the treatment of adolescence and adults.
- Jill Harper, Ph.D., BCBA, Director of Professional Development, and Amy Foley, M.Ed., BCBA, LABA, Curriculum Coordinator, presented a literature review of teaching strategies for activities of daily living skills.
- Judah Axe, Ph.D., BCBA-D, discussed the analysis of verbal behavior.
- Jessica Everett, Ph.D., BCBA-D, and Barbara Cannon, Ph.D., BCBA, presented on an adapted parent-training program.
- Mary Jane Weiss, Ph.D., BCBA-D, Senior Director of Research, wrapped up this year’s series as she presented on ways to adhere to ethical code.

The 2017-2018 Expert Speakers Series will include additional topics such as catatonia, human sexuality training, and organizational behavior management. Please check the Melmark New England website for updated information.

Brothers and Sisters of People with Special Needs: Unique Concerns, Unique Opportunities

Guest Presenter:

**Don Meyer**
As the award-winning director of the Sibling Support Project, speaker, author, and creator of the Sibshop model, Don Meyer has presented on issues facing families of people with special needs all over the world.

November 10, 2017
King of Prussia Crowne Plaza
260 Mall Boulevard, King of Prussia, PA 19406
9:00 a.m. to 3:30 p.m.
(A continental breakfast and buffet lunch will be provided.)

November 11, 2017
Only open to those seeking Sibshops Trainer Certification
Melmark Campus
2600 Wayland Road, Berwyn, PA 19312
9:00 a.m. to 3:30 p.m. (Lunch will be provided.)

$75 for November 10 conference only.
$150 for both days for professionals seeking Sibshops Trainer Certification.
*To become a certified Sibshops trainer you must attend BOTH days.*

Up to 10 CEUs available for Pennsylvania-licensed professionals (SWs, LPCs, and MFTs)

For more information about registering, contact
Suzanne Muench, M.S.S., LCSW
Director of Admissions and Family Services
610-325-2937 • suzannemuench@melmark.org

The 2017-2018 Expert Speakers Series will include additional topics such as catatonia, human sexuality training, and organizational behavior management. Please check the Melmark New England website for updated information.
The Boston Globe

Center for adults on autism spectrum opens in Lawrence

AUTISM SPECTRUM NEWS

Improving Health and Wellness for Individuals with ASD

Balancing Health and Safety Issues with Individual Rights in Adults with Intellectual Disabilities

By Maggie Huang, LMSW, Alix Forster

The history of treatment of individuals with intellectual disabilities is marked by violations of their rights as human beings. In an attempt to address these violations, the American Association on Intellectual and Developmental Disabilities (AAIDD) has developed a framework for ensuring the rights of individuals with intellectual disabilities. This framework includes the development of policies and procedures to ensure that individuals with intellectual disabilities are treated with respect and dignity. The rights of individuals with intellectual disabilities are protected by the Americans with Disabilities Act (ADA), which prohibits discrimination and requires reasonable accommodations for individuals with disabilities. The rights of individuals with intellectual disabilities are also protected by state and federal laws, including the Individuals with Disabilities in Education Act (IDEA) and the Civil Rights Act. These laws require schools and employers to provide accommodations and reasonable accommodations to individuals with intellectual disabilities.

By Maggie Huang, LMSW

Increasing the awareness of the importance of health and wellness for individuals with ASD is a critical step in ensuring their rights are protected. This includes the development of policies and procedures to ensure that individuals with ASD are treated with respect and dignity. The rights of individuals with ASD are protected by the ADA, which prohibits discrimination and requires reasonable accommodations for individuals with disabilities. The rights of individuals with ASD are also protected by state and federal laws, including the IDEA and the Civil Rights Act. These laws require schools and employers to provide accommodations and reasonable accommodations to individuals with ASD.

AUTISM SPECTRUM NEWS

Supporting Adolescents with Autism

Providing a Safe Haven for Special Siblings

By Suzanne Munnick, MSW, LCSW

Diversity is inevitable. All of us experience some form of diversity in our daily lives. The importance of these experiences is often overlooked. Diversity is present in our personal and professional lives. Diversity is present in our interactions and relationships. Diversity is present in our students and our colleagues. Diversity is present in our schools and our businesses. Diversity is present in our communities and our neighborhoods. Diversity is present in our families and our friends. Diversity is present in our world and our planet. Diversity is present in our stars and our universe. Diversity is present in our past and our future. Diversity is present in our dreams and our goals. Diversity is present in our hopes and our fears. Diversity is present in our love and our hate.

By Suzanne Munnick, MSW, LCSW

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Melmart in the News

The Andover Townsman

Melmart School celebrates opening of Lawrence facility

A sampling of published articles by Melmark staff and articles in local papers about Melmark events
The Yawkey Foundations trace their origins back over eight decades to the philanthropic commitments of Tom and Jean Yawkey, former owners of the Boston Red Sox. Until his death in 1976, Tom was the sole owner of the team for 44 seasons; the longest tenure in baseball history. Upon his death, his wife, Jean, assumed ownership of the club. With great concern for the forgotten and underserved, Tom and Jean Yawkey took careful steps to ensure that their legacy would live on through the work of the Yawkey Foundations. They were particularly interested in supporting organizations that encouraged educational opportunities, improved health care, enhanced human service programs, provided youth and amateur athletic opportunities, celebrated arts and cultural endeavors, and valued conservation efforts. Since 1977, the Trustees have followed their vision by awarding $430M in grants to more than 600 organizations throughout Boston, MA, New England and South Carolina.

Melmark New England (MNE) has been the grateful recipient of support from the Yawkey Foundations since 2004. From providing some of the initial financial support which permitted MNE to purchase and renovate the current school facility and grounds, to helping fund its first adult residence, their $2M commitment in December 2016 brought Melmark, Inc.’s Promises to Keep capital campaign to a successful conclusion over its $20M goal.

In July 2016, in collaboration with Pulte Homes, Melmark New England purchased the former Friary and land adjacent to the school from the Society of the Friars Minor of the Order of St. Francis – the Franciscans. For several years prior to the culmination of this complex real estate transaction, the Yawkey Foundations’ leadership was supportive of MNE’s vision for an enhanced campus. This land acquisition will ultimately result in Pulte building 200 units of senior housing. The Yawkey Foundations’ generous support has enabled MNE to expand its Andover campus with the construction of four new children’s residences adjacent to the school. With Pulte as its building partner, the Yawkey grant was used to cover land development, home construction, furnishings and information technology for each of the homes. Following a formal ribbon-cutting ceremony, the homes will be fully occupied by fall 2017. Students, families and staff are truly excited to be so close to the school campus and all that it has to offer, and are appreciative of all that the Yawkey Foundations have done to help reach this milestone.

“I am so grateful and honored that the Yawkey Foundations continue to be a partner in progress with Melmark New England,” says Rita M. Gardner, M.P.H., LABA, BCBA, founder of Melmark New England, and President and CEO of Melmark, Inc. “The Foundations’ gifts over the years have positively impacted the lives of countless children, adults and families that we have served. This gift will ensure this continues into the future. We are humbled by their commitment to Melmark’s mission, our children and their extended families.”

"Interior of one of the children's residences"
Annual Giving
Annual support allows Melmark to maintain a center of excellence and provide specialized services and programs to individuals with special needs. We rely on the generosity and spirit of our friends and families to enhance our ability to attract and retain a team of gifted staff, provide innovative programs and sustain our facilities.

Gifts of Stock
One of the most advantageous ways to contribute to Melmark is through a gift of stock. Making a gift of securities is simple and offers a number of valuable financial benefits:
- You can donate appreciated stocks, bonds or mutual funds.
- Total value of the stock upon transfer is tax-deductible.
- No obligation to pay any capital gains taxes on the appreciation.

Matching Gifts
One way to double the impact of your gift to Melmark is to participate in your company’s matching gift program, which may match a percentage or your entire gift. Each company will have different requirements and procedures; your human resources department should be able to answer your questions.

Tributes and Memorial Gifts
Honoring or remembering a loved one through a charitable gift is an especially meaningful way of paying tribute. Gifts may commemorate a special event, such as a birthday, anniversary, wedding or retirement, or may be made in lieu of flowers at one’s passing.

Planned Giving/Krentel Legacy Society
The generosity of planned giving donors strengthens opportunities for the children and adults we serve, along with their families. The planned giving office is here to help you determine the best vehicles to meet your financial needs and make a lasting impact at Melmark.

The Paul and Mildred Krentel Legacy Society, founded in 2010, includes individuals who have named the Melmark Charitable Foundation as the ultimate beneficiary of their estate plan. Such gifts can include a bequest or beneficiary designation in a retirement plan and/or charitable income gifts, such as:
- Charitable Gift Annuities
- Charitable Remainder Unitrusts
- Gifts of Life Insurance

In-Kind Gifts
A Gift-In-Kind is a contribution of goods or services that can be used to advance Melmark’s mission, or can be readily converted to cash and may qualify as a charitable deduction.

Pennsylvania United Way
A number of Melmark’s donors prefer to make their contributions through the United Way payroll deduction program. Melmark is a participating donor choice agency in the United Way of Southeastern Pennsylvania; the code number is 1012.

Pennsylvania Educational Improvement Tax Credit (EITC)
The Pennsylvania Educational Improvement Tax Credit (PA EITC) program allows businesses in the Commonwealth to earn a tax credit of up to 90% for certain Pennsylvania taxes when they make a donation to a “scholarship organization” or an “educational improvement organization,” a special category under the state tax code. Melmark has been approved as an Educational Improvement Organization (EIO). Funds received under these programs provide funding for technology to enhance our students’ experiences.

Corporate, Foundation and Organization Giving
Melmark has been very fortunate to have the support of local corporations, foundations and organizations. Over the past five years, these benefactors have extended their valued time and financial resources in support of our mission. Many prominent organizations regularly include Melmark in their contributions budget.

New England Legacy Brick Walkway
Located just outside the front doors of Melmark New England, the legacy walkway features engraved bricks with custom messages. This is a wonderful way to pay tribute or honor special people in your life or to recognize special memories and milestones. Each brick can be customized with a personal message, tribute, important dates, names of family members, thank yous or corporate logos.

Special Events
Special events share Melmark’s mission with the community at large, in support of our highly specialized programs and services. From black tie galas to family-style picnics, our events provide family, friends and community partners with the opportunity to engage with one another while giving of their time, talent, and treasure.

For more information on giving to Melmark, please contact:

New England Advancement Office at 978-654-4300
Donate online at www.melmarkne.org/supporting-melmark

Pennsylvania Advancement Office at 610-325-4996
Donate online at www.supportmelmark.org
Save the Date for...

The Melmark
Dream Maker’s Ball
2018

Saturday, May 19, 2018
7 p.m. to midnight
The Hyatt at the Bellevue, Philadelphia
celebrating Melmark Inc.’s success and
Melmark New England’s 20-year anniversary