Promises to Keep
THE CAMPAIGN FOR MELMARK
In 1998, Melmark expanded our promise to thousands more families by founding Melmark New England. Today, Melmark is recognized throughout the country as an innovative provider of special education, clinical services, vocational training and residential programs.

With 1 in 68 children affected by Autism Spectrum Disorder (ASD) and 1 in 36 boys diagnosed, a growing number of premature babies surviving child birth with long-term disabilities, and with more children and adults affected by accidents that leave them with brain injuries, the need for our services is greater than ever.

Because of this growing need for quality programs, Melmark is entering a transformational period and is poised to move forward, facing new challenges and opportunities. To be successful, we must work together.

In the pages of this Messenger, you will read about Promises to Keep... The Campaign for Melmark. You’ll learn how you can help Melmark in its work to create brighter futures for children and adults with intellectual disabilities.

With a carefully drawn strategic plan, we have launched the Promises to Keep Campaign, a very important endeavor designed to support our growth and our future. It is one of the most important initiatives we have ever embarked upon.

I implore you to help us in this endeavor. Your contribution to the Promises to Keep Campaign will help Melmark keep that promise made nearly half of a century ago and for decades to come.

My warmest personal regards,

Joanne Gillis-Donovan, Ph.D.
President and CEO

Promises to Keep
The Campaign for Melmark

Melmark Embarks on Historic Strategic Initiative

Throughout its history, Melmark has always striven to provide excellent programs and give each individual served every opportunity to grow to their fullest potential. It is now entering a transformational period and is positioned to move forward to meet new challenges and opportunities which require our collective efforts to ensure that the organization remains strong for future generations.

After a great deal of planning and diligence, Melmark has moved forward with its first comprehensive campaign with a goal of $20 million designed to support our growth and our future.

The NEED

As Melmark comes to the end of a half century of serving people with disabilities, we are strategically poised to increase our impact on these children and adults and their families, locally, nationally and internationally. With many startling societal trends emerging, there is an urgency to expand our services, enhance our ability to train our diverse clinical staff and renew our facilities.

“These children have altered me; they have given me far more than they themselves have gotten.”
-Taken from ‘Melissa Comes Home’, written by Mildred Krentel

Consider these facts...

- Many of those served at Melmark did not begin their lives with a disability but acquired it along the way through such things as accidents, illnesses or the onset of autism at a very young age. Tragically, these events can happen to anyone.

- Autism is the fastest-growing serious developmental disability in the United States. To put that into perspective, more children will be diagnosed with autism this year than with AIDS, diabetes and cancer combined.

- Society is experiencing a dramatic rise in brain injuries. About 1.7 million new cases of brain injuries occur in the United States every year, and 80,000 to 90,000 of those people experience the onset of long-term or lifelong disabilities associated with the injury.

- The pre-term birth rate, which tracks births before completing a minimum of 37 weeks gestation, was 11.5 percent in 2012. Since babies born pre-term are more likely to have some level of learning disability or other developmental impairment, this means that approximately 500,000 infants each year are born with a very high risk of living with a disability.

- Adding to the unsettling concerns of these trends is that they continue to grow in an environment of increasingly limited funding and continually rising costs.
Thus, the growth of Melmark’s operations will need to be supported by expanded areas for human resources, the coordination of a multitude of licensing and contracting issues. These require significant expertise and personnel. A major factor in Melmark’s growth over the years has been the increased demands placed on the organization’s resources as a result of working with a broad diversity of funding streams, an intensive regulatory environment and the coordination of a multitude of licensing and contracting issues. These require significant expertise and personnel. Thus, the growth of Melmark’s operations will need to be supported by expanded areas for human resources, marketing, finance and information technology.

The Center will be designed to provide:

- Critically needed space for Professional Development and Training
- New classrooms and healthcare and rehabilitation service areas
- Areas to accommodate Family Services
- A Family and Professional Resource Library
- Meeting rooms for Clinical Consultations and Reviews
- Technologically advanced classrooms and observation rooms
- An energy efficient facility that will be Leadership in Energy and Environmental Design (LEED) certified

The planned Center for Integrated Services will more effectively serve Melmark as its organizational hub. It will serve as the bridge between our heritage and our future legacy. At the same time, the Center will uphold Melmark’s historical integrity, and it will support Melmark’s organizational growth and advancement for years to come. It will serve as the bridge between our heritage and our future legacy.

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Melmark Keeps the Promise

The Melmark of today has set forth a bold vision for the future. We are poised to respond to an exciting opportunity that could meet today’s challenges, define our future and fulfill our vision through a transformational capital campaign to raise $20 million. Through a pledge period of three to five years, everyone will have the chance to participate in this extraordinary effort.

Today’s Melmark community has the opportunity to maintain our commitment to our core values, providing each and every individual we serve with the opportunities they need and deserve to reach the highest possible level of growth and achievement.

Success will require exceptional leadership from the Melmark community, including board members, staff, families and friends from across the country. By joining together in unanimous support of this important undertaking, we will realize our vision and ensure the vitality of our adults and children.

Please consider how you can assist Melmark in its work to create brighter futures for those in need. We invite you to join us in keeping our promise through your leadership, your generosity and your participation.
Planning Study Assures Melmark’s Plan and Goal are Feasible

Armed with a plan and a goal, Melmark initiated a feasibility study in September 2011. Fundraising counsel coordinated an impartial study that included 84 interviews among a broad cross section of our constituencies in Pennsylvania and New England.

The study, completed in February 2012, gave Melmark the assurances that our plan was supported. In addition, the study uncovered tremendous enthusiasm and revealed unanimous support for Melmark’s intention to move forward with a campaign.

Volunteers Vested in Melmark’s Future Recruited for Campaign Cabinet

With the study in hand and the firm acceptance of the project by the organization’s key constituents, Melmark enlisted volunteers who would steer the initial actions of the Campaign. Tasks included developing the formal Case for Support and guiding the process of securing leadership and major gifts.

This dedicated group of volunteers, led by Co-Chairs, Richard G. Phillips, Jr. and Denny F. Willson, has been diligently working to assist with identifying prospective donors, soliciting support, hosting receptions and offering their personal support.

Promises to Keep

The Campaign for Melmark

Realizing the Promise

Melmark’s Broader Community Engaged

Two years later, Melmark is moving forward, having raised $9 million toward the goal. At this juncture, the organization’s focus on leadership support has transitioned into its public phase, when the entire Melmark Community will be called upon to partner in assuring the success of the Campaign.

Dr. Joanne Gillis-Donovan announced this phase of the Campaign at the Melmark Dream Maker’s Ball (see article on Pages 8-9), held on May 17, 2014. Surrounded by many of Melmark’s family, friends and donors, Dr. Gillis-Donovan unveiled the project to an enthusiastic and encouraging audience.

“This is an exciting opportunity for the organization, and we need everyone to recognize the long range implications of what we intend to do. We need everyone to join us as partners in this initiative.”

- Bob Marcus

Chairman of the Board of Directors, Melmark

Melmark has experienced significant growth over the last two decades, including the opening of Melmark New England in 1998. It has developed into a premier organization through which children and adults with intellectual and developmental disabilities can lead fulfilling lives and become contributing, productive members of their communities.

As the numbers of people in need continue to rise, we are committed to expanding our reach and increasing our capacity to serve these individuals. Therefore, we are embarking on a $20 million capital campaign – the most ambitious in our history.

Success to Date

Commitments: $9,133,181
On Saturday, May 17, The Melmark Dream Maker’s Ball with Presenting Sponsor Pilot Freight Services welcomed a record-setting 432 guests, coming together for a night filled with promises. The black tie ball, held at the Hyatt at The Bellevue in Philadelphia, included a cocktail reception, dinner and program, a performance by The Melmark Players and other treats throughout the night. We are pleased to announce that the ball raised $311,000.

One of the evening’s highlights included Melmark’s presentation of its 2014 Humanitarian Award to Mr. Dennis F. Willson. Mr. Willson is Co-founder, CEO and Chairman of Hsiri Therapeutics, LLC, located in King of Prussia. The company develops therapies for serious infectious diseases worldwide. Mr. Willson, whom many of us know as “Denny” serves as member of the Hubert J.P. Schoemaker Classic Advisory Board. Denny is also a member of The Melmark Charitable Foundation Board and regularly supports Melmark’s mission.

The Melmark Humanitarian Award honors leaders who, through their selfless acts of compassion, understanding and public service, share Melmark’s commitment to individuals with intellectual disabilities. After receiving the Melmark Humanitarian Award, Denny joined Bob Marcus, Melmark’s Chairman of the Board, Dr. Joanne Gillis-Donovan and Richard Phillips, Co-Chair of the Promises to Keep Capital Campaign Cabinet, to announce Melmark’s $20 million initiative.

During the announcement, Mr. Marcus spoke about the promise made to his family when his daughter, Missy, came to live at Melmark. He asked guests to help him keep that promise, not only to his own family, but to others in need affected by intellectual disabilities and autism, for years to come.

Dr. Gillis-Donovan introduced Promises to Keep Campaign Co-Chairs, Richard Phillips and Denny Willson, and the three detailed the need for this unprecedented capital campaign at Melmark. During her remarks, Dr. Gillis-Donovan said, “It is our responsibility, as an organization and as caring members of the community, to ensure that each child and adult we serve has the opportunity to be the absolute best they can be.”

At The 2014 Dream Maker’s Ball, Melmark welcomed our new community partner, The Children’s Hospital of Philadelphia (CHOP). While Melmark has had a long-term relationship with CHOP, we are grateful to gala committee member, Tom Dole, who helped strengthen our partnership. Tom is Senior Vice President of Outpatient and Clinical Services at CHOP.

Tom came to know Melmark through volunteer work with his church and immediately wanted to become more involved. Serving on the gala committee for the 2014 event, Tom helped lead fellow committee members in the planning leading up to the magical evening. He also spread the word at CHOP about the incredible work going on at Melmark. As a result, we are grateful that CHOP served the Dream Maker’s Ball as our Community Partner.

Melmark President and CEO Joanne Gillis-Donovan, Ph.D. says, “We are thrilled to have CHOP’s support, but our gratitude goes far beyond this event.” She adds, “Having CHOP as a Community Partner will lead to wonderful things for both our organizations. From shared research findings to potential collaboration on advanced programs for children with special needs and autism, the possibilities of this partnership are endless.”

CHOP was founded in 1855 as the country’s first hospital devoted exclusively to children’s medical care. Its doctors, nurses and researchers have made countless lifesaving discoveries in pediatric medicine. CHOP leads the way in innovation and care for patients, families and the community. Just like Melmark, CHOP’s highly skilled staff are known for their view of families as ‘equal partners in the pursuit of excellence in patient care, medical education and research’.

We thank the team at CHOP for their partnership and look forward to the many great things that lie ahead for our organizations as we work together to improve lives and offer hope for a better tomorrow.
Jamie Stahle's involvement with Melmark began long before his son, James, enrolled as a day student in 2005. Jamie was instrumental in providing guidance and support to the Melmark New England leadership team as they worked with the town of Andover and others to secure the Andover school property. He attended public hearings and advocated for Melmark in its quest to acquire the property to enable Melmark to offer expanded educational and clinical services to more children and young adults across the region.

Like many parents, the Stahle Family did their homework when choosing a school for their son. They were looking for an environment where James could benefit from a highly qualified and dedicated staff, utilizing the ABA model, and they have not been disappointed. James had previously attended another program and was on the wait list for Melmark New England when the school announced plans to move to Andover. The timing for James to move to Melmark couldn't have been better, and he has thrived here since he arrived.

Jamie currently serves on the Melmark, Inc., Melmark Services and Melmark New England boards, and along with his wife, Karyn, are members of the Promises to Keep Campaign Cabinet. Their philanthropy and willingness to introduce Melmark to friends and colleagues has meant a great deal. Jamie's business acumen has helped shape many important decisions as well.

Jamie can be found traveling the country in his work as a founding partner and Senior Managing Director of CCA Group, a Boston based investment banking firm serving the Global Energy and Infrastructure markets. When he's not busy working or providing volunteer leadership and support to Melmark and other charitable organizations, Jamie enjoys spending time with his family, including his wife Karyn and sons, James and Tyler (a former Melmark NE volunteer himself) who attends Villanova University.

“Karyn and I couldn’t have envisioned a better outcome than James has today.”

The Stahle Family: Tyler, Karyn, James and Jamie

In 2013, Teamsters Local 25 made a multi-year commitment to Melmark New England in support of their expanding efforts to serve individuals with autism and their families. A long-time partner of MNE, Teamster’s President Sean O’Brien, promised that MNE would receive a portion of the proceeds from their annual “Light Up The Night” gala.

This year, Teamsters Local 25 made a very generous $75,000 contribution to benefit Melmark’s Promises to Keep Campaign. We are so grateful for their continued support.

The Promise of a Brighter Future
2014 Graduation Services

On June 13, nine students graduated from The Melmark School as their family, friends and teachers applauded them from the audience. Melmark’s graduation ceremony was held in the Multi-Purpose Center and included remarks from Dr. Joanne Gillis-Donovan, Melmark President and CEO. Dr. Jessica Woods, Executive Director of Children’s Services also spoke, congratulating each graduate for overcoming obstacles and striving for success.
Madison's Successful Transition

“Say good job, Madison!” You may have heard this phrase echoed throughout the halls of The Melmark School. Very proud of her accomplishments, and often seeking reassurance from her staff, Madison wanted others to notice her good work.

Madison was known for her endearing personality, high energy and often sassy demeanor. She came to Melmark's Residential Treatment Facility (RTF) in September of 2012, after a long history of challenging behavior and multiple residential placements that did not meet Madison's needs.

One of those placements was in New Hampshire, where Madison lived for three years. Due to cost and distance, her family only got to visit once a year. Madison's mother Rhonda was so concerned by this, she considered quitting her job to bring Madison closer to the family’s Western Pennsylvania home.

When Madison's family found Melmark, they were encouraged to find a closer program for Madison and one that could meet their daughter's complex needs. The transition was not easy. Madison engaged in numerous physical and verbal aggressions toward others each day and often became non-compliant, refusing to walk to class or home.

Community outings were even more troubling for Madison. Specifically, she had a difficult time safely going to medical appointments. Brian Haney is the Director of Melmark's RTF Programs. He says incorporating a community piece into Madison's behavior plan was instrumental to her success. “The ability to appropriately interact with others in the community is important for any person,” said Haney. “We knew a major goal for Madison had to include successful trips to the doctor, trips where she would not engage in aggressive behavior toward those trying to help her.” Clinical staff created simulated trips to a medical office, starting with a quick visit with a nurse in The Katie Trainer Health Center and eventually including longer appointments with medical staff and even trips to Melmark's dentist office.

Other trips were gradually added to Madison's goals, and staff began to see an improvement in her ability to interact appropriately, not only in the community, but also at school and in her home. A great deal of credit goes to Madison's teacher, Art Dowdy and Behavior Analyst, Jennifer Hanson. Through their consistent application of the principles of Applied Behavior Analysis (ABA), and through Madison's hard work, Art and Jennifer witnessed an amazing transformation.

Today, Madison attends a vocational workshop where one staff works alongside her and two other individuals. She lives in an apartment with staff support near her parents and is now able to spend more time with her family.

“We are so proud of all that Madison has accomplished,” said Madison’s mother Rhonda. “We are grateful to the staff at Melmark for believing in our daughter as much as we always have. Their belief in Madison’s abilities has helped her become the independent young lady she is today."

Madison's story exemplifies what it means to “truly expand life's options”.

Good job, Madison!

In less than two years at Melmark, Madison achieved:

- 100% decrease in disruptive behavior
- 98% decrease in non-compliance
- 90% decrease in aggression

The Promise of New Experiences

Members of the Melmark Bell Choir are preparing for an exciting opportunity. The Joybells will perform alongside members of The Chamber Orchestra of Philadelphia at a free, holiday concert in Commonwealth Plaza, just inside The Kimmel Center. The event will take place on Sunday, December 7. Dirk Brossé, Music Director with the Chamber Orchestra, met members of The Joybells during the Chamber Orchestra’s open rehearsals. He has also attended performances by The Melmark Players. Maestro Brossé is currently writing music that Chamber Orchestra musicians will play to accompany The Joybells’ holiday repertoire. In the meantime, The Joybells are practicing to get ready for this once in a lifetime experience, which will include a worldwide CD release featuring The Joybells and the Chamber Orchestra.

Joint Performance

To learn more about how you can support this event: CyndieMartin@melmark.org

Celebrating with Friends and Family

2014 Spring Festival

On Saturday, June 7, families, friends and staff gathered for the annual Melmark Spring Festival. The day kicked off with a performance of The Lion King by The Melmark Players. After The Players took their final bow on stage, everyone headed outside to enjoy rides, games, food and fun, all with the The Circle of Life theme. The festival included live music by The Chester County Concert Band. Also during the event, Melmark recognized Valerie as 2014 Athlete of the Year and Chris as 2014 Citizen of the Year.
During April, Melmark hosted its annual volunteer awards, thanking its 885 volunteers for their impressive 3,403 hours of service over the past year. During that time, volunteers painted homes, worked in garden areas and even organized festivals for the children and adults who attend programs at Melmark.

During its annual volunteer awards celebration, Melmark thanked volunteers for their efforts to make a difference in the lives of people with disabilities. Special recognition was made to four people and organizations for their work, which made a particular impact on the Melmark Community:

**2014 Volunteers of the Year**

Dennis "Mickey" Flynn and Dot Wilhelmy

Mary Lou Graham of Lansdale Catholic, Community Volunteer of 2014, with Cyndie Martin and Dr. Gillis-Donovan

Gwen Miley of Janssen Pharmaceuticals, Corporate Partner of 2014, with Dr. Gillis-Donovan

To learn more about how you or your organization can become a Melmark volunteer, contact Cyndie Martin, Director of Corporate and Community Affairs at CyndieMartin@melmark.org or 610-325-4976.

**The Lodge at New England**

New Residence Opened in Dracut

This past spring, Melmark New England opened a new residential home in Dracut, MA, which allowed for a transition from an older home farther away from campus. Known as "The Lodge", the residence serves eight young students and two older students in a supervised, home-like setting. Reminiscent of a log cabin ski lodge one might see in Vermont, the home allows for ample space to live, study and play with large, open living accommodations, a basement play and exercise area and a beautiful fenced in backyard nestled in the woods. "When the children and staff moved into this wonderful new home, the joy on their faces said it all," said Peter Troy, Vice President of Melmark New England.

**Main Line Chamber of Commerce CEO of the Year**

Joanne Gillis-Donovan, Ph.D.

On Thursday, June 26, Melmark President and CEO Joanne Gillis-Donovan, Ph.D. accepted the Main Line Chamber of Commerce's Non-Profit CEO of the Year Award. The Chamber recognized Dr. Gillis-Donovan for her compassionate leadership of Melmark's staff, her visionary work with Melmark's programs and for her outstanding commitment to the Main Line Community.

Dr. Gillis-Donovan was presented this prestigious award at the Main Line Chamber of Commerce's Celebration of Business Leadership Luncheon, held at the Desmond Great Valley Hotel and Conference Center in Malvern. A number of Melmark Board Members, as well as members of the Executive Leadership team and family members were there to support Dr. Gillis-Donovan at the event.

In addition to the award from the Main Line Chamber of Commerce, Andrew Dinniman, State Senator of Pennsylvania's 19th District, presented a citation honoring Dr. Gillis-Donovan for her work. Senator Dinniman wrote, "It is my honor and privilege to present to you a citation from the Senate of Pennsylvania. I would like to personally thank you for all that you have done in service of our community over the years. Please accept this citation as a tribute to your accomplishments and a token of my personal appreciation."

Dr. Gillis-Donovan often speaks about *The Melmark Difference*. We are honored to work with someone who has dedicated her life and career to making a difference in the lives of those who need someone to believe in them and to realize their potential.
Melmark is proud to be recognized as a fully accredited organization by The Joint Commission (TJC). TJC is a U.S.-based, non-profit organization that accredits more than 20,000 health care organizations and programs in the country. A majority of state governments recognize TJC accreditation as a condition of licensing and the receipt of Medicaid reimbursement.

Representatives from The Joint Commission were at Melmark earlier this year, conducting surveys to confirm Melmark’s commitment to quality and safety. There was an opportunity for Melmark to receive feedback, based on national standards, about what it does well and what it can improve. The survey was successful, but it is just the beginning of an ongoing process of ‘continuous readiness’. Continuous readiness is a term TJC adopted some time ago to encourage organizations to use TJC standards as a self-monitoring tool at all times, not just in preparation for on-site surveys which occur infrequently.

Now that Melmark has achieved accreditation, we will continually evaluate our services using TJC standards. The standards cover topics such as:

- Leadership
- Quality improvement
- Records
- Individual rights
- Building safety

We believe TJC accreditation will provide us with tools for continuous improvement and growth.

“We are honored to be recognized by The Joint Commission for meeting and in many cases, surpassing, their high standards of care. This accreditation further defines Melmark as a Center of Excellence and supports our vision for continuous improvement in the services provided to the children, adults and families we serve.”

-Joanne Gillis-Donovan, Ph.D.
President and CEO, Melmark

By Dr. Mary Jane Weiss and Helena Maguire

The Challenge
It is widely known that students with autism do well with one-on-one instruction. However, the provision of 1:1 instruction on a long-term basis is not efficient or realistic. Funding streams, particularly in adulthood, do not support this level of staffing. Furthermore, the ability to follow instructions delivered to a group is essential to successful school, vocational and community integration.

In our clinical work at Melmark, we have found this to be a challenging issue for educational teams. Often, there are diverse opinions about a student’s readiness for group instruction. As a field, we lack good assessments of readiness for learning in groups. Concerns about behavioral regression and about a slowed rate of acquisition often result in long-term provision of individual instruction, but prolonging this ratio beyond the instructional need may be counter-productive. Some learners may become dependent on this level of support, and it may impede their ability to transition to settings with less rich instructional ratios.

Prior Research
Fading intensive staffing is essential to the promotion of independence and the successful transitioning of students to less restrictive settings or into adult programs. Although research has indicated that individualized instructional arrangements are highly effective with people with autism who display challenging behavior, the resources necessary to provide intensive staffing to all students are rare (Kamps & Walker, 1990). Not only is intensive staffing often unrealistic, some research indicates that 1:1 instructional formats hinder generalization of skills (Keel & Gast 1992) and require far more instructional time than group formats (Favell, Favell, & McGimsey, 1978).

Research in this area indicates that small group formats are as effective as (Kamps & Walker, 1990) and more efficient than (Biberdorf & Pear, 1977) 1:1 instruction, with comparable rates of challenging behavior across instructional arrangements (Kamps & Walker, 1990). Data from a study by Kamps et al (1992) indicates that individuals with a history of 1:1 instruction can successfully be transitioned to small group formats across several curriculum areas with few problems.

Melmark’s Focus
Melmark’s research team is committed to developing an efficient way to address this clinical need, and Helena Maguire has designed an instructional protocol to assess a learner’s performance in individual and group instruction. Initially, we are examining the learner’s differential performance in individual and dyad learning situations with mastered skills. Ultimately, we would like to also examine differential acquisition of new material in group and individual learning contexts.

It is our hope that such an instrument could validate the learner’s readiness to be weaned from individual instruction and to participate in group learning. We see this as a true clinical need, and as a step toward preparing learners with autism for their next environments.
By Dr. Jill Harper and Dr. Jim Chok

In order to effectively treat challenging behaviors like aggression or self-injury, we must first identify what is triggering it. Because many of the children and adults we serve cannot communicate verbally, it is up to the clinician to learn the cause. What happens as a result of that behavior teaches us the "function" of the behavior. There are many tools available to assist clinicians in examining the events surrounding behavior, and Melmark is building upon those tools by creating a collaborative curriculum to create more positive results.

The most precise tool in Applied Behavior Analysis (ABA) is functional analysis (FA). FA involves the manipulation of antecedent events - what happens right before the behavior, and consequences - what happens immediately following the behavior. In a very controlled manner, this type of assessment allows us to recreate conditions we feel lead to the behavior and the consequences that keep the behavior going. Research shows that treatment can make a large impact when we know why an individual is engaging in the behavior. In fact, behavior assessment and treatment design through FA is considered best practice in our field.

Despite the importance of FA to treatment development, literature provides only a limited number of examples on how to train staff to conduct such assessments, and most of the examples focus on standard, predetermined conditions. The process of completing behavior assessments through FA involves much more. Over the past year and a half, Melmark has developed an empirically-based FA training curriculum. The seven levels of the curriculum cover all aspects of FA methodology as well subsequent treatment development. The overarching model of the training is similar to that of a well researched procedure which involves instruction, modeling, rehearsal and feedback.

Participants are required to demonstrate mastery at each level either through written quizzes, role playing, or direct implementation of skills. This model allows participants to enter the training at different levels based on previous experience.

The initial levels of the training set the foundation of why we, as an organization and behavior analysts, conduct functional analysis as well as the ethical considerations that must be addressed prior to any behavioral assessment. Participants learn and then practice conducting standard, predetermined FA conditions. Later levels of the curriculum extend this basic understanding of FA methodology to include:

- Unique conditions we believe contribute to an individual's challenging behavior
- Variations in measurement of the behavior and design of the assessment
- Graphs and interpretations of results
- Selection of function-based interventions to decrease challenging behaviors and increase alternative behaviors

In the final level of the curriculum, the participating clinician works with a mentor to complete a variety of FAs with clients. This provides support to the clinician as they gain experience in conducting FAs and allows for greater collaboration. Melmark's extensive curriculum ensures that clinicians are experienced across the many different skills necessary to assess challenging behavior and to inform treatment design.

The Promise of Accomplishment
Athletes Compete in U.S. Games

In June, athletes from Melmark represented Team Pennsylvania in the 2014 Special Olympics USA Games. Congratulations to Marc, Megan and Valerie, who competed among 3,500 of the best Special Olympic Athletes in the country.

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<tr>
<th>Athlete</th>
<th>Gold - 4 x 25 Freestyle Relay</th>
<th>Gold - 25 Yd. Freestyle Relay</th>
<th>6th Place - 25 Yd. Backstroke</th>
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<tr>
<td>Marc</td>
<td>Gold - 4 x 25 Freestyle Relay</td>
<td>Gold - 25 Yd. Freestyle Relay</td>
<td>Participation - 4 x 25 Freestyle</td>
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<td>Valerie</td>
<td>Gold - 4 x 25 Freestyle Relay</td>
<td>Gold - 25 Yd. Freestyle Relay</td>
<td>4th Place - 4 x 25 Medley Relay</td>
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"Watching Megan compete in the U.S. Games has been one of our proudest moments ever. Megan is our champion!"

-Cindy Penman, Melmark Parent

MNE Special Events Update

Despite a long and snowy Winter that extended into Spring, generous and loyal MNE families and friends braved the weather and joined us for annual events including the:

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<td>3rd Annual Zumba for Autism</td>
<td>5th Annual Trivia Night</td>
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<td>6th Annual Comedy Night</td>
<td>5th Annual Trivia Night</td>
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These events promoted awareness of Melmark, garnered new friends and raised almost $30,000 for MNE's programs and services.
Promises to Keep
THE CAMPAIGN FOR MELMARK

October 6, 2014
The ACE Club
Gulph Mills Golf Club
Waynesborough Country Club

Hubert J.P. Schoemaker Classic
for Melmark

Title Sponsor
accenture
High performance. Delivered.

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