

Saint Joseph's University
Kinney Center for Autism Education and Support

Strategic Plan
2010-2015

M. Michelle Rowe, Ph.D.
Executive Director and Professor of Health Services
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Kinney Center for Autism Education and Support

Strategic Plan 2010-2015

Including

Plans for Kinney Center as a Strategic Asset of Saint Joseph's University

I. OVERVIEW OF THE KINNEY CENTER

- A. Introduction
- B. Mission & Vision
- C. Fundamental Objectives

II. KINNEY CENTER AS A STRATEGIC ASSET

- A. Academic Distinction
- B. Marketing & Media Presence
- C. External Outreach

III. KINNEY CENTER STRATEGIC INITIATIVES

- A. Strategic Initiatives I through V
- B. Programs established in 2009-10
 - i. Educational and Training Programs
 - ii. Advocacy and Awareness
 - iii. Direct Services Program

IV. KINNEY CENTER GOALS 2010-2015

- A. For Students and Professionals
- B. For Parents and Families
- C. External Outreach

V. IMPLEMENTATION OF GOALS 2010-2015

Expanding and Increasing Programs and Services

Table 1. Program Development

Table 2. Education and Training Development

Table 3. Growth in Programs and Service

Table 4. Growth in Education and Training

VI. RESOURCES REQUIRED TO ACHIEVE GOALS

- A. Staffing Needs
- B. Physical Space Needs

Appendix A – Marketing/Media Plan

I. OVERVIEW OF THE KINNEY CENTER FOR AUTISM EDUCATION AND SUPPORT

INTRODUCTION

Based upon the need for advocacy, services, support, training and education, the Kinney Center was created to play a key role in educating and training current and future service providers, and serving children and adults with autism, families affected by autism, and the autism community. The Kinney Center for Autism Education and Support was approved through the University governance system in June 2009 and celebrated the official opening on October 2, 2009.

MISSION

The Kinney Center provides multi-disciplinary education and training opportunities for students, teachers, professionals, and parents who seek to improve and extend opportunities, outcomes, quality of life and best practices in treatment for individuals with Autism Spectrum Disorders (ASD). Further, the Kinney Center offers services, resources, and information; support and guidance; and tools for public and individual advocacy that contributes to improved autism awareness and care. The Kinney Center is committed to Saint Joseph's University's Jesuit mission, and the belief in *cura personalis* or "care of the whole person" serves as the underlying foundation for all activities. Programs and services strive toward the fullest personal growth of individuals with Autism Spectrum Disorders by empowering the development of the whole person and promoting justice, kindness, and compassion for all those impacted by autism. All activities promote the acceptance of people with autism so that they may live their lives with dignity and respect as valued members of society.

VISION

The Kinney Center serves as the primary source of education and training for students and professionals in the autism field, and as a resource for families affected by Autism Spectrum Disorders seeking information, services and training within the tri-state area. Over the next five years, the Kinney Center will become a major resource at the national-level to educate and train students with high aspirations of serving children and adults with autism, their families, their schools and service providers, and their community. Our students will be challenged to approach autism in a creative, spirited and meaningful way and to elevate the field of autism to produce the best possible outcomes for individuals with autism. The Kinney Center will also serve a model for best practices for other academic institutions and service providers.

FUNDAMENTAL OBJECTIVES

For Students and Professionals:

1. To provide a unique, exceptional academic curriculum relevant to working with people with ASD throughout the spectrum and life cycle, for undergraduate and graduate students, educators, and other practitioners working in a variety of settings.
2. To offer opportunities for students and practitioners at all levels of training to gain direct experience providing community-based social skills training for people with ASD.
3. To develop and implement programs that provide support and educational resources for college-age students with high-functioning autism and Asperger's syndrome, so that they may be successful academically and socially in their complex University environments.
4. To guide undergraduate and graduate students in providing community outreach and promoting autism awareness to local schools, community centers, and support groups, so that others may be supportive and respectful of people with autism and tolerant of their associated behaviors.
5. To engage undergraduate and graduate students in supervised evaluation and research on issues in the applied field of autism treatment and share research findings with parents, other researchers and professionals.
6. To teach others about public policies related to autism while advocating for policies that positively impact individuals with autism and their families.
7. To engage undergraduate and graduate students in timely supervised research on issues in the applied field of autism treatment, especially around establishing best practices, and share research findings with parents, other researchers and professionals.

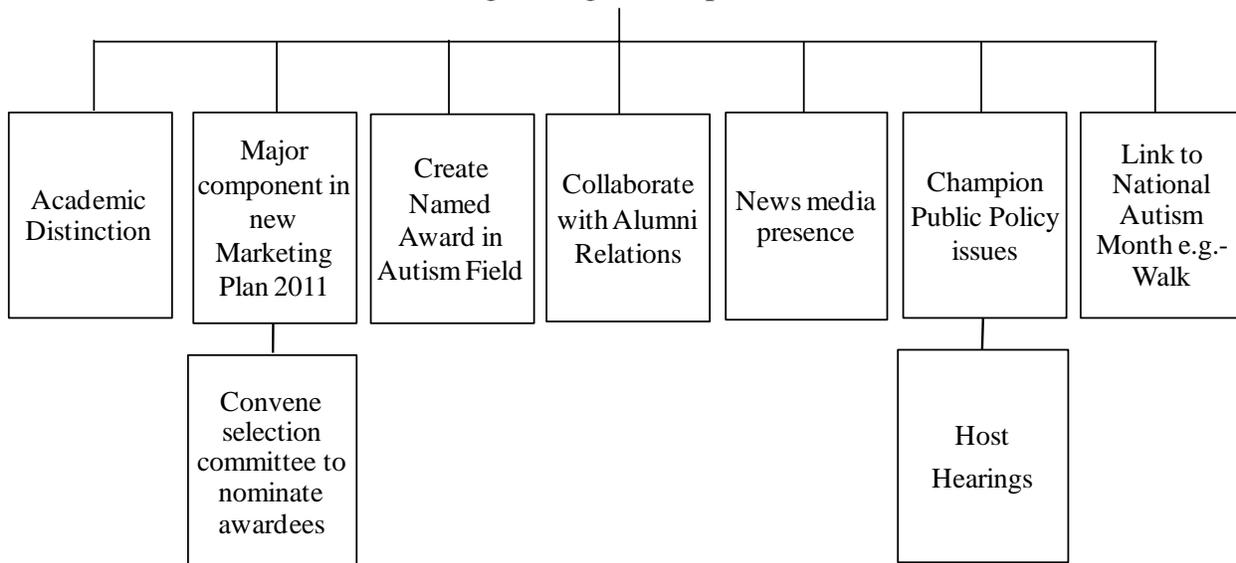
For Parents and Families:

1. To provide a resource center that builds networks linking parents and family members across systems and settings, and throughout the life cycle, with particular emphasis on critical periods that include: Waiting for and receiving a diagnosis of Autism Spectrum Disorder; Entering formal education systems; Approaching adolescence; Transitioning upon completion of school-based programs
2. To provide supervised after-school peer mentoring programs and other services in the Philadelphia area by linking undergraduate and graduate students with children, adolescents, and young adults with ASD.
3. To develop and implement programs that provide support and educational resources for college-age students with high-functioning autism and Asperger's syndrome, so that they may be successful academically and socially in their complex university environments.
4. To teach others about public policies related to autism while advocating for policies that positively impact individuals with autism and their families.

II. THE KINNEY CENTER AS A STRATEGIC ASSET OF SAINT JOSEPH'S UNIVERSITY

In the realm of autism studies and support, the Kinney Center is truly a unique program as compared to those at other institutions. As such, the Kinney Center is viewed as a unique and invaluable strategic asset for Saint Joseph's University. This plan promotes the Kinney Center as a primary focus point in presenting and strengthening the academic reputation and overall image of Saint Joseph's University to regional, national and, ultimately, international audiences. Fully leveraging the strengths, unique mission and future potential of the Kinney Center is the goal of this expanded Strategic Asset Plan.

Kinney Center for Autism Education and Support Strengthening SJU Reputation



A. Academic Distinction

1. The Kinney Center as a Strategic Asset for Recruiting Undergraduate Students:

a. College of Arts and Sciences: The Autism Studies Minor Program

This unique minor program can be used in marketing and recruitment efforts to both increase the total number of applicants to SJU as well as to grow enrollment in Psychology, Interdisciplinary Health Services, Sociology, and Education.

The program can be positioned to increase the academic distinctiveness profile of the CA&S and the university at large.

b. College of Professional and Liberal Studies: The Traditional Autism Studies Certificate Program and the Online Autism Studies Certificate Program

These unique certificate programs can be used in marketing and recruitment efforts to both increase the total number of applicants to the adult SJU programs as well as to grow enrollment in PLS.

The program can be positioned to increase the academic distinctiveness profile of the PLS and the university at large.

The Online Autism Studies Certificate program can be positioned to give SJU a true national and international platform for recruiting students and enhancing the reputation of the university.

2. The Kinney Center as a Strategic Asset for Recruiting Graduate Students

a. A. College of Arts and Sciences: Special Education Online Graduate-level Certificate in Autism (A Department of Education Endorsement Certificate)

This unique online certificate program can be used in marketing and recruitment efforts to both increase the total number of graduate school applicants to Graduate A&S as well as to grow enrollment in the graduate Special Education programs. The program can be positioned to increase the academic distinctiveness profile of Graduate A&S and the university at large.

The Special Education Online Certificate in Autism can be positioned to give SJU a true national and international platform for recruiting students and enhancing the reputation of the university.

3. The Kinney Center as a Strategic Asset for Training and Preparedness in Autism Support and Awareness.

The focus/vision of this strategic asset is to position the Kinney Center to be viewed as one of the primary institutions at a regional and national level to seek for familial support, student education and/or advanced training and development in the autism professional community. Marketing and positioning should be built around the following:

- Programs for Families - Courses will be available for parents and families seeking further training in working with their children and adults with autism. These will include relevant and evidence-based practices in the treatment, awareness and advocacy in autism.

- Programs for Students - Both traditional and adult students at Saint Joseph's University will have a wealth of opportunities available to learn about autism, the treatments, the impact and many other key topics through rigorous, research-based coursework.
- Programs for Professionals - The Kinney Center is an approved provider to offer continuing education and professional development for a range of professionals and service providers. A large variety of courses will be available, both in-class and online, throughout the year and will include interesting, creative and highly relevant topics critical to professionals working in the field of autism
- Programs for Individuals with Autism - A broad range of programs and services are available for families seeking therapy and support for their children and adults with autism. These include therapeutic, recreational, educational and supportive activities.
- Programs for the Development of Models to be Deployed at the School District Level - The Kinney Center will work with schools to provide direction and support on evidence-based practices and services.

B. Marketing & Media Presence

Elevate the Kinney Center to be a Central Component in the next SJU Marketing Plan

1. Build on media relations momentum generated during inaugural year. Establishing strong regional recognition will lead to national placements. Continue to direct public relations efforts toward differentiating the Kinney Center from other centers, positioning it as a leader in the field of autism education and support.
2. Promote Kinney Center programming and the executive director's expertise through press releases, advisories, op-ed/commentary pieces and media "tips."
3. Create awareness of the Kinney Center both off- and online. Establish a presence for the Kinney Center in the autism community through communication to autism associations, listservs and support groups.
4. Develop and update an arsenal of promotional materials, i.e. brochures, information kits and press kits that reflect a strong Kinney brand and align with marketing initiatives.
6. Use traditional media vehicles (radio, print, and outdoor) for general awareness.
7. Use online media vehicles to target 22-54 year old students, teachers, professionals and parents who are interested in best practices in the treatment of individuals with Autism Spectrum Disorders. (See Appendix A for details.)

C. External Outreach

Utilize External Outreach to Promote Kinney and Elevate the Image of the University.

1. Develop *Annual Kinney Award for Excellence in Autism Awareness and Support*
 - Create a selection committee to determine the criteria for the awards, solicit nominations, and select the annual recipients.
 - Create a regional award
 - Create a national/global award
 - Create a lifetime achievement award
 - Schedule an annual high-level event similar to the Shield Of Loyola event to honor the recipients (as well as to raise an additional revenue source for the operation of the Kinney Center).
2. Involve the Kinney Center in championing public policy at the regional and national levels. For example, work with government officials to advance Autism issues; host public hearings on campus.
3. Link to National Autism Month events, for example, host a Walk on campus.
4. Collaborate with other campus departments to reach government officials, SJU alumni, local employers, i.e., External Affairs, Development & Alumni Relations, Career Development.

III. THE KINNEY CENTER STRATEGIC INITIATIVES

A. Strategic Initiatives established to enable Kinney Center to achieve its mission:

I. Develop and maintain a cutting-edge academic curriculum for undergraduate students at Saint Joseph's University who desire further and advanced study in the area of Autism Spectrum Disorders.

II. Develop and maintain educationally based programs for students at Saint Joseph's University to learn about individuals with autism and their educational, social, recreational, personal, and occupational needs.

III. Promote the Kinney Center for Autism Education and Support as a leader in the field of autism.

IV. Serve as advocates in the field of autism and in the community, and promote education and support for those impacted by autism.

V. Develop direct service programs for children and adults with autism to improve functioning in the areas of socialization, recreation, education, and life skills. These direct service programs will serve as a classroom laboratory for Saint Joseph's University students to learn about autism and prepare for careers in the autism service field.

B. PROGRAMS Established 2009-10

1. Educational and Training Programs (meets Goals I,II & III):

The following are unique, signature academic programs provided at Saint Joseph's University in conjunction with the Kinney Center.

Kinney SCHOLARS Program (Students Committed to Helping Other Learn about Autism Research and Support) – this program educates and trains Saint Joseph's University students who are committed to an autism-related majors (Health Services, Elementary and Special Education, Psychology) and have an interest in Autism Spectrum Disorders (ASD). Kinney SCHOLARS participate in various training modules to become equipped with the latest skills that provide the best possible service to clients. They also participate in weekly meetings to discuss treatment progress and outcomes, and ensure successful execution of programs. After supervised and extensive training, they work directly with individuals

with children and adults with autism. They support, plan, and implement appropriate lessons; monitor a participant's progress; record and study data; assist with social, behavioral, and educational assessments; and supervise and provide direct physical care for program participants. SCHOLARS earn \$8.00 - \$10.00 per hour for their work with children and adults with autism and, upon graduation, are provided assistance with job placement. Currently this program has 35 SCHOLARS.

Minor in Autism Studies – a minor in Autism Studies was approved through the University governance system in May 2010 and is currently available to students. Students take courses in Autism Studies through the Department of Health Services and in departments that include autism-related topics in their curriculum (Psychology, Education and Special Education).

Certificate Program in Autism Studies – this certificate is offered through the Professional and Liberal Studies Program (PLS) to students who are completing a bachelors degree in Liberal Studies and also to students who choose to study only this area and receive a certificate.

2. Advocacy and Awareness (meets Goal IV):

Annual Autism Awareness Day – Annual autism awareness events have been provided to the community for the past six years. This event occurs annually each April during Autism Awareness Month and features a guest, keynote speaker. A variety of interesting, relevant and diverse topics are chosen each year.

Attendance at conferences - to promote the Kinney Center we have participated at the following major autism events. These include Autism Day at the Philadelphia Zoo (April); Autism Day at the Please Touch Museum (April and August); Autism Day at Sesame Place (April); University of Pennsylvania Annual Autism Conference (April); Bucks County Autism Support Coalition (March), and a number of research-based, advocacy-based and educationally-based programs.

Media Presence - Over 25 media requests have appeared in print, on television and on the radio. These include, 6ABC/WPVI; NBC10/WCAU; FOX29; Comcast Sportsnet; KYW/1060AM; WHYY90.9; WHYY-Voices in the Family; Philadelphia Business Journal; Philadelphia Inquirer; Parenting Magazine.

Autism Community – the Kinney Center maintains a regular presence on ASA Philly listserv (Autism Society of America: Philadelphia Chapter), which is a primary source of support for families across the United States.

Community Resource Assistance – the Kinney Center serves as a resource for local schools, families, and service providers.

3. Direct Service Programs (meets Goal V):

After School Social Skills – this program helps children with autism develop essential communication and social skills so that they may improve relationships with family members, teachers and therapists, and peers. Specifically, the program aims to increase social motivation, or the desire to interact with others; initiation of social interaction, such as approaching others, making eye contact, and saying hello; and appropriate social responses, such as answering questions, taking turns, and exchanging salutations. Three sessions per year are offered beginning in mid-October, mid-January, and mid-March and each session meets once per week for 6 weeks. Groups are formed by age (3-6 years, 7-10 years, 11-14 years and 15-21 years). Kinney SCHOLARS staff this program and are supervised and trained by the Director of Programs, Training and Service. The cost for each six-week session is \$120 per child/adult. All of the children who participate in this program have a primary diagnosis of Autism Spectrum Disorder. The current number of children this program serves is 15.

Kids Night Out - this program meets one Friday night each month for three hours (6:00 – 9:00 pm) and is designed for children with autism to be involved in fun activities in a structured environment. Kinney SCHOLARS staff this program and are supervised and trained by the Director of Programs, Training and Service. This program also serves as respite for parents who may enjoy a night out without worrying about their child with autism. The current number of children this program serves is 8. The cost is \$20 per evening.

Camp Kinney – this day camp begins during the last week of June, runs for five weeks, and meets Monday through Thursday from 10:00 am to 3:00 pm. It is designed to bring the meaning of summer to children with autism, to let kids be kids while growing socially. Camp Kinney provides a traditional experience for children with Autism Spectrum Disorders, ages 3-14, offering positive recreational activities along with opportunities to interact with "neurotypical" peers (children without autism). Using this "Inclusive" model children with autism have opportunities to learn from neurotypical peers of their ages. The activities are highly structured and fun-filled. A weekly social theme is reviewed and integrated in daily routines. Each activity begins with a thorough explanation of what is expected, how long an activity will last and how to appropriately ask for alternative activities if needed. Activities include swimming, exploring, dancing, play, sensory experiences, crafts, games and playground time. Kinney SCHOLARS staff this program a 1:1 ratio (SCHOLARS to children). The current number of children this program serves is 22. Progress is also measured for each child with autism. The cost ranges between \$840 (2 weeks) and \$1,400 (5 weeks).

Special activities at Camp Kinney this summer have included the Philadelphia Zoo on Wheels, visits from Swoop (the Philadelphia Eagles Mascot) and the Phillie Phanatic, therapy/service dogs, therapy horses, the Philadelphia Eagles Book Mobile, a workshop from the Walnut Street Theatre, hip hop dance classes, and music classes.

College Bound Program – this program is offered to teenagers and young adults who have autism, typically Aspergers or High Functioning Autism. In the program they are provided significant information, direction and coaching on curriculum, assistance programs, living arrangements, social issues, academics, friendship, activities and many other aspects of attending college. It is designed to help them determine whether or not college is an attainable goal, to introduce them to college life, and to prepare them for their college experience. This program is offered in the summer during the month of July and meets for two days. The current number of children/adults this program serves is 10. The cost is \$200.

Kinney Center Resource Library - The Kinney Center contains a library and resource area that includes digital media and reference materials on issues related to autism. Library materials will be used on an in-house or on-loan basis. Materials included are journals, textbooks, reference manuals, DVDs, and specialized educational tools.

IV. KINNEY CENTER GOALS 2010-2015

A. For Students and Professionals:

Professionals and students are interested in quality education and training about important areas of autism. The Kinney Center's current courses for the Minor in Autism and Certificate in Autism Studies will be expanded significantly to include an online format for greater convenience and accessibility. In-class courses will also be developed to address specific topics based upon interest and current need. Online courses will address both our education and training goals and our goal toward a great web presence. Curriculum will be expanded to serve a larger population of professionals, families, and students.

1 - Increase the size of the SCHOLARS Program so that we may launch and support more direct service programs and train more future autism service providers. This will expand the number of programs and types of programs to include families and adults with autism spectrum disorders.

2 – Expand the number of students pursuing the Minor in Autism Studies and the Certificate in Autism Studies.

3 - Make education and training programs more accessible to adult students with financial need through partial- and full-tuition scholarships.

4 – Provide assistance for Saint Joseph's University students with Asperger's or High Functioning Autism through a College Mentor Program. This is a collaborative consortium with Drexel University and the University of Pennsylvania/Children's Hospital of

Philadelphia. This program will match mentors with students with ASD so that they may learn to better function socially and have great success in college.

5 – Increase the number of college students with ASD who serve as Kinney SCHOLARS.

6 – Provide training and education for professionals, parents and families. Courses will be developed and made available to students, professionals, parents, and families. A large range of both practical and evidence-based topics will be available and the courses will be offered in both an in-class and online format. The cost will range from \$55 to \$175 per course, depending upon the length and type of course offered. Course topics will include: Special Education Overview, Applied Behavior Analysis/Classroom Management, Autism Overview, Inclusion, Working Effectively with a Team, Social Skills Instruction and Implementation, Confidentiality and Professionalism, Progress Monitoring and Data Collections, Coping, Technology Resources and Autism, Special Education Law, Advocacy, etc. These courses will be offered for basic education and training or for continuing education credits for behavior analysts, licensed psychologists and social workers, allied health professionals (physical therapists, nurses, occupational therapists, speech pathologists), and education and special education teachers.

B. For Parents and Families:

Families are searching for information and resources. The Kinney Center will serve as a liaison to the community where families may search for information and connect with autism networks and services. We will mediate the burden on families by helping them research local services and by providing them with a resource library, setting up support groups, and offering courses and training to gain knowledge and information about ASD. This will address our goals to increase the number and range of programs to support families and serve as advocates. Current programs will be expanded to serve a greater number of families, and additional programs will be added to provide more services.

1 – Expand the number of children and adults that are served in the existing programs.

2 - Expand the number of Direct Service Programs to include the following:

- **Kinney Sports** – The Kinney Center will develop a recreational sports program on campus for children and adolescents with Autism Spectrum Disorders. The program will be offered on Saturday mornings in the fall and spring and will meet for 2 hours each day. A Coordinator of Recreation will be hired to develop and coordinate this program.
- **Adult Social Skills** - The Kinney Center will introduce a program specifically for adults over the age of 21 on the autism spectrum. The program will include both an in-class component and community outings to offer adults the opportunity to generalize their in-class skills within the community. In addition to helping the adult feel at ease in the community, the community will become better aware and accepting of this population. In-class topics will include developing and improving social skills, building personal relationships, interview skills, understanding

nonverbal behavior, and social anxiety coping skills. Between classes, the adults will be given a social log to record events during the week to discuss in class as well as small assignments to be completed prior to the next class.

- The program will meet for 2 hours, one night per week for 6-weeks, and three sessions per year will be offered. The cost will be \$240, which does not include the costs for outings. Adults will be required to bring their own money for outings to practice money skills in real-life settings (for example, splitting the bill for dinner and tipping appropriately). A Kinney staff member will teach the course and four Kinney SCHOLARS will be present to assist in the classroom and on the community outings. Initially, the program will be capped at 8 adults and expand over the next 5 years.
- **Parent Support Group** - The Kinney Center will provide a Parent Support Group once a month for one hour on Tuesday evenings. The Kinney Center's Assistant Director of Community Resources will run this program, which will meet simultaneously with our Social Skills program, so it is more convenient for parents already coming to the Kinney Center with their children. During the first half hour a specific, current topic will be discussed, usually by a Kinney staff member or guest speaker. In the second half hour general support, sharing resources, and information gathering will be available. Costs will vary depending on each support group session. Groups run by the Assistant Director of Community Resources will cost \$5 a session. If special guests will be presenting, the session will cost \$10. For most sessions, parents will receive take-home materials (brochures, etc.). This program will serve up to approximately 30 individuals.

3 – Make Kinney Center programs more accessible to families with financial need through partial- and full-tuition scholarships.

4 - Expand and support community outreach and advocacy to include the following:

- **Fall Autism Festival** – Each year in mid-October we will offer an event focusing on appreciating local families living with ASDs. This event will take place on a Saturday afternoon from 12:00 PM to 5:00 PM on Saint Joseph's University Maguire Campus. Tents and tables will be set up on a large field and food will be provided by Aramark and other sponsors. Vendor tables will be set up throughout the Festival area to give families information about other community resources and vendors will pay a \$50 fee to participate. There will be music, arts and crafts, face painting, and games to keep families and children engaged. We anticipate this event will attract approximately 300 people will involve a budget of \$5,000 to \$7,000. Kinney SCHOLARS will staff all games.

5 - Expand the use of technology at the Kinney Center as described below:

- **Technology Support** - The Kinney Center will use an application and payment process to replace the current paper and pencil system. All records will be set up and generated electronically to improve efficiency. This is also a requirement for HIPPA compliance. Further, online surveys will be available for parents who have enrolled in our programs to offer feedback to assure quality and monitor progress.
- The Kinney Center's online courses and education modules will be offered online through our website to increase our student, professional, and parent population. This will allow us to train and educate students and professionals across the United States and beyond. Registration, payment and all other business will be conducted online. The Manager of IT and Web Services will coordinate all online activities.

6 – Measure success of direct service and educational programs by collecting and analyzing outcome data for programs. This will include progress of children enrolled in the After School Social Skills program, feedback from parents of children enrolled in Kinney Center programs, and monitoring learning of Kinney SCHOLARS.

7 – Serve as a liaison to connect autism service providers and families with Saint Joseph's University students and Kinney SCHOLARS with internships, employment opportunities and job placement.

C. External Outreach

1 – Work with the offices of Government Relations, University Communications, and Marketing Communications to increase visibility of the Kinney Center and its role in impacting the prestige of Saint Joseph's University.

2 – Work with the Office of Development to identify donor opportunities and other sources of potential funding.

3 – Work with Career Services to develop links between the autism service provider community and internships and jobs for students studying autism.

4 – Work with Admissions to market academic programs and increase enrollment in the Autism Studies Minor and Autism Studies Certificate programs.

5 – Develop a major awards program at the Kinney Center for local/region and national individuals who have significantly impacted and served the field of autism. This award will serve several purposes: 1) to recognize key individuals in the field of autism; 2) to increase visibility of the Kinney Center; and 3) to provide fund raising and donor opportunities for the Kinney Center

V. IMPLEMENTATION OF GOALS - EXPANDING AND INCREASING PROGRAMS AND SERVICES

The following provides a timeline for launching of programs and services. Table 1 describes development of programs and services and Table 2 describes education and training programs.

TABLE 1 - PROGRAM DEVELOPMENT

Program	09-10	10-11	11-12	12-13	13-14	14-15
Social Skills	X	X	X	X	X	X
Kids Night Out	X	X	X	X	X	X
Camp Kinney	X	X	X	X	X	X
College Bound Retreat	X	X	X	X	X	X
Kinney SCHOLARS	X	X	X	X	X	X
Parent and Family Support Services	X	X	X	X	X	X
Web-based Services		X	X	X	X	X
Resource Library		X	X	X	X	X
Kinney Sports		X	X	X	X	X
Job Placement & Internships		X	X	X	X	X
Family Scholarships		X	X	X	X	X
Adult/Social Skills			X	X	X	X
Parent Support Groups			X	X	X	X
Sibling Support Group			X	X	X	X
College Mentor Program			X	X	X	X
Fall Festival			X	X	X	X
Others - TBD				X	X	X

TABLE 2 – EDUCATION AND TRAINING DEVELOPMENT

Program	09-10	10-11	11-12	12-13	13-14	14-15
Kinney SCHOLARS	X	X	X	X	X	X
Autism Studies Minor (CA&S and PLS)		X	X	X	X	X
Autism Certificate (PLS)		X	X	X	X	X
Professional Development & Continuing Education		X	X	X	X	X
Guest Lecture Series CHOP/UPENN/CAR		X	X	X	X	X
Online Certificate			X	X	X	X
Online Prof Development & Continuing Education			X	X	X	X
Scholarships for Students with Financial Need			X	X	X	X

KINNEY CENTER PROGRAM GROWTH PROJECTIONS
SIGNIFICANT, STEADY GROWTH

This plan provides for significant and smooth expansion with an overall average growth of 25% in the size and number of programs and services each year over the next 5 years, which substantially increases our size and number of programs. In addition, it incorporates a 50-60% average growth in the size of in-class education and training programs for Years 1 and 2, and growth of 20% in Years 3, 4 and 5. Further, growth in online programs is projected at 75% per year for Years 2 and 3, and 25% in Years 4 and 5. Table 3 describes growth for Programs and Services and Table 4 describes growth in Education and Training Programs.

TABLE 3 – SIGNIFICANT, STEADY GROWTH IN PROGRAMS AND SERVICES*

Program	09-10	10-11	11-12	12-13	13-14	14-15	Total Served Per Year
Social Skills	15	18	21	26	31	35	105 (3@35)
Kids Night Out	8	11	14	17	20	24	240 (10@24)
Camp Kinney	22	25	29	33	38	50	50
Kinney SCHOLARS	35	42	48	57	67	75	75
2 School-based Social Skills Programs	0	0	30	35	42	50	50
College Bound Retreat	5	8	15	25	35	50	50
Kinney Sports	0	14	18	22	30	40	120 (3@40)
Adult Social Skills	0	0	8	12	17	25	100 4@25
Parent Support Groups			20	24	30	40	400 10@50
Sibling Support Groups	0	0	5	8	11	15	150 10@15
College Mentor	0	0	8	14	18	25	25
Fall Festival	0	0	300	Not Limited	Not Limited	Not Limited	Not Limited
Parent and Family Support Services	750	Not Limited					
Web-based Services	0	Not Limited					
Resource Library Services	750	Not Limited					
Job Placement & Internships	0	Not Limited					
Family Scholarships	0	3	5	7	9	10	12
Other - TBD							

*Overall average growth of 25%

TABLE 4 – SIGNIFICANT, STEADY GROWTH IN EDUCATION AND TRAINING PROGRAMS*

Program	09-10	10-11	11-12	12-13	13-14	14-15
Autism Studies Minor (CA&S and PLS)	0	15	24	38	46	55
Autism Certificate (PLS)	0	15	30	45	60	75
Professional Development & Continuing Education	15	25	50	80	100	125
Online Certificate	0	15	30	45	60	75
Online Prof Development & Continuing Education	0	0	25	75	125	150
Scholarships for Students with Financial Need	0	0	5	8	10	15

*Overall average growth of 50-60% in programs for Years 1 and 2, and 20% in Years 3, 4 and 5; Online programs projected at 75% growth per year for Years 2 and 3, and 25% in Years 4 and 5

VI. RESOURCES REQUIRED TO IMPLEMENT THIS PLAN

A. Staffing Needs:

1. Current Staff: The current staff will remain in place and include the following:

- Executive Director
- Director of Programs, Training and Services
- Assistant Director of Programs
- Assistant Director of Community Outreach
- Administrative Assistant

Total Current Staffing Costs:

2. New Staff: The following new positions must be created and hired as the programs grow (see Appendix B for budget projections):

1. *Manager of Technology and Web Resources* - develop the Kinney website as a primary tool for both community users and Kinney staff. This position will be necessary in launching our online courses as well professional training.

2. *Director of Operations* - dedicated specifically to the daily operations, financial affairs and business of the Kinney Center and the efficient functioning of programs and events.

3. *Assistant Director of Adult Programs* - serve as an expert on the services available for adults in the autism community and help train Kinney SCHOLARS and students on issues that affect the adult population with autism.

4. *Coordinator of Community Resources* - form liaisons with local organizations and schools. This individual will develop relationships with other organizations, coordinate job placement and internships, and serve as a source of information to autism organizations, schools, and other education and service providers.

5. *Coordinator of Recreation* - to develop and coordinate Kinney Sports programs, assist with Social Skills, and Camp Kinney.

6. *Assistant Director or Director of Marketing and Communication* - market programs and establish the Kinney Center brand and assure compliance with the current Saint Joseph's University brand. He/she will also be active in promoting programs and finding creative outlets to market programs effectively.

7. *Two certified behavior analysts* - to develop and run outreach programs/off-campus programs.

8. One Masters level *behavior analyst supervisor* – to assist with training and supervision of both on-campus and off-site programs.

9. One *licensed psychologist* – to provide counseling assistance to families.

10. *50-75 Kinney SCHOLARS* - Additional Kinney SCHOLARS will be hired and trained to staff all current programs and those introduced in the next few years.

11. *Three graduate assistants* – positions would run during the fall and spring semesters, and through the end of July.

12. *Two designed tenure-track faculty* in the Department of Health Services to teach autism courses, mentor students, and assist with training and continuing education for professionals.

B. Physical Space Needs:

- Two to Three Designated classrooms
- 9 New Offices
- Large training facility (100 seats) – for frequent and regular use with priority scheduling over academic classes
- Gym and Field space – weekend mornings and summer (weekday and weekend) use with priority over academic classes and all sports teams except basketball