

FUNDING APPLICATION

GENERAL INFORMATION

Organization Information

Legal Name: TEAMability, Inc.	Federal Tax ID#: 30-0208271	Are you a 501(3)(c) charity? Yes	
Address: 1711 North Trinity	City: San Antonio	State: TX	Zip Code: 78201
Website: www.teamability.org		Fax: (210) 733-9050	

Head Of Organization

Name: Barbara Goldman	Title: TEAMability, Inc
E-Mail Address: bgoldman@teamability.org	Phone: (210) 733-9050

Application Contact

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Previous funding received from The Gordon Hartman Family Foundation	
Year	Funding \$
2013	\$50,000
2014	\$50,000
2015	\$25,000
2016	\$50,000
Total	\$175,000

Has the organization applied to the Gordon Hartman Family Foundation in the past and been declined?
No

Grant Amount Requested \$:	Total Project Budget \$:	Organization's Annual budget \$:
\$25,000	\$219,947	\$1,153,058

Mission Statement:
Mission: Working in collaboration with communities and families, TEAMability gives children with complex disabilities opportunities to achieve their potential and experience the joy of success.
Vision: TEAMability imagines a community that challenges assumptions and advances the service delivery standard for children with complex disabilities.

PROJECT INFORMATION

Program / Project Title:
Active Learning-The Joy of Success - a holistic program for children with complex, multiple disabilities

PROJECT TIMELINE

Start Date	End Date
07/01/2019	06/30/2020

Program / Project Description:
Children with severe multiple disabilities are a low incidence population (fewer than 1% of all disabled children). This low incidence population is historically under-served due to lack of adequate understanding of its needs; lack of availability of trained, committed and caring professionals who have the knowledge, skills and competences to deliver the needed supports and services; and lack of dedication of financial resources to the long-term needs of the population.
At almost every turn, these children and their families are confronted by others' lack of understanding of how they acquire information, how long it may take them to master a skill, and most importantly - of whether they even possess the capacity for progress. We know that ALL children can learn, and we are committed to unlocking each child's potential, to helping these vulnerable and marginalized children attain their highest possible level of functionality.
Our success is reflected in the most recent statistics compiled by our Assessment Coordinator. These statics reflect the percent of children showing advancement in functional abilities within the last 12 months; and we anticipate this success to continue:
o100% of children with Cortical Visual Impairment improved their visual skills (Roman Lantzy Scales);
o 85% of enrolled children demonstrated increased communication behaviors (Communication Matrix);
o90% of enrolled children demonstrated improved gross motor skills (M.O.V.E);
o94% of families report that TEAMability provides the respectful and supported care they need (MPOC);

o91% of families report that care is suitably comprehensive (MPOC).

o91% of families report that TEAMability provides an enabling partnership (MPOC)

How do we achieve success? TEAMability's groundbreaking program combines the expertise of highly qualified special education teachers with the skills of occupational and physical therapists in the collaborative design of fun, meaningful and motivating activities for each child. ALL children, no matter how severely disabled experience the joy of success!

A comprehensive functional evaluation is conducted by the child's TEAM: parents, Occupational Therapists (OT), Physical Therapists (PT) and Educational Specialists (ES). This evaluation forms the foundation of the child's individualized learning plan and serves as the baseline against which mastery of a broad spectrum of skills is measured. The child receives services at the TEAMability Learning Center (TLC) twice weekly, while immersed in our unique therapeutic learning environments. The Education Specialists creates accessible environments and opportunities to learn based on what motivates the child to actively participate. The OT and PT contribute goals that allow the child to use his motor abilities to enter a world where he can be in charge of his learning - where fun leads to success and increased physical ability. Parents actively contribute information and gain new skills to help their child learn.

Success for our children occurs in gradual, small increments. It may take a child a year to progress in one skill, but that progress is a victory for the child, his family and TEAMability. Giving the child an opportunity to participate in life is an invaluable gift and impacts the entire family:

- o The child experiences the joy of success while actively participating in fun activities that improve functional abilities;
- o Parents acquire information about their child's disabilities and the combined impact of the disabilities upon the child's functioning;
- o Parents achieve realistic expectations for their child and participate in the creation of attainable goals;
- o Parents become stronger advocates for their child;
- o Siblings learn that they can have fun with their disabled brother/sister;
- o Families are referred to resources to help with basic human needs and associated needs.

Of the children served by TEAMability, over 90% are visually impaired, almost 20% are both visually and hearing impaired; over 75% have seizure disorders; none are toilet trained; 65% are G-tube fed-only one self-feeds; all but one are non-verbal; 100% have motor disabilities; all are medically fragile and challenged by a complex of cognitive, communication, and sensory/motor disabilities. They are 71.5% Hispanic/Latino, 14% Mixed, 7.5% Caucasian and 7% African American. 52% of families are within fair-market rent/HUD guidelines for low-income designation - of those families, 36 % are extremely low income, 50% very low income, and 14% low income. For the families behind these statistics-TEAMability remains their last, best hope for their child to achieve his/her potential.

After 16 years in existence, TEAMability remains the only organization in South Texas dedicated solely to children with complex multiple disabilities and their families; the only organization dedicated to ensuring they have access to long term services and supports they need. TEAMability offers cutting-edge specialized programs designed to meet the intractable needs of its population:

- o visual skills development, under the direction of a certified teacher of the visually impaired;
- oa pre-symbolic communication program for non-verbal children;
- oa summer aquatics program for children with tracheostomies;

Monthly Parent Forums provide facts, information and emotional support necessary for parents/caregivers to understand their child's disabilities, to identify realistic present and future goals, to actively participate in planning for their child's future, and to help define their roles as parents of a child with severe, multiple disabilities.

Educators, physicians and therapists in training; student teachers; and collaborating organizations learn about the nature and needs of severely disabled children through continuing professional education opportunities.

TEAMability challenges assumptions about and raises expectations for this low incidence, underserved, and extremely vulnerable population, and in doing so, positively changes their lives and the lives of their families.

Evaluation Plan:

Progress for our children is gradual and incremental. Evidence-based assessments designed specifically for children with complex disabilities track the following data:

oRate and percentage of improvement in gross and fine motor skills such as postural control and complexity of hand movements;

oNumber of communication behaviors and level of communication skills based on the 7 levels of the Communication Matrix;

oCharacteristics of cortical visual impairment impacting functional vision;

oNumber of problem-solving skills employed given the child's level of motor and visual abilities;

oLevel of functional participation in basic activities of eating, toothbrushing, etc.

The children are assessed in all developmental areas every six months. Goals are reviewed and revised, and individual learning plans and implementation strategies and techniques are adjusted. Parent conferences are held to review the assessments and goals and a written progress report is provided

Evidence Based Assessments utilized include:

* Gross Motor/Fine Motor Scale- GMFM, Russell, D., Mac Keith Press, 2 edition 2013, a clinical tool designed to evaluate change in gross motor function in children with cerebral palsy.

*Communication Matrix, Rowland, C., Oregon Health and Science University, 2004, a tool designed to assess the existing communication behaviors of persons who have no language ability and communicate at the earliest non-symbolic level, often without communication intent.

*Cortical Visual Impairment - An Approach to Assessment and Intervention, Roman-Lantzy, C., AFB Press, 2017, a systematic, structured and sequential approach to identifying the unique characteristics of cortical visual impairment in children.

*Design to Learn, Schweigert, P. and Roland, C., Oregon Health and Science University, 1998, an assessment of a profoundly disabled child's ability to interact with the physical environment, problem solve and apply concepts.

*Callier Azusa Scale, Stillman, R., Center for Communication Disorders, University of Dallas, 1974, an assessment designed to measure the abilities of the profoundly disabled in socialization and daily living skills.

* H.E.L.P. (Hawaii Early Learning Profile), VORT Corporation 2005, a comprehensive, family centered assessment that includes the following domains: Cognitive, Language, Gross Motor, Fine Motor, Social-Emotional, and Self-Help.

Parental satisfaction with TEAMability's programs is measured and tracked annually using the Measure of Processes of Care (MPOC-56), (King S., Rosenbaum, P., and King, G., McMaster University, 1995). The MPOC is a self-report measure of parents' perceptions of the extent to which the health services they and their child received are family-centered and needs based.

Plans to sustain project beyond the term of this request:

Eighty percent of our operating expenses are raised through grants, individual donor support and our signature fundraising event. We bill Medicaid and/or commercial insurance for the occupational and physical therapy components of our services. However, due to cuts to Medicaid funding, reimbursement constitutes less than 20% of our revenue. We added a Director of Philanthropy in June of 2018. She is responsible for supporting the diversification of revenue streams through growth of the individual donor base and level of support; expanding corporate support; creating additional fundraising events and raising our visibility in the community. Application for licensure as an Outpatient Rehabilitation Facility (ORF) is in progress. When ORF licensing is achieved (Spring 2020) TEAMability will be able to bill as an entity, rather than billing for individual therapists. Insurance revenue will increase due to elimination of the need to credential each therapist individually. ORF licensure will also allow TEAMability to begin expanding our scope of services to include children with fewer long term needs. Speech therapy will be added to our services. The expansion will increase insurance revenue and contribute to TEAMability's sustainability.

Line item Budget:

Line Item Description	Total Project Funds Allocation	Gordon Hartman Funds Allocation
Education Specialist (2)-100%	\$120,065	\$7,500
Program Technicians-50% time	\$33,359	\$5,000
Large Rifton Activity Chair	\$5,765	\$0
Medium Rifton Activity Chair	\$5,460	\$0
Infra-Red Overhead Tracking Motor	\$6,398	\$0
Part-Time Education Specialist-Contract	\$48,000	\$12,000
Make & Take Materials for home use	\$500	\$500
Snacks and Beverages-8 parent forums	\$400	\$0
TOTAL:	\$219,947	\$25,000

BOARD OF DIRECTORS

LIST OF BOARD DIRECTORS

Name & Office Held	Corporate Affiliation
Clint Buck, J.D. - Board Chair	Branscomb, PC
Rachel Sakai-Vice Chair	Educational Administrator-Retired
Paul Jacob Garza-Secretary	Lead Technical Product Manager-USAA
Yvonne Katz, EdD	President-Vision Into Action Associates; Trustee-Alamo Community Colleges
Kino Artega	President-Kino Construction and Together We Can; Board of Directors-Catholic Charities
Hondo Webb	Assistant VP-Construction Loan Administrator-Lone Star Capital Bank
Aracely Garcia-Granados	Executive Director-Mexican Americans Thinking Together
Rosa Linda Gonzales	Assistant VP-International Division-International Bank of Commerce
Allan Castro	Manager-Special Projects-Morgan's Wonderland

