Rainbow Center for Communicative Disorders

2020 OUTCOME MANAGEMENT REPORT

Our mission is to provide a safe nurturing and social environment in order to serve persons with special educational and developmental needs.
AGENCY HIGHLIGHTS

Rainbow Center for Communicative Disorders priority is providing the highest quality of care for our students and adults with developmental disabilities.

New acquisitions:
- Sensory area inside and on playground
- Classroom kitchen area remodeled
- New truck
- Staff breakroom completely renovated
- Two Staff bathrooms completely upgraded
- Updated phone system
- Direct care compensation increased
- 403B matching after 90 days
- Partial pay health insurance
- Ground turf installed for safer use of outdoor playground
- Employee satisfaction survey shows marked improvements
- New payroll/timekeeping system

Needs:
- Capital expenditures for needed new vehicles to enhance Community integration
- Updated program equipment
- IT upgrades
RAINBOW CENTER SCHOOL PROGRAM

- Individualized Educational Program for each student (IEP)
- Specialized Academic programs, utilizing Orton-Gillingham, EdMark and Touch Math Touch Money Programming for children with Autism, special needs and a variety of disabilities
- Serve children 3-21 years
- Gentle Teaching Philosophy
- Behavior Intervention Plan (BIP) (if needed) and Daily Behavior Support
- Focus on increasing communication skills to express wants/needs including social skills classes in order to interact with others appropriately
- Small teacher-student ratio 1:1 and 1:3
- Special therapies/Individual and small group: Speech and Language Therapy, Occupational Therapy, Physical Therapy, Adaptive PE and Pet Therapy visits
- Transportation provided by local school districts
- Three Life skills/Independent Functioning classrooms to help students develop independent functioning skills
- Community Access opportunities to learn and reinforce pre-vocational employment skills
- Pre-Vocational classroom to help students prepare future skills
- Cooking Nutrition- Healthy Choices classes
- Technology opportunities: SMART boards, iPads and computers in classroom with “Proloquo2Go” on all iPads and electronic communication devices
- Free & Reduced Lunch Program
- Variety of collaborations for volunteering in the community
- Extended School Year Program (ESY) 8 weeks to maintain behaviors, academic and functional life skills
- Department of Elementary and Secondary Education (DESE)- Approved Private Agency and; Certification with the Commission on Accreditation of Rehabilitation Facilities (CARF)
- State Testing MAP and MAP-A
RAINBOW CENTER SCHOOL ESY
(EXTENDED SCHOOL YEAR)

Help students:
• Retain coping and behavior skills
• Maintain academic and functional development skills
• Enjoy social skills in community access excursions
• Create a summer drama experience
• Participate 8 weeks ½ days
RAINBOW OPTIONS PROGRAM: ADULT DAY HABILITATION

- Individualized Service Plan for each adult client (ISP)
- Dynamic Community Access Program
- Music & Art experiences
- Maintain and teach personal care skills
- Volunteerism in the community
- Health & Wellness focus on personal choices
- Transportation through EITAS
- Serve adults 21 and up
- Gentle Teaching Philosophy
- Provides outcome driven supports
- Low group ratios
- Increased community safety skills
- Supportive learning environment
- Certification with the Commission on Accreditation of Rehabilitation Facilities (CARF)
BEYOND THE RAINBOW (BTR) RESPITE CARE

• Goal: Provide families with before and after school/day services.
• Funding sources:
  • Developmental Disability Resources
  • Department of Mental Health (DMH)
  • Developmental Disabilities Services of Jackson County (Eitas)
  • Parent Pay
• Restructured management of program, increasing base employee pay to $13.00 per hour plus benefits
• Respite direct care staff turnover is decreasing
COMMUNITY ACCESS PROGRAM

- Pre-Vocational, Social & Gross Motor activities, Leisure & Functional academic opportunities generalized from the classroom
- Attend plays, musicals and arts experiences
- Practice Social Skills, Money Skills and Reading skills while shopping
- Volunteer opportunities like cat cuddling and Harvesters
- Parents report success going to the store or on family outings
GOVERNANCE: BOARD OF DIRECTORS

• 15 members- staggered terms
• Full Board of Directors meets 6 times per year, committees meet as needed
• Board pursues continual improvement with strong leadership, governance, resources and fundraising
GOVERNANCE: STRUCTURE

- 3-4 committees- all chaired by a member of the Board
- Board reviews and approves annual operating budget monitors actual to budget
- Annual review of executive structure for board development

Rainbow Center Revenues and Expenses for 2019

- **Revenues**
  - School Year Revenue
  - ESY Revenue
  - People Served Revenues
  - Eitas Grant Money
  - Fundraising and Donations
  - Other Income

- **Expenses**
  - Para Professional Costs
  - Teaching & Therapy Staff Costs
  - Administrative Staff Costs
  - Operating Expenses

Profit (Loss)
GOVERNANCE: STRATEGIC DIRECTION

- Focus on Capital improvements to manage building
- Wage adjustments made to increase job satisfaction and staff retention
- Continued priority capital budgeting for physical facilities, transportation, technology upgrades and electronic records
GOVERNANCE: UPDATE ON DIVERSITY PLAN

• Shared learning experiences through weekly training for front line supervisors and direct care staff
• Focus on support inclusion to increase priority in hiring and board development
FINANCIAL: STABILITY

- Conservative budgeting with client projection
- Indirect costs well below United Way guidelines
- Annual audit by Emerick and Co.
- 2019 Grants include:
  - Autism Speaks
  - Eitas
  - General Mills Foundation
  - Goppert Foundation for capital improvements
  - Kansas City Royals Charities
  - Missouri Department of Transportation
  - Robert Schwan-Ann Kriescher Fund
  - Rotary Foundation
  - Smiles for Life Foundation
  - Soule Family Foundation
  - United Way of Greater Kansas City
FINANCIAL: BOARD OVERSIGHT

- Finance Committee reviews board financials on bi-monthly basis
- Board members’ expertise includes CPAs, retired bankers, corporate internal auditors, investment fund managers, employee benefits analysts, workman's comp. attorney, medical doctor, retired educator, HR Specialist, community volunteer
FINANCIAL: RESERVES

• Endowment reserves increased for sustainability
• Positions agency to reinvest in facilities and enhance technology
• Agency surplus allows for updated program furnishings and software and equipment for fundraising efficiency
• Eitas building leased for $1.00 per year for adult programming
• Continue renovation of 900 NW Woods Chapel Road
STAKEHOLDERS

- Work in partnership with funding sources:
  - Developmental Disabilities Services of Jackson County (Eitas),
  - Department of Mental Health, MoDOT,
  - Local & National United Way agencies
- Partner with local businesses
- Individual donor support
- Build relationships with volunteer groups
- Engage staff as enthusiastic ambassadors
- Community engagement through local Chamber of Commerce groups, Rotary, Elks and other civic organizations

RAINBOW CENTER FOR COMMUNICATIVE DISORDERS

900 NW Woods Chapel Road · 3420 Kingsridge Drive · 1010 NW Woods Chapel Road
P. 816·229·3869          F. 816·229·4260
www.rainbow-center.org