

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: Executive Director
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	
2019	\$25,000	
Total	\$200,000	

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 \$:
\$35,000	\$196,095	\$972,688

Mission Statement:

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
07/01/2020	06/30/2021

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 underserved 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:

- o 100% of children with Cortical Visual Impairment improved their visual skills (Roman Lantzy Scales);
- o 85% of enrolled children demonstrated increased communication behaviors (Communication Matrix);
- o 90% of enrolled children demonstrated improved gross motor skills (M.O.V.E);

- o 94% of families report that TEAMability provides the respectful and supported care they need (MPOC);
- o 91% of families report that care is suitably comprehensive (MPOC).
- o 91% of families report that TEAMability provides an enabling partnership (MPOC)

How do we achieve success? TEAMability utilizes an innovative & unique model of transdisciplinary intervention which combines the expertise of highly qualified special education teachers with that of occupational/ physical therapists. These experts work collaboratively to assess each child's functional abilities & the impact of the combined disabilities on how the child processes sensory input & learns. Individualized Learning Plans with realistic and attainable goals are created for each child.

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 ES 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, their 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.

We serve 40-45 direct services children at any one time, plus children referred to our community-wide Cortical Vision Impairment Program. The disabilities of our children can seem overwhelming - 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; all are medically fragile and challenged by a combination of cognitive, communication, mobility and sensory disabilities. They are 72% Hispanic/Latino; 14% Mixed (self-identify); 7% Caucasian; and 7% African American. Fifty-two percent of families are within these fair-market rent/HUD guidelines: 26% are extremely low income; 3% low income; 19% low income. We are proud that no family is denied services due to lack of insurance authorization or inability to pay-ensuring they have access to the best possible therapies for their severely disabled children.

After 17 years in existence, TEAMability remains the only organization in South Texas dedicated solely to children with severe 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;
- o a pre-symbolic communication program for its non-verbal children;
- o a summer aquatics program for children with tracheostomies.

The cornerstone of TEAMability's success is our innovative holistic model. Our regard for each child as a whole and not a hodgepodge of needs, and our inclusion of the entire family in the child's plan of care, differentiate us from traditional therapy models. This grant request is for support of these unique essential elements, the non-reimbursable keys to our positive outcomes and community recognition.

Evaluation Plan:

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

- o Rate and percentage of improvement in gross and fine motor skills such as postural control and complexity of hand movements;
- o Number of communication behaviors and level of communication skills based on the 7 levels of the Communication Matrix;
- o Characteristics of cortical visual impairment impacting functional vision;
- o Number of problem-solving skills employed given the child's level of motor and visual abilities;
- o Level 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

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. Application for licensure as an Outpatient Rehabilitation Facility is in progress. When ORF licensing is achieved (Fall 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.

The COVID-19 pandemic is so much more than a health crisis. It has impacted all of us. TEAMability quickly adapted our service delivery system, launching Telehealth in order to provide access to essential therapies to our children and to support to their isolated families. Although vaster, more obvious needs overshadow the critical needs of our population, TEAMability is committed to weathering the pandemic and planning for our future.

Line item Budget:

Line Item Description	Total Project Funds Allocation	Gordon Hartman Funds Allocation
Education Specialist-100%	\$50,596	\$12,000
Certified Teacher of the Blind and Visually Impaired-50%	\$34,986	\$8,800
Program Technicians-2-100%	\$44,094	\$5,000
Professional Development	\$1,250	\$1,250
HOPSA Dress Harnesses (5)	\$3,835	\$0
Large Rifton Activity Chair	\$5,765	\$0
Medium Rifton Activity Chair	\$5,460	\$0

Infrared Switch Controlled Motor-Overhead Tracking System Component	\$6,398	\$0
Communication Specialist-	\$24,000	\$6,000
Materials for Parent Forums-Home Learning	\$500	\$500
Instructional Materials	\$1,000	\$0
Rent-33.3%	\$11,643	\$0
Utilities-33.3%	\$2,964	\$500
Insurance-33.3%	\$3,204	\$550
Snacks-Beverages--8 Parent Forums	\$400	\$400
TOTAL:	\$196,095	\$35,000

BOARD OF DIRECTORS

LIST OF BOARD DIRECTORS

Name & Office Held	Corporate Affiliation
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