

Program Improvements Initiatives

Intensive Behavioral Intervention Outcomes

Step By Step Academy, Inc. (SBSA) strives to reach 80% effectiveness in behavioral intervention treatment each quarter. Each consumer's progress towards his/her treatment plan goals are calculated and graphed on a quarterly basis. A comparison of all consumers' percentages of mastered treatment plan goals are tabulated and compared to the organizations 80% set goal.

Over 51% of SBSA's consumers averaged more than 80% of mastered treatment plan goals per quarter and another 20% of consumers met over 70% mastered treatment plan goals per quarter.

Please see the table below for SBSA's effectiveness in behavioral intervention outcomes of 75.70% effectiveness rate for our organization for the past 15 months of services provided:

Quarter	Effectiveness Goal-percentage of treatment plan goals mastered.	Actual Effectiveness to treatment.
Jan-Mar 2010	80%	72.67%
Oct-Nov 2009	80%	67.40%
Jul-Sep 2009	80%	81.20%
Apr-Jun 2009	80%	81.75%
Jan-Mar 2009	80%	75.50%

Providing timely and assessable Assessment & Diagnostic Clinic services

Over the years we have heard from many families and professionals commenting about the lengthy waitlists at other organizations to get their family member or consumer assessed for autism. Many expressed that they had to wait nine to twelve months to start the assessment process. Step By Step Academy's Assessment & Diagnostic Clinic has helped the community achieve assessment services in a timelier manner. During the past 12 months of service our average waitlist time from initial contact to first assessment appointment was 51 days.

Increased consumer attendance rate

Step By Step Academy's commitment to providing services not only to the consumer but to the entire family unit has increased our consumer's attendance to an all time high for our organization. Step By Step Academy's goal is to have on average 85% attendance rate for behavioral treatment sessions. Over the past three months after implementing new case management procedures for our social work department, the hiring of a Resource Specialist, and receiving high satisfaction survey results our attendance rate has increased to 87% up from 81% just a few months ago. Helping families plan and coordinate to meet their family's needs has really paid off and also will help our consumers meet a higher level of success on their treatment plan goals.

Improvement in Staff Training Procedures

Based on data collected from analyzing staff turnover trends, Step By Step Academy, Inc. has made improvements to its staff training procedures. These improvements include: tours during the interview process and interviewees are also shown video clips of a typical session (these sessions include

consumers engaging in mild aggression and non-compliance), pre-tests and post-tests during training and increasing the educational requirement for candidates. It is hoped that staff turnover rates will decrease as candidates get a clear picture of what the job entails.

Creation of Internal Review Board (IRB) for Research

Step By Step Academy, Inc. is committed to providing services based on research and best practices in the field. In order to remain cutting edge in the field of autism services, Step By Step Academy, Inc. will be conducting research to analyze its processes and evaluate the effectiveness of its programs and services. Step By Step Academy, Inc. has created an internal review board consisting of professionals, people with autism and parents to review all research projects that Step By Step Academy, Inc. staff will be conducting in the future. Step By Step Academy, Inc. is very excited to use this data to improve our programs and services and to work on creating a best practices manual for other professionals to use as a guide for their own service delivery.

CEU Certification for Behavioral Analyst Certification Board (BACB)

Step By Step Academy, Inc. has applied for and been accepted as a provider of continuing education units for people certified by the BACB! Psychologists recommend that people with autism receive intensive behavioral intervention services as early as possible. It is Step By Step's goal to increase the number of certified professionals that can be accessible to Ohioans who need behavioral intervention services.