



2022-23 ANNUAL REPORT

LETTER FROM LEADERSHIP

There is nothing more important to me than family.

I was welcomed into the CRCC family in September 2021 as the Director of Development and then appointed President/CEO in October 2022. Throughout my two years at CRCC, I have been amazed to see the work our team of experts does to help children and families thrive. Like all families, we celebrate the wins of a child taking his or her first steps or graduating from eating through a feeding tube, and we comfort each other through trying times or medical setbacks. Most importantly, we provide hope and comfort to families who need additional support for their children to be the best they can be.

CRCC is truly blessed to have an incredible team of experts in their respective fields: Certified Early Childhood Special Education Teachers, Paraprofessionals, Registered Nurses, Licensed Mental Health Practitioners, Physical Therapists, Occupational Therapists, Speech-Language Pathologists, Board Certified Behavioral Analyst, Registered Behavioral Technicians and more.

As with any family or relationship, communication is essential to our success as a team. Communication between our team of educators, nurses, and therapists, but also the communication between our parents and the families we serve. I would argue that the “secret sauce” at CRCC is the communication and relationships our team builds with each other and the children and families we serve.

Through our strategic plan, CRCC remains focused on three primary areas:

1. **QUALITY** – The safety of our children and staff is paramount to all we do. CRCC remains dedicated to improving our processes and programming quality. CRCC is proud to share our success in meeting the international accreditation standards of CARF (Commission on Accreditation of Rehabilitation Facilities), the worldwide accreditation body for health and human services providers. In 2021, CRCC was awarded a three-year accreditation, demonstrating CRCC’s commitment to offering programs and services that are measurable, accountable, and of the highest quality.
2. **PEOPLE** – Maintaining a high-quality, healthy workforce is essential to our ability to serve our mission. Over the last two years, we’ve increased our starting pay by 30%. We’ve also focused on improving training, career ladders for entry-level positions, and our benefits package.
3. **SUSTAINABILITY** – We continue to focus on efficiency in our business. Partnership and philanthropy will continue to help us meet the needs of the families we serve, and our advocacy work helps to ensure a brighter future for the children of Nebraska.

On behalf of my family, I would like to thank the CRCC staff and Board of Directors for their support and kind welcome. The work that is done every day at CRCC and in our school-based programming is truly amazing. Please come and visit so you can see it for yourself!

Mike Bird



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EARLY CHILDHOOD EDUCATION



CRCC is the metro area's leading provider of specialized and inclusive care. Our comprehensive early childhood program seamlessly integrates the services our students need to unlock and reach their fullest potential. We offer high-quality educational, speech, occupational, and physical therapies, and nursing and behavioral specialists under one roof, allowing for greater collaboration among providers and programmatic access to these specialties. Our dedicated nursing team and advanced facilities enable clients with complex medical needs to participate in an educational setting safely. Our peer model program allows students with learning differences, delays, and varying disabilities to learn from and alongside typically developing peers in the same classroom. Equally valuable, these peers gain an early appreciation for diversity while also thriving in a rich environment with low staff-to-student ratios. Early intervention is crucial to long-standing achievement, and CRCC is pioneering the way for our clients, families, and community at large toward equitable access and endless possibilities.

In the 2022-2023 academic year, our Northwest location served 27 preschool students from surrounding districts across 3 classrooms, including 17 students with verified disabilities or Individualized Education Plans (IEPs) and 10 peer models.



Disabilities and diagnoses supported include autism, Down Syndrome, and speech-language impairment, among many other rare, congenital, and hereditary disorders. Using the Teaching Strategies GOLD benchmark and leveling system, students are assessed among the essential learning domains of social-emotional, language, cognitive, literacy, and mathematics, and every client, with or without special needs, demonstrated valuable progress. Within each domain, peer models met or exceeded age expectations for nearly 90% of the dimensions assessed. Over half of the special education clients met or exceeded age expectations in multiple dimensions. More importantly, along a unique learning path and regardless of baseline, special education students progressed on average in at least three of the five learning domains, helping to close the gap and minimize the impact of their disability. CRCC has now introduced a fourth preschool classroom, and we anticipate the same rate of progress, if not more, as we expand our program with additional access to technologies and continued research-based approaches to instruction.



APPLIED BEHAVIOR ANALYSIS PROGRAM

We are excited to announce that CRCC now has an ABA program!

In 2021, more than 45% of the children served at CRCC had Autism as a primary or secondary diagnosis. The leadership at CRCC knew that a highly skilled and educated workforce is paramount to providing the best possible support for families impacted by this disorder. CRCC outlined and moved forward with a two-phase plan. Phase One involved partnering with the Munroe-Meyer Institute and having a Board Certified Behavioral Analyst (BCBA) work specifically with our teachers and paraprofessionals to integrate specific ABA techniques into their classrooms to best meet the needs of all learners. Phase Two focused on the hiring of a BCBA for CRCC. By having this specialized skillset on the CRCC team, we would be able to provide stronger support for kids and families we serve.



So, what is ABA? Applied Behavior Analysis is an evidence-based treatment to assist with skill building and decrease challenging behaviors. Treatments may focus on developing language and communication, social skills, or functional skills to promote independence.

Applied Behavior Analysis is the science of behavior and learning. We use the research and knowledge of this science to teach and develop skills for real-life situations. Following an assessment to measure the child's current skills and abilities, individualized goals are developed to teach needed skills. By breaking skills down to very small steps, ABA teaches a child new skills. As the child progresses, these learned skills may be combined to address complex communication, social skills, and coping skills. Each child's goals are monitored and adjusted frequently to promote success. Because of this flexibility, ABA can be adjusted to any level of ability. Caregivers and others who work close to the child are regularly trained and updated to provide consistency across all areas of the child's life.





**JJ &
Dillon**

In 2022, CRCC held its first annual Race for Big Dreams where we honored JJ Sund, a loving young boy whose life was entirely too short due to a genetic disorder known as ZC4H2 Deficiency. JJ’s parents, Lisa and Lonny, partnered with CRCC in bringing the Race for Big Dreams idea to fruition to honor JJ and the other wonderful kids and families of CRCC.

The Race for Big Dreams is a family-friendly event with options for a timed 5k, untimed 5k and 1-mile fun walk with kids’ corner for playtime.

In 2023, we continued this new tradition and honored Dillon, who was diagnosed with Duchenne Muscular Dystrophy (DMD), a rare, genetic condition characterized by progressive muscle damage and weakness. Over time, children with DMD develop problems walking and breathing, and eventually, the heart and the muscles that help them breathe will stop working. Sadly, Dillon passed away in the fall of 2022.

All of the funds raised help ensure that children in our community who need specialized services have access to care and the opportunity to reach their own big dreams. Watch for next year’s date!

FUTURE FORWARD

NORTHWEST RENOVATION

After nearly two decades at our Northwest location, CRCC launched the \$1.4M STAR capital campaign to improve accessibility for the future to better meet the complex needs of children living with various physical and developmental disabilities. This Northwest Campus STAR project ensures a safe, inclusive, and accessible environment for children receiving services at CRCC and their families. The STAR project improvements focus on Safety, Teaching and Technology, Accessibility, and Recreation, bringing joy, hope, and health to the rising stars served at CRCC.

EXPANDED ABA SERVICES

Growing our Applied Behavior Analysis (ABA) program will include hiring more Registered Behavior Technicians (RBTs). We currently offer a training program for our staff to become RBTs.

FOCUS ON WORKFORCE

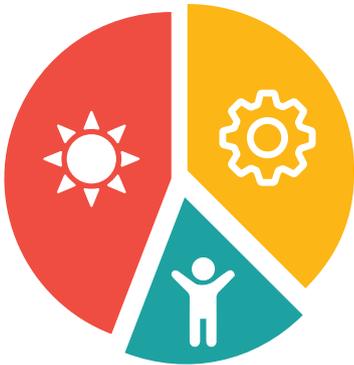
CRCC knows our greatest asset is our passionate, skilled teachers and caregivers. Employee retention and self-care are essential to maintaining a successful team.

COMMUNITY PARTNERSHIPS

When combined, we recognize and value partnerships with complementary organizations to strengthen the impact on children's health and well-being. We look forward to continuing new partnerships with Avenue Scholars, Madonna School, school districts, and more.

STATS & FINANCIALS

CHILDREN SERVED



306 Day Health Clients

263 Behavioral Health Clients

127 Rehabilitation Clients



Rehabilitation Clients

88 Occupational Therapy

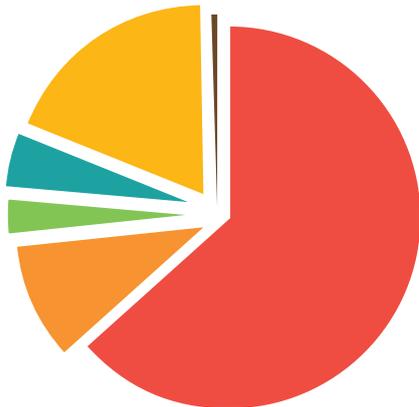
71 Speech-Language Therapy

65 Physical Therapy

54 Feed-Swallowing Therapy

** Children may receive more than one type of therapy.*

INCOME



63.3% Day Services

4.8% Behavioral Health

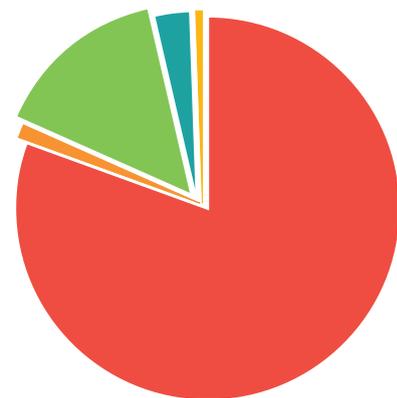
10% Rehabilitation Services

18.6% Contributions and Grants

2.8% ABA Therapy*

.2% Investment Income

EXPENSES



80.6% Personnel

3.2% Occupancy

1.1% Program Supplies

.3% Fundraising

14.8% Administrative

**ABA therapy program launched in FY2023*



www.crccomaha.org



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SOUTHWEST

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