



**UPSTREAM RESOLUTION of ALIGNMENT  
Aligning Anova Practices and Activities  
With the Upstream Investments Initiative**

Resolution Date: August 9, 2016

**RESOLUTION of Anova Education and Behavior Consultation**

WHEREAS, the County of Sonoma is sponsoring a community-wide strategic initiative called Upstream Investments with the following mission: To facilitate the implementation of prevention-focused policies and interventions that increase equality and reduce monetary and societal costs for all residents of Sonoma County.

WHEREAS, the Upstream Investments vision for all residents of Sonoma County is that poverty is eliminated and all people have an equal opportunity for quality education and good health in nurturing home and community environments.

WHEREAS, the Upstream Investments Initiative is designed to target the following factors:

Social and economic factors

Poverty and racial/ethnic disparities  
Community conditions  
Public opinion, public policy, and laws

Family and individual factors

Family dysfunction  
Negative peer influences  
Early antisocial behavior

WHEREAS, the Upstream Investments Initiative seeks to promote four community goals:

1. The whole community is engaged in supporting the healthy development of children.
2. Community members have access to education and training and are adequately prepared for the challenges of the future.
3. All community members are well sheltered, safe, and socially supported.
4. Sonoma County has a thriving diverse economy that produces economic security for all.

WHEREAS, the Upstream Investments Initiative seeks to expand funding for Model Upstream Programs and also seeks to promote **organizational practices** that support the Upstream Vision.

WHEREAS, the Upstream Investments Strategic Initiative promotes the implementation of outcomes-based practices including Evidence-Based Practices, Promising Practices, and Emerging Practices.

WHEREAS, Twenty-two indicators of success will inform the community about the success of Upstream Investments.

1. Reduced child maltreatment
2. Reduced youth binge drinking
3. Reduced youth drug use
4. Reduced youth depression
5. Reduced youth tobacco use
6. Reduced teen births
7. Reduced obesity
8. Improved pre-school attendance
9. Improved 3<sup>rd</sup> grade reading
10. Improved 3<sup>rd</sup> grade math
11. Improved high school completion
12. Improved higher education
13. Improved housing affordability
14. Reduced homelessness
15. Reduced juvenile arrests
16. Reduced adult arrests
17. Reduced domestic violence
18. Reduced gang membership
19. Improved youth connectedness
20. Reduced poverty
21. Reduced unemployment
22. Improved health insurance rates
23. Reduce hip fractures
24. Increase fruit and vegetable consumption
25. Increase physical activity
26. Increase dental care for children

NOW, THEREFORE, BE IT RESOLVED that Anova shares the Upstream Investments mission, goals, commitment to improving the indicators of success, and vision and has aligned its organizational practices with the Upstream Investments Initiative as follows:

Anova's mission is to provide innovative educational and therapy services to children and adults with autism spectrum disorders, learning disabilities, emotional disturbance, and other neurodevelopmental impairments. Our services are provided in school, community, and home environments, allowing individuals to function more independently, engage in meaningful relationships with others, and lead an improved quality of life.

Anova envisions a world of strong communities where every family is supported and all children achieve their full potential. Anova was founded on the firm belief that every child has the ability to learn and succeed in school, at home, and in the community. We strive to provide the highest quality educational, behavioral, and therapy services to disabled children and their families. At Anova, we demonstrate the caring and compassion that can only come from understanding the journey of a special needs child. We bring about lasting and meaningful change - change positively impacting the child, the entire family, and expanding into the community.

Anova aligns with Upstream's mission, vision, and community goals by increasing equality, reducing monetary and societal costs, and providing those with special needs a quality education and comprehensive therapy services to thrive within our community. We are prevention-focused and outcome-based by teaching essential life skills for independence and success in school, home, and work. Prior to receiving our services, the majority of our students would not have graduated from high school, gone on to higher education, hold down a job, or be able to function independently. When a child receives services from Anova, they are certain to show improvement in their academic work, acquire social and communication skills previously undeveloped, enhance their self-esteem, and become better prepared for post-school experiences. We are dedicated to helping each of our students realize their full potential, achieve personal aspirations, and become valuable contributors to our community.

Currently, Anova is the only program in Northern California that specializes in treating autism with related social, emotional, and behavioral challenges. Although we serve children ages 5-22 within our three K-12 non-public schools, our therapy services provide a wide range of treatment to infants through adulthood in 15 counties across California. All of our treatment modalities and interventions foster inclusion and equality including Applied Behavior Analysis (ABA), Speech and Language Therapy, Occupational Therapy, Social Cognition Therapy, Sensory Integration, Early Intervention, Positive Behavior Intervention Plans, assessment and consultation, adapted physical education, after school therapy groups, summer camps, services in public schools and homes, transition planning, and educational presentations on autism awareness to local businesses and public schools. We are a vital community resource for Sonoma County families affected by autism. We address many of Upstream's indicators of success, help to alleviate the initiative's target factors, and work toward facilitating common community goals.

Educating our community and elected officials on autism awareness also helps to cultivate equality. Our Co-founder Andrew Bailey is the Chair of the North Coast Area Regional Task Force on Autism and Related Disorders and is a frequent speaker at the Santa Rosa Junior College and Sonoma State University Psychology departments, and participates in the training of undergraduates in the Sonoma State University CAT program (Collaborative Autism Training and Support Program).

On a fiscal level, our services reduce the economic impact of autism in Sonoma County and beyond. Autism is the fastest growing serious developmental disability in the US and exceeds the number of individuals with juvenile diabetes, childhood cancer, and pediatric AIDS combined. The ultimate goal of Anova is to address the serious public health needs created by autism with essential services to as many children and families as possible. We are striving every day to create collaborative efforts in our community to improve the quality of life for those living with autism. With current statistics showing autism affects 1 in 68 children (1 in 42 boys), it is imperative that Anova provides this growing population an educational method in which they can learn the essential life skills necessary to lead productive and self-sufficient lives. We feel the greatest impact we have on a child's life is giving them a happy childhood...which keeps families and communities intact.

The total national monetary impact of autism is estimated at \$90 billion annually, and expected to double in the next decade. In California, approximately 77% of all autistic individuals are under the age of 18 and 84% are under 22 years old. Due to a lack of treatment services nationwide, 61% of adults with autism rely on their families for financial support and are unemployed. Studies show the cost of lifelong care can be reduced by 2/3 with early diagnosis and intervention, making the need for Anova's services more vital than ever. Anova can potentially create a savings of \$1 million per person across ages 3 -55. By increasing the scope of our services, we are creating a substantial savings over the lifetime of those dealing with autism for families and government agencies.

The majority of our students are referred to us by local school districts unable to serve them within their own resources due to extreme behavioral challenges such as aggression, hyperactivity, emotional distress, sensory processing disorders, anxiety, difficulty interacting socially, and recognizing social cues. Autistic students are often victims of bullying and exclusion among their classmates. We are proud to report that our proprietary program has a 96% success rate in meeting and exceeding our students' Individualized Education Plans (IEP) goals every year. We have a robust graduating class every year with 80% enrolling in junior college, vocational training, transition programs, or the workforce. About 20% of our students successfully transition back into the public school system empowered with the skills they need to thrive academically and socially, and the remaining students stay in our program with 60% receiving a high school diploma and 40% receiving a high school certificate.

Anova's efforts are closely aligned with nine of the Upstream Indicators of Success:

- Reduced child maltreatment
- Reduced youth depression
- Improved pre-school attendance
- Improved 3<sup>rd</sup> grade reading
- Improved 3<sup>rd</sup> grade math
- Improved high school completion
- Improved higher education
- Improved youth connectedness
- Reduced poverty
- Reduced unemployment

Make a commitment to submitting the Organization's programs to the Portfolio of Model Upstream Programs:

Anova is committed to working with Upstream's Technical Assistance team to submit an application to the Portfolio of Model Upstream Programs before the end of 2016.

Identify the level of Organizational funding dedicated to upstream investments:

100% of Anova's funding will be dedicated to upholding the Upstream principles and indicators of success with the mutual goal of improving the lives of those in need, and creating a healthy future for Sonoma County.

Describe any organizational practices that reflect upstream principles (such as strategic planning, policies, budget activities, resource deployment, or contracting).

Anova's Board of Directors are committed to creating and maintaining a strong community service organization. The Board members participate in a comprehensive strategic planning process every three years which includes well developed goals and annual benchmarks. Anova's annual budgeting process is a reflection of this plan presented in a numerical format. Progress to annual benchmarks are reviewed at the July meeting each year alongside year-end financial statements. Founders and Program Directors meet monthly to discuss and evaluate policy and resource deployment to our staff and students.

Describe collaborations with other organizations that promote Upstream Investments:

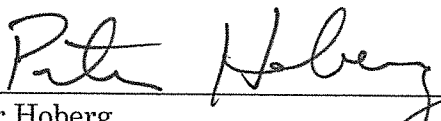
Anova works closely with the business community, health care providers, elected officials, school districts, Sonoma County Office of Education, Special Education Local Plan Area (SELPA), North Bay Regional Center, Human Services Department of Sonoma County, Santa Rosa Chamber of Commerce, and the California Senate Select Committee on Autism and Related Disorders. We also collaborate with many community resource organizations including Matrix Parent Network and Resource Center, Parents Education Network, Support for Families, First 5, Luther Burbank Center for the Arts, Cradle to Career, Health Action, and Volunteer Center of Sonoma County. Anova is proud to be chosen as a Community Partner with the San Francisco Giants, and our co-founders, Andrew Bailey and Mary Beth Ludwig, were awarded the 2015 American Red Cross Real Heroes Award in Education. Ms. Ludwig was also recognized as a Hometown Hero in 2014, and won a 2015 Diana Nyad "Find a Way" award.

List ways that the Organization is promoting community-wide knowledge and understanding of Upstream Investments:

Anova is promoting community-wide knowledge and understanding of Upstream Investments by posting a link to SonomaUpstream.org on our website and will include a link on our Helpful Organizations and Community Partner pages, social media accounts, and upcoming e-newsletters.

Approved and adopted the 9<sup>th</sup> day of August, 2016. I, the undersigned, hereby certify that the foregoing Resolution was duly adopted by the Board of Directors of Anova.

Following Roll Call Vote: Ayes: five (5)  
Nos: zero (0)  
Absent: one (1)

  
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Peter Hoberg  
Secretary, Anova Board of Directors