As we entered the new year, we wanted to continue the momentum of our successes from last year. We strive to make sure that the programs we launched, the ideas we implemented, and the resources we invested in continued to improve and thrive to address the challenges and needs of our students and adults. We cannot become complacent; we have to continually assess, evolve and adapt to the ever-changing needs of our population. To do this, we needed the unrelenting commitment and effort from our staff and the support of our board, families, and donors. This support allowed each program to achieve so many wonderful things. We invested hours of time expanding curricula with the development of a STEAM program. We planned new activities for our afterschool program, and launched additional RESPIRE programs. We added more community-based experiences providing critical skills and learning that allow our adult clients and students to become more independent and successful members of our communities. Our teams spent time growing our community partnerships across all programs and added over 20 new partners during this year. We expanded our community education and outreach with the launch of a workshop series targeted to families and professionals that featured renowned speakers and content. Our Film and Culinary programs were granted DDD approval allowing adults to use these funds to participate in these programs. Our development team raised almost $1MM from not only special events like the Hall of Fame Dinner, Fore the Kids Golf Tournament and Walk for a Lifetime, but also donations and grants from individual donors, organizations and corporations. We worked to find ways to invest in our staff and encourage their own family and personal health with the launch of an Employee Donated Leave Program and kick-started a personal health initiative across all programs thanks to a grant from our health insurance provider, CIGNA. As adult and student demands grows, our physical space at all of our campuses has become limited to serve and provide individualized learning experiences, expanding programs and serving more students and adults. At the Upper School, construction is almost complete for the 20,000 square foot expansion that began last year.* We have begun the process of selling our Verona school and are actively searching for a new facility to serve our growing needs. We have signed a lease to expand our Independence360 Whippany location which doubles our size and affords us more room for new activities and initiatives. This expansion will be supported by fundraising dollars and supported by the Development Office. We appreciate our strong leadership team for helping our staff navigate through their daily challenges and maintaining the focus on our mission. We also want to thank our first Assistant Director in our history, Danielle Taylor. Since her hiring in October 2018, she has helped manage us through various monitoring and accreditation processes and reviewed employee policies to ensure compliance and that they properly address the safety and needs of our staff and students. Thank you to all of our friends, families, donors, students, clients and staff for helping us to fulfill our mission.

As of the print date, Upper School expansion has been completed and is currently being used by staff and students.

"Rigid academic and social expectations could wind up stifling a mind that, while it might struggle to conjugate a verb, could one day take us to distant stars."

Temple Grandin

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Friends & Families of Spectrum360,
Academy 360 Upper School formed the Positive Education Leadership Team, comprised of 25 volunteer staff members, focused on educating and assessing student character strengths in order to help them develop personal profiles which will influence their educational, vocational, and recreational path.

Academy 360 Lower School Clinical Department reignited its mission to provide support services to our parent/caregiver community. Named Spectrum Connections, it is committed to offering our families clinical support and resources as well as the chance to connect with each other.

Culinary Academy 360 and Film Academy 360 opened their programs to everyone in the larger community, offering the general public enrollment in a variety of different classes. They also began accepting NJ Division of Developmental Disability (NJDDD) Goods and Services funds, making the classes more financially accessible to a larger number of students.

Academy 360 & Independence 360 held 28 respites, providing participating students and clients the chance to spend time with their friends, practice social skills and enjoy a wide variety of community activities like hiking, plays, movies, and sports events.

Academy 360 Upper School’s Community Based Work Experience program added four new participating employers to our list of community partners, for a total of 30 workplaces providing experiences for our student population. Over 70 students participated in the CBWE program and over 35 participated in job sampling.

Academy 360’s Linda Feldman won the 2019 National Association of Special Education Programs Award for Leadership & Innovation in Special Education for its unique building-block approach to musical education.

Indepedence 360 developed a 12-week prevocation workshop for clients who are close to gaining employment but need some additional training on soft skills, professionalism, and workplace social skills.

Spectrum of Options free-and-open-to-the-community seminar series held five seminars during the year, educating nearly 400 parents, caregivers, and professionals about wide-ranging topics related to autism.

Film Academy 360 recently produced the video for the bell ringing ceremony at NASDAQ for SWK Technologies. The video was projected on the NASDAQ Tower and Marquee in Times Square.

Independence 360 grew its enrollment to over 100 clients.

Spectrum 360 hired Danielle Taylor as the first Assistant Director in its history.

Academy 360 Lower & Upper Schools hosted over 600 community-based instruction (CBI) trips to practice functional skills and become familiar with real-world scenarios. Thank you to our community partners who provided this opportunity to our students.

Culinary Academy 360 launched an official catering service that allows students to be hired to prepare, set up and serve food for events. The first engagement was the SWK Technologies Empower Northeast User Conference which held over 100 guests.

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Organizational and Programmatic

Highlights

2018 – 2019
We Love Our Community Partners

Through leisure, work, and volunteer opportunities, our partners expand our reach and provide invaluable interactions with the larger community, enriching our students’ and adults’ understanding of the world around them and helping to promote autism acceptance.

Spectrum360
Scansoft
Charmy Buzz
NJACC
Next for Autism
Carbone Clinic
Pyramid Educational Consultants

Academy360 Lower School

After School Program and Clubs:
- Eagle Rock Lanes
- Livingston Heritage Middle School Program
- NJ Rock Gym
- Sky Zone
- New York Sports Club (British Swim Club)

Student Interns/Volunteers:
- College of St.Elizabeth
- The College of New Jersey
- Gaussian Dc Academy
- Heritage Middle School
- New Forest School
- Montclair Kimberley Academy
- Montclair State University
- Seton Hall University
- Verona High School Capstone Program

Community Experiences:
- Essex County Environmental Center (Roseland)
- Foodtown (Elder Grove)
- Girl Scouts
- Montclair Fire Department
- Montclair Learning Center
- Powerflow Yoga
- Verona Community Pool
- Verona Fire Department
- Verona PBA

Volunteer/Donation Opportunities:
- 4-H
- Bear Hugs for the Holidays (St. Barnabas Medical Center)
- Big Dog Rescue Project
- Nolans
- Operation Homefront
- Operation Santa Paws
- Plasma Program for the Holidays
- Susan G. Komen Foundation
- Torsk’s Kitchen Food Pantry

Academy360 Upper School

After School Program:
- Academy of St. Elizabeth
- Montclair Kimberley Academy
- Mount Saint Dominic Academy
- Seton Hall Preparatory School
- Parker Mill Playhouse

Community-Based Work Experience Program:
- The Bethwood
- Board and Brush
- Calabria Restaurant and Pizzeria
- Caldwell Pediatric Therapy Center
- Caldwell Public Library
- CVS (Livingston)
- Essex County Prosecutor’s Office
- Franco’s Pizzeria & Ristorante
- Franklin Steamhouse
- Godfather Pizzeria
- Goodwill Industries Store & Donation Center
- Hackensack UMC/Mountainside Hospital
- Home Goods (East Hanover)
- Kings Supermarket (Verona)
- Kohl’s (Woodland Park)
- Marshall’s (Totowa, West Caldwell, East Hanover)
- Model’s Sporting Goods (Livingston Mall)
- Woodland Park
- Mountainside Medical Center
- Olive Garden (Livingston)
- Petco (West Orange, Verona & East Hanover)
- Pups & Play
- Regent Street Cafe
- Saint Barnabas Ambulatory Care Center
- Shoprite (West Caldwell, Livingston)
- TGI Friday’s (East Hanover)
- TJ Maxx (Livingston)
- Walgreens (Verona)
- Walmart Bookstore
- Mount Pleasant Animal Shelter
- Barnes & Noble (Livingston & Woodland Park)
- The Grand
- Manga New World Comics

Independence360

Volunteers:
- Holiday Express
- Wells Fargo Bank
- Wells Fargo

Volunteer Opportunities:
- A360 Lower School
- CAU Auto
- Community Food Bank of NJ
- Garden Terrace Nursing Home
- Great Swamp Nursery
- Habitat for Humanity (Morris County)
- Harmony House (Newark)
- Hanover Township
- Home for Good Dogs
- Morris County Prosecutors Office
- New Eyes for the Needy (Milburn)
- Novartis
- PSEG
- Spectrum360 Business Office
- St. Hubert’s Animal Welfare Center
- Sunrise Assisted Living
- SWK Computerized Financial Services Inc.
- Wells Fargo

Job Market

Employment:
- Bed Bath and Beyond
- Central Physical Therapy
- Cindy Arena
- Comprehensive Cardiovascular Consultants
- David Mitchell Fine Event Design
- Delaware North Food Services
- FTC PRO
- Jersey Mike’s
- Lenny’s Pizza
- Maplecrest Ford
- McKinney & Kugler
- Nicole’s Broadway Dance Center
- Regal Drapes
- Rollercoaster Productions
- Sketcher’s
- Tenna
- TJ Maxx
- Uniflare
- Westmount Hospital
- YMCA
- Big Lots
- Amazon
- A360 Upper School
- Kings Supermarket
- Stop and Shop
- Still Life Event Design
- Dollar Tree

Fitness:
- Boys and Girls Clubs (Gold, Millburn)
- Capelli of New York
- Pal’s Pizzeria
- Retro Fitness
- Sheridan-Hotel (Panippany)

Our Parent-Staff Organization (PSO) is composed of volunteers who work tirelessly to help provide enhanced social experiences for all Academy360 Lower School and Upper School students and their families, as well as provide support for A360 families and staff. Through these activities, members of the PSO are an active and vital part of our school community.

As usual, this year our PSO360 raised funds for and organized dances at our schools, conducted monthly family movie outings and other family activities, and purchased the annual Academy360 Spirit and Field Day T-shirts. They also sponsored an end-of-the-year bouncy house party for the Academy360 Lower School pre-k/Elementary students.

Once again, the annual Academy360 Lower School holiday shop they sponsor gave students the chance to view and purchase (at a nominal cost) donated gifts gathered by the PSO360 members. Staffed by volunteer parents, this experience provided our students the opportunity to practice their shopping skills and enjoy a sense of independence while finding presents for loved ones. And as they do each year, PSO360 parent volunteers generously recognized staff by sponsoring and serving at the A360 Upper and Lower School Staff Appreciation Luncheons.

A360 Upper School

Students Roar in The Lion King

The high school musical is a rite of passage in many schools. It is no different at Academy360 Upper School. Once again, the Academy360 Upper School has blown everyone away with this year’s musical production, The Lion King. Due to previous sold out performances of the musicals, this year’s offering was moved to a larger theatre on the College of St Elizabth’s campus in Morristown. The play ran on the evenings of May 21st and 22nd, almost filling the 500+ seat theatre for each show. This production included a large all student cast and crew. Led by our national award-winning music teacher, Linda Feldman, and with the help of staff who did make-up, assisted in set design, and production and shadowed some students on stage, our students lit up the stage with their singing and dancing.
Our Development Department works to increase $360’s ability to provide options across a lifetime that are affordable for all families. Monies raised help fund Academy360 after-school activities, overnight respite, scouting, horticulture, our FilmAcademy360, CulinaryAcademy360 programs, as well as other activities not funded through tuition. As public funding does not cover the full costs of adult services offered by Independence360, donations also help to ensure the continued high quality of this program.

This year, through grants, special events, generous individuals, foundations, corporations, and community partners, we invested over $900,000 in the students, clients, and staff of Spectrum360. Our Fore the Kids Golf Tournament at Somerset Hills Country Club raised over $160,000, bringing the mission and message of Spectrum360 onto the golf course and into the minds and hearts of our participants. Our Hall of Fame Dinner honored Pfizer, Inc. and The Memory of Anthony Trezza, for their major contributions in advancing our vision. The event raised over $140,000 and brought together the Spectrum360 community of families, corporate partners, volunteers, students and clients. In the spring, our Walk for a Lifetime raised more than $150,000 from the extended Spectrum360 family and brought together over 600 participants in Verona Park for a fun day of walking, fundraising, and friendship. We had a record breaking event despite the rainy day.

There were many successes this year, but a few stand out as special highlights. We received several grants towards our adult program and employment initiatives at Independence360 including TD Bank, Next for Autism and The Hyde and Watson Foundation which will be used for employment training, transportation and technology equipment. Pfizer continued their partnership with FilmAcademy360 as generous sponsors to our Film Festival as well as implementing an ongoing paid internship in New York City with our FilmAcademy students.

We apologize for any errors or omissions and welcome the opportunity to correct them. Please email Rebecca Guardado at rguardado@spectrum360.org.

In an effort to reduce costs and as part of our Green Initiative, our full donor list can be found at www.spectrum360.org/donors.
Our Programs and Services

**Academy360** includes two NJ State Board of Education Approved Private Schools for students on the autism spectrum and with behavioral and related disabilities, ages 3-21. The programs include early education, comprehensive evidence-based academic instruction based on Differentiated Instruction, Universal Design and Discrete Trial Learning, life skills, career development, and instruction in special areas including art, music, and video production.

**Academy360 Lower School** offers education for students in Pre-school, Elementary, Middle School, and 9th grade.

**Academy360 Upper School** offers education for students from 10th grade through 12th grade and a Young Adult Program for individuals from 18-21.

**Independence360** is an approved vendor for the NJ Division of Developmental Disabilities offering a Day Program, Vocational Program, Behavioral Supports and Counseling, Community-based Instruction, Respite, and more for adults with autism and related developmental disabilities. I360 is also approved by the NJ Division of Vocational Rehabilitation Services to provide Pre-placement and time-limited Supported Employment.

**FilmAcademy360** open to ages 16 and older, is a unique hands-on educational environment designed to help diverse learners explore and learn through filmmaking, video editing, game creation, and graphic arts. Classes are offered after school, weekends, and summers, and are open to students and adults in the community.

**CulinaryAcademy360** provides instruction by professional chefs who teach “from scratch” culinary skills to diverse learners in the community, ages 14 and older. Participants learn in supportive hands-on classes in professional-grade kitchens, with options to expand their cooking skills for fun, independence, or vocational exploration. Classes are offered after school, evenings, and weekends, and are open to students and adults in the community.

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**Available programs and services include:**

- Individual, Group Counseling, and Social Skills Training provided by social workers, counselors, and psychologists
- Psychiatric Consultation
- Parent Training and Support provided by certified, trained mental health professionals
- Applied Behavioral Analysis provided by BCBAs
- Speech and Language Therapy
- Physical Therapy
- Occupational Therapy
- Medical Services provided by a certified school nurse and school physician
- Comprehensive and Assistive Technology
- Visual Arts
- Music
- Drama
- Yoga
- Video Production
- Culinary Arts
- Horticulture
- Physical Education & Intramural Sports
- Life Skills Instruction
- Community-Based Instruction
- Community-Based Work Experience
- Vocational Assessment, Training, and Support
- Extra-curricular Activities, including:
  - Respite Program
  - After-school Programs
  - Adult Enrichment Program
  - Integrated Activities with neurotypical peers
  - Scouting
  - Community Education

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**2018-19 Board of Directors**

**President**
Michael J. Reimer, Esq., Ph.D.

**Vice Presidents**
Kristen Olson
Jennifer Zimiles, Esq., MBA

**Secretary**
Adam G. Lipkin

**Treasurer**
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Vincent M. Howell
Wayne Mandal
Mark Reimer
Carashen Sands
Dirk J. van der Stee
E. Balin Williams, Ph.D.

**Honorary Board Member**
Nati Corn

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**Spectrum360 programs and its programs are members of the following organizations:**

- National Association of Private Special Education Centers (NAPSEC)
- ASAH
- The Alliance of Private Special Education Schools of North Jersey
- Autism New Jersey
- New Jersey Educational Computing Cooperative Center for Non-Profits – NJ
- Northern New Jersey Day Treatment Program Coalition
- New Jersey Business and Industry Association

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**Spectrum360 programs are approved by:**

- NJ State Board of Education
- NJ Division of Developmental Disabilities
- NJ Division of Vocational Rehabilitation Services
- Medicaid

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**Administration**

**Spectrum360**

- **Executive Director/Superintendent**
  Bruce Ettinger, Ed.D.

- **Assistant Director**
  Danielle Taylor, Psy.D.

- **Development Office**
  Kerry Guzman — Director of Development

- **Business Office**
  Stacy Sara CPA, PSA — Business Manager

- **Public Information Officer/Family Liaison**
  Melissa Kuper (as of October 2019)
  Jennifer Lezak Miller, MSW (until September 2019)

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**Academy360 Lower School**

- Gina Catania, MA, M.Ed. — Principal
- Tara Ann Hayes, MA, M.Ed. — Assistant Principal

**Academy360 Upper School**

- Lynn Muir, MA, M.Ed. — Principal
- Kelly Cue, MA, M.Ed. — Supervisor of Curriculum & Instruction

**Independence360**

- Kimberley Mitchell-Rushmore, MSW, LCSW — Program Director
- Jason Wetzel — Assistant Program Director
- Devin Hosbach A.C. R.E.S. — Manager, Career Development Services

**FilmAcademy360**

- David DiIanni — Director

**CulinaryAcademy360**

- Gina Catania, MA, M.Ed. — Principal

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**New Jersey Business and Industry Association**

- Northern New Jersey Day Treatment Program Coalition
- New Jersey Business and Industry Association