

JOIN OUR TEAM!



# ABOUT CELEBRATE ABILITY

- Founded by a former MCPS special education teacher.
- We are an autism waiver provider offering a range of wrap-around in-home services including Family Consultation, Respite Care, and Individualized Intensive Support Services (IISS).
- Our team of Family Consultants (FCs) and in-home technicians have a variety of relevant background experience: Behavioral Analysts, Speech Pathologists, Transition Specialists, and those with Special Education experience.
- By pairing families with an FC who is the best match for their child, we create individualized treatment plans which are effectively implemented by our experienced team of IISS and Respite Technicians.



# MEET THE CELEBRATE ABILITY ADMIN TEAM!



**Noel Bingham,  
M. Ed.**

Founder & Executive  
Director



**Kay Inoue**

Director of In-Home  
Supports



**Joanne Miller**

Director of  
Operations



**Kim Avarello**

Recruitment  
Specialist

# MEET THE CELEBRATE ABILITY ADMIN TEAM!



**Jen Crowe**

Payroll Specialist



**Sina Huber-Daniels**

Director of Administration



**Ryan Parker**

Administrative  
Specialist

# MEET THE CELEBRATE ABILITY CASE MANAGERS!



Antoine  
Kennedy



Michelle  
Lingeback



Donsu  
Adams



Erin  
Clark

# WHAT IS THE AUTISM WAIVER?

- **Medicaid Home and Community-Based Services Waiver for Children with Autism Spectrum Disorder (Autism Waiver)**
- **August, 1998:** MDH applied for this Waiver to allow children with autism, determined to be eligible for institutional services in an Intermediate Care Facility for Individuals with Intellectual Disabilities (ICF-IID), to receive AW services in their home and community
- **September 1, 2000:** MDH received confirmation that Maryland's AW was approved.
- **2001: Eligible children in Maryland** began receiving services on the waiver.



# WHAT DOES THE AUTISM WAIVER DO?

- The Autism Waiver (AW) is designed to **provide community-based, long-term, person-centered therapeutic services and support to eligible children and youth with Autism Spectrum Disorder (ASD) to enable home and community living as an alternative to institutional care.**

(<https://marylandpublicschools.org/>)

# WHO ARE THE CLIENTS WE SERVE?

Typically between 10  
and 21 years of age

Will likely be working  
on functional life skills

Self-directed:  
Will likely require  
prompting

May need assistance  
with daily life  
activities including  
hygiene

May demonstrate  
noncompliance and  
require behavior  
management strategies

Need staff who are  
motivated to help



# SERVICES AVAILABLE THROUGH CELEBRATE ABILITY

## IISS- Intensive Individual Support Services

Intensive Individual Support Services are one-on-one interventions provided in the home and community of the student.

IISS utilizes the principles of behavior management through structured support, reinforcement, and modeling techniques.

## Responsibilities of IISS Technicians

- Promote independence across all learning domains, including self-care and activities of daily living
- Help clients manage their behavior and teach alternative behaviors when appropriate
- Assist with the development of executive functioning skills
- Encourage participation in age-appropriate leisure skills and recreational activities with peers
- Improve clients' ability to function and adapt at home and in the community
- Facilitate positive self-expression and interpersonal communication



# SERVICES AVAILABLE THROUGH CELEBRATE ABILITY

## Respite Care

Celebrate Ability offers Respite Care services, which focus on giving assistance to parents with children who have been diagnosed with autism or related developmental disorders.

## Goals of Respite Care

- Respite Care provides for supervision and assistance with daily living activities when the principal family members or guardians are not available to provide care to the child.
- We provide care in the child's home or community setting.
- Regardless of the setting, we make sure that the child's needs are attended to while they are away from their family.



# QUALIFICATIONS OF OUR TECHNICIANS

## Experience in the Field

Our technicians must have 100 hours of experience of working with individuals with autism through paid positions, volunteer experience, or personal experience. Minimum of a HS diploma is required.



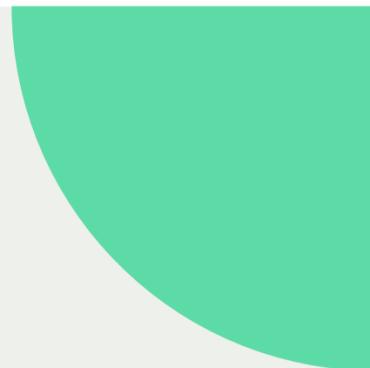
## Professionalism

Technicians need to be comfortable working independently, making quick decisions and communicating with families of their clients. All applicants must clear a CJIS background check.



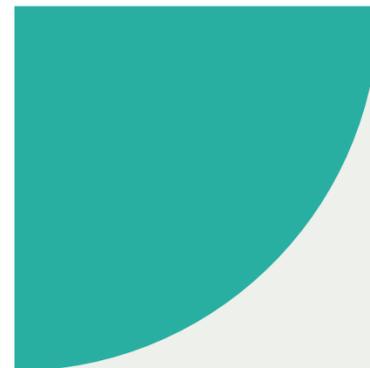
Our technicians help clients gain the skills to thrive in their homes and communities and are motivated to create the best opportunities for success.

## Motivation



Knowledge of behavior management techniques, prompting strategies, positive reinforcement is critical to our clients' success in gaining skills.

## Knowledge



# WHY WORK WITH US?

## Compensation

IISS:

**\$20-\$25 per hour**

depending on  
experience

Respite

**\$16.00 per hour**

## Great for Student Schedules

Families are almost always  
seeking **after-school** and  
**weekend hours**.

Sessions tend to be **3-4  
hours at a time** and may  
occur multiple times per  
week depending on need.

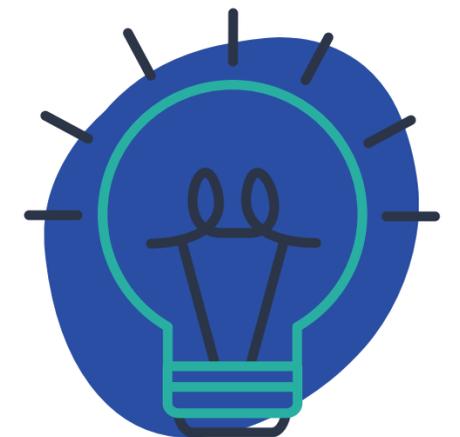
## Flexibility

You tell us when you are  
**available to work** and we  
match you with a client!

Families are usually  
willing to work with  
student schedules/  
semester class time  
changes with notice.

## Opportunities for Growth

Start as a technician and  
work up to family  
consultant and case  
manager.



# THANK YOU!

Interested in joining our amazing team?  
We hope to hear from you soon!

[www.celebrateability.org](http://www.celebrateability.org)

Send resumes to:  
[Kim@celebrateability.org](mailto:Kim@celebrateability.org)

