

www.edusbih.org

ANNUAL NARRATIVE REPORT 2018

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ORGANIZATIONAL PROFILE

EDUS is a key B&H non-governmental and non-for-profit organization when it comes to the research, introduction and establishment of quality evidence-based Early Childhood Development (ECD) services in a highly fragmented system of healthcare, education, and social welfare.

Our evidence-based interventions with the support mostly from foreign donors, over the past 8 years, have directly helped thousands of children with developmental delays and disorders and their families, whilst indirect impact, through trainings of professional staff throughout the country and the region, is significantly larger. We have pioneered programs of Early Detection, Early Interventions, Parent Education, Inclusive Preschool, After-School Programs, Programs for children with severe disabilities, Summer and Winter School programs, Teacher and other professional staff trainings and developed curriculums and tools for them to work with.



EDUS leads by example and promotes believes that education/support should be available and accessible to all children, no child or families should be discriminated against regardless of their abilities, disabilities, gender, national identity, place of residence, religious beliefs, or background. Beneficiaries of our services come from all regions of our country and from different Balkan and European countries and are treated equally. An early start is a key, and therefore we strive to introduce Early Childhood Developmental Screening and Monitoring and Early Childhood Interventions in order to give each child a good start and a chance to achieve their full potential. Children with disabilities have an equal right to access inclusive, quality education, and a right to the support and adaptations necessary to achieve their long-term goals.

In terms of collaboration, we have signed a partnership agreement and collaborate with numerous education, health, and social warfare private and public institutions in the country and the world. EDUS promotes, develops, and strengthens ties with other organizations, both governmental and non-governmental, and actively seeks corporate and philanthropic support in order to strengthen and expand our programs. We have a proven record in cross-country and inter-entity cooperation with a particular emphasis on improving relations between diverse ethnic communities through the dissemination of best practices in working with children with and without developmental delays and disorders.

With UNICEF grant and collaboration with the Ministries of Health, Education and Social Welfare, EDUS undertook pioneering steps by creating the first B&H validated developmental screening tool for early detection of developmental delays/disorders and tools for developmental assessment and creation of Individualized Education Plans, Parent Education Curriculum, as well as specific tools for individual professionals, parents and children. This was a ground-breaking step for the further development of ECD services in B&H. From 2010 onward we are conducting research to develop the best model for ECD services in Low- and Mid-Income Countries, while at the same time struggling to continually provide services for children with disabilities ages 0-8.

In terms of advancing the system in B&H, EDUS continually tries to provide critical support by developing valid tools for professionals to use and programs for continual professional education, monitoring, and supervision in health, education, and social welfare sectors. We try to bring innovation and advancement in all segments of the society.

DIRECT WORK WITH CHILDREN

PRE SCHOOL AND EARLY INTERVENTION PROGRAMS

The year 2018 was very turbulent in terms of the collaboration with the public education system and the introduction of the EDUS innovative programs. With the Ministry of Education of the Canton Sarajevo, we again tried to find space and personnel solutions to expand the EDUS evidence-based programs of Early Intervention (18- months to 3 years old) and Inclusive Preschool Program (3 years – 8 years old). EDUS waiting list had over 200 children interested in the program.



Following the conclusions from the 35th Session of the Sarajevo Cantonal Assembly, EDUS programs were given a new location as part of the Public Special Education and Day-care Center "Vladimir Nazor". They have completed the process of additional registration in early 2018, which referred to the expansion of activities to include: introduction of early intervention, children assessment, preschool education, afterschool program, and staff training, all supervised and implemented by EDUS. A new partnership with the public special education preschool was started.

In early April 2018, EDUS evidence-based programs started within the preschool department of the Public Special Education Center "Vladimir Nazor" and included children aged 18 months through 8 years old. The Government approved the engagement of 58 people who have worked directly with 117 children with developmental delays and disorders across 14 classrooms all organized and supervised by the EDUS program coordinator and supervisors. Children enrolled in the program of Early Intervention attended individualized focused intervention 3 hours 5 days per week, while children attending Preschool Program, received individualized intervention for 5 hours each day. Early Intervention was organized in two shifts, 3 hours each per day, while the preschool program was organized into classrooms according to children's levels of functioning for 5 hours daily.

All EDUS's programs providing services directly to children with disabilities were created based on The Comprehensive Application of Behavior Analysis to Schooling (CABAS®), the only scientifically proven methodology adapted to local conditions to qualitatively improve the support system for children with and without developmental delays and disabilities.



SUMMER and WINTER SCHOOL PROGRAMS

With the funds provided by the **Ministry of Science, Education and Youth of Sarajevo Canton** together with **Embassy of Switzerland in B/H**, EDUS Summer and Winter School was organized.

The implementation of the Summer School served as an effective activity for children in order to continue stimulating development, prepare children for an elementary school in the fall and to prevent regression that usually takes place after long holidays. As summer school has a significant impact on the advancement of children with developmental delays and disorders, there has been great interest from both parents and educators in filling out part of children's summer with educational and stimulating content. For most children at the EDUS Summer School, it meant a continuation of their individual programs during the summer and improving their skills for the next school year.



Winter workshops were created as educational/therapeutic workshops designed in accordance with the EDUS methodology, to fill the gap during the period of long winter holidays for children with developmental delays and disorders. Through daily direct work with children, working on individualized programs, together with sessions of Arts & Crafts, Sports, and Music, we wanted to lower the rates of regression and continue the advancement of their skills. The highly sought-for workshops had a great impact on furthering the advancement of each child and stimulating their creative and motoric skills, helping their social interactions advance as well.



AFTERSCHOOL PROGRAMS

Afterschool workshops were organized for 2h two times a week during the regular school year programs. These workshops had a great impact on children's social skills and gave them the opportunity to practice and generalize what they have learned in EI and Preschool classrooms during the day.



The **Art & Craft workshops** were designed to foster the creativity of each child through contact with different materials and using different senses. Through various sensory activities, children created clay sculptures, used different tools for coloring, tried various techniques for creating art and expressing their artistic talents.



Music workshops served as active music therapy sessions lasting 60 minutes. Each session consisted of a wide range of different activities including exploring various instruments like percussion instruments, bongos, egg-shakers, xylophones, drums, etc. Children were creating music, singing, exploring different sounds while participating in a group with friends, led by a music teacher.



Sports workshops helped children work on their motor skills development and sensory integration by practicing muscle movement through individualized exercises. The favorite was the use of a trampoline for practicing proprioceptive skills and “animal yoga” for posture and strength. Children learned about their body awareness through exercises, pushing, pulling, throwing, climbing, jumping, etc.



PARENT EDUCATION



With the support of the **Australian Embassy in Vienna**, EDUS implemented 20 sessions of **PARENT EDUCATION**. Parents active role in their children's development and education is of the greatest importance. Parent Education is an integral part of the EDUS programs because only by partnering with parents, we can together achieve the greatest gains. Providing parents with

instructions on how to carry over the good practices from the classroom into their homes, showed great results for the advancement of levels of functioning of their children. Through the use of this approach, the role of families was strengthened by providing parents support and the ability to actively and positively influence outcomes for their children. We provided 117 parents with individualized parent education workshops where each parent (mother/father/caregiver) received a session with their child's educator, gained detailed knowledge on the development of their child, together with ways of using simple tactics and programs at home to reinforce their child's learned skills and lessen the rates of regression.

Also, throughout the year we organized by-monthly Parent Education Lectures. The Educational Program covered topics on the identification of atypical development, stimulating children's development at home, understanding most common developmental disorders, ways of using basic tactics for identifying and addressing the child's needs, development of play skills, preparation for school, development of self-management, etc. EDUS also brought professors and practitioners from all over the world to provide lectures and hands-on training for parents on various topics of their



expertise. The result of the parent education component of EDUS programs has been the increased competencies of parents, learning skills that helped them in managing their child in everyday life and helping them achieve their full potential as a family. These sessions helped reduce the levels of stress and strengthen their family bond.



WORK WITH THE PUBLIC SYSTEMS

ADVANCEMENT OF THE EARLY CHILDHOOD DEVELOPMENT SYSTEM IN B&H

Together with UNICEF B&H and The Federal Ministries of Health, Education and Social Welfare in B&H and Ministries of Education, Health and Social Welfare of the Republic of Srpska EDUS has achieved several milestones towards clear policies and functional outcomes for the advancement of early childhood development system children in B&H. Together, we have worked on objectives set by the Protocol of Cooperation in the Field of Improvement of Early Childhood Development in Federation B&H signed by three relevant Ministers in April 2012.



The main goal was strengthening and mobilizing the local communities in being able to provide early detection and intervention services for children ages birth to 6 years old, through an innovative model of Resource Centers and Resource Rooms while collaborating with the local pediatric departments/health care clinics, special education centers, and local preschools and kindergartens. EDUS was instrumental in creating and providing an evidence-based model of detection, monitoring, and intervention with the complete training modules, professionals training, supervision, and all needed tools for a multidisciplinary team of professionals to provide such services.

In 2018 Early Detection and Intervention services were being provided at the 28 locations across B&H Resource Centers or Resource Rooms by the local professionals, who EDUS trained in the screening, testing, and designing educational/therapeutic intervention for children identified with developmental delays/disorders.

ADVANCEMENT OF THE EARLY CHILDHOOD DEVELOPMENT SYSTEM IN STATE OF PALESTINE



EDUS has signed a **Programmed cooperation agreement (PCA)** with **UNICEF Palestine** to ensure effective implementation of integrated ECD and ECI in Palestine in line with national priorities to promote the Early Detection of children with developmental delays and disabilities and subsequent early childhood interventions. The overall project objective was to strengthen early childhood development and intervention services in the State of Palestine. In cooperation with Palestinian Ministries of Health, Education and Social Welfare, UNWRA, Universities and relevant NOG's, EDUS designed training modules for the professionals and provided training of multidisciplinary teams on Early Detection of delays and disorders, then on Early Intervention services. In 2018 EDUS educator's/ expert trainers had 4 missions/training in Palestine.



We provided introductory trainings on Early Childhood Development to hundreds of nursery caregivers, kindergarten teachers, social workers, healthcare workers, and mentors in the West Bank and Gaza Strip. In addition to the training, we created a "Guidebook for Nurseries and Kindergartens" for applying evidence-based tactics to advance children's learning and positive behaviors. EDUS educators also work in the field with the pediatricians and support staff across clinics in the West Bank and Gaza providing in-situ training, guidance and supervision on the

early detection services. We have also developed a Parent Education Curriculum (for parents of children ages 0-3 and 3-6 years old) for professionals to use as the first level prevention and intervention. With the curriculum, we provided recorded training instructional video Tutorials with examples of how to stimulate children at home, to use during parent education sessions.

STAFF and PROFESSIONALS EDUCATION

Through direct, daily work with children during 2018, over 50 educators working in new EDUS classrooms were trained to implement evidence-based methodologies in working with children.

All daily instruction was based on the Applied Behavior Analytic approach to teaching. Since this is a novel scientific approach in B&H, all staff need to be trained in the assessment, creation of individualized programs, and running the programs while continually taking data on children's advancement. In addition, data were daily recorded on teaches quality of teaching, and daily analysis of children and teachers' achievements were made. The continual supervision and mentoring were provided by a team of supervisors who conducted the **Teacher Performance Rate and Accuracy (TPRA)** observations. On a weekly basis, classroom meetings were conducted to evaluate the quality of instruction, design of curricula and daily activities, individual behavior plans, and the implemented tactics for the classrooms. Supervisors and a coordinator provided feedback for the teaching staff, reviewed educator's future goals and advancement towards them.



As continuation of the EDUS partnership with **UNICEF B&H**, we continued training of professional staff from ECD Centers and Resource Rooms throughout the country. In EDUS classrooms we provided theoretical and in-situ trainings with children, for a total of 31 healthcare and other professionals from Kozarska Dubica, Ljubuški, Banja Luka, Mostar, Goražde, Bugojno, Sarajevo, Travnik, Prijedor, Teslić and Vitez. They participated in 3 + 3 days Basic Early Childhood Intervention training. Professionals gained knowledge in prevention, detection, and intervention in the framework of integrated activities and organizations of Resource Centers and Rooms.



EDUS organized also a 2-day workshop on introduction to the early childhood development in Sarajevo for 35 professionals from health, education and social welfare public sectors. Participants learned about the causes of developmental difficulties, early childhood development, the contribution they can provide in the prevention, early identification and intervention for children with developmental delays. Also, topics covered were, what is monitoring, screening and assessment of child development, and how to develop individual developmental programs based on the results of the assessment.

In cooperation with **UNICEF B&H** and the **Association DUGA "United Civic Action Society"**, EDUS provided training on **INCLUSION** for 266 educators (teachers, professors, pedagogues, special ed. Teachers) on best practices in



Inclusive classrooms. We provided 10 different schools a 2-Day training for primary school teaching staff in 8 cities across the country. At these trainings, participants were able to gain an overview of the latest scientific knowledge related to differentiated teaching in schools, as well as to learn tactics to maximize active participation in teaching. As one of the results of these trainings, the manual "**QUALITY INCLUSIVE PRACTICES** - partnership with the family, differentiated teaching, teaching mathematical concepts, peer support" was created. EDUS trainers have written a chapter on Differentiated Instruction and Best Teaching Practices in Inclusive Setting.

In collaboration with the **Ministry of Health of Montenegro**, EDUS provided support and guidance with the development of service for children with Autism in Montenegro. Dr. Pistoljevic had an honour together with the Premier of Montenegro to open the first specialized **Center for Autism, Developmental Disabilities and Child Psychiatry** in Podgorica. Throughout the year, EDUS worked on providing professional assistance through trainings for Center's employees. Trainings were held on two occasions in the premises of EDUS during the March and July 2018.

In Belgrade, in cooperation with **UNICEF Serbia**, trainings were also organized for professionals who work directly with children, in order to gain a basic education in the area of early detection and intervention of children with developmental disorders and delays. This training was also organized on two occasions: March and April 2018. in Belgrade.

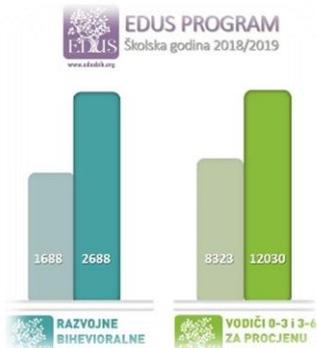
The EDUS methodology is recognized in Croatia too. In accordance with that, training was provided in Dubrovnik, in collaboration with the **Public Institution Kindergartens Dubrovnik, Croatia**. The first training was held in October 2018. while the continuation of education is planned in 2019.

Preschool and Kindergarten teachers from Dubrovnik attended the training focusing on how to better create inclusive setting. EDUS educators provided training on early childhood development and detection of delays and disorders in the first part of the training series.



In collaboration with **LDS Charities** we organized three-day training workshops for NGO's for more than 30 professionals working directly with children with disabilities. Participants gain practical knowledge on how to complete developmental assessment and create programs of stimulation for children with different disabilities. 10 NGOs participated in training and received EDUS assessment boxes and EDUS Guides for Assessment, Development and Monitoring of Development in Preschool-age Children (Pistoljevic N., Majusevic S., 2016) in order to be able to use these materials throughout the Country.

RESEARCH AND SCIENTIFIC CONFERENCES



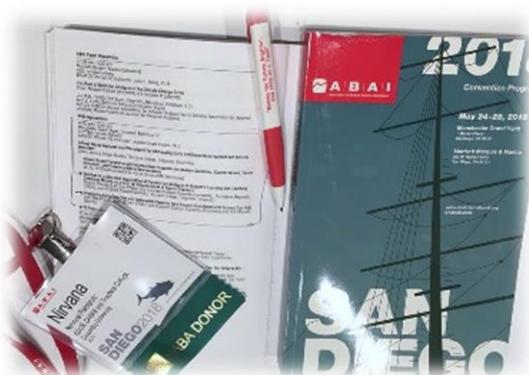
Our research team lead by Dr. Pistoljevic continually conducts research and several studies are always being conducted, since the nature of all programs is evidence-based, and we continually collect data on all aspects of our work with clients. We created a major survey to collect data from the parents of children with disabilities and analyzed their medical histories as they were enrolling in our programs in 2018. The focus of this study was the analysis of the potential barriers for the diagnosing of Autism and other Developmental Disorders in B&H.

With the support of the **grant from the USAID/PPMG "Improving the Status of Children with Developmental Disabilities in B&H"** in 2018, EDUS research team conducted 3 scientific studies. As part of Study 1, we completed



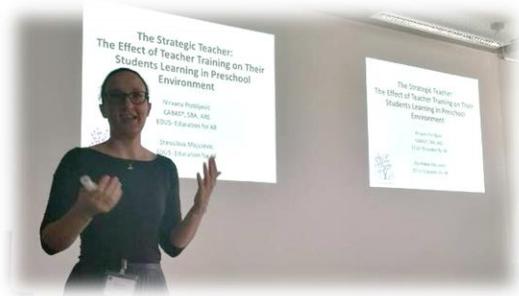
the validation of EDUS Developmental Behavioral Scales for Developmental Screening and Monitoring (for children ages 1 month through 6 years old) with 1,800 children and their parents across B&H. As part of Study 2, we developed the EDUS Protocol for the Diagnosis of Autism, a scientific study to develop a detailed step-by-step protocol to aid psychiatrist and podiatric neurologists in diagnosing ASD. In addition, we completed research on the possibility of using MiRNA to detect differences via saliva of children with ASD and other developmental disorders. The study was conducted in collaboration with world-renowned child psychiatrist Mohammad Ghaziuddin, a professor at the University of Michigan in the United States, and Aida Saracevic, a Doctor of Molecular Biology and biogenetic studies, a professor at the Sarajevo School of Science and Technology. In 2018, we started to collect data for Study 3, Intervention Study. Here we wanted to compare 3 types of interventions for children with developmental disabilities present in B&H. This way we would be able to contribute to the world literature on the best possible practices for LMIC in terms of Early Intervention Programs.

EDUS Executive Director, Dr. Pištoljević took over the presidency for 2018 of BHAAAS (Bosnian – Herzegovinian – American Academy of Arts and Science), one of the most academically influential association of B&H diaspora. BHAAAS mission is building bridges of knowledge and sharing it with the colleagues from all over the world. Organization has over 230 members from the academia that meet yearly in B&H and organize exchange of knowledge through a scientific conference, **The DAYS of BHAAAS 2018**. This largest scientific gathering in Balkans through over 375 presentations and cultural events, brings academics, artists, scientists and professionals together. Each year EDUS organizes transdisciplinary symposia in education and early childhood development as part of the conference.



EDUS participated at the **44th Annual ABAAI Convention**, largest international conference, held in May 2018, in San Diego, USA. 20,000 participants from all over the world participated with over 10,000 presentations, and we presented two scientific studies, results from research EDUS conducted in classrooms and ECD centers. Dr. Pištoljević presented the results of the Development of the system of ECD services in the B&H and the Teacher Training Protocols developed in EDUS classrooms.

In September 2018, the largest annual conference in the field of **Applied Behavior Analysis - ABA in Europe** was held in Wurzburg, Germany. EDUS members, Nirvana Pištoljević, Eldin Džanko and Stanislava Majušević presented at the Symposium "Building Behavioral Programs" chaired by the Executive Director of EDUS Dr. Pištoljević. We presented 3 scientific papers from our research in EDUS classrooms. The symposium was one of the most attended at the conference.



Through cooperation with UNICEF and USAID in B&H, EDUS organized a two-day educational conference entitled "Achievements and Perspectives in the Field of Promoting Early Childhood Development: Early Detection and Early Intervention" in Sarajevo. It brought together over 80 experts in the field of ECD. Participants were presented results of a pilot study of the effectiveness of concept of EDUS - UNICEF system of Resource Centers and Rooms for advancement of early childhood development, through locations across Bosnia and Herzegovina.

In addition, training was provided for experts who participated in the field research within the study "Scientific Validation of Developmental Behavioral Scales II" conducted with the financial support of USAID / Support Program for Marginalized Groups. It is a scientific study that included over 1600 children up to 6 years of age and their parents for the purpose of scientific validation of this (tool) instrument. Over 100 participants had the opportunity to hear a lecture by Dr.

Mohammad Ghaziuddin (University of Michigan Hospitals, Ann Arbor) on the comorbidity of autism spectrum disorders with other conditions and disorders.



EDUS PUBLICATIONS IN 2018:

Pistoljevic, N. & Hulusic, V. (2018). Educational e-book for children with and without Developmental Disorders. *Journal of Computers in Education*, 1-25. <https://doi.org/10.1007/s40692-018-0126-9>

Pistoljevic, N., Majusevic, S., Jeina, Z. (2018). *Handbook: Introduction to differentiated instruction for elementary school teachers*. Sarajevo, B&H: UNICEF

Pistoljevic, N. & Majusevic, S. (2018). *A handbook for applying evidence-based tactics in preschools*. Sarajevo, B&H: UNICEF.

EDUS PRESENTATIONS AND INVITED LECTURES IN 2018:

"Functional Intersectorial Approach to Developing a System for Early Intervention for Children with Developmental Delays and Language Development in Children with ASD". Invited lecture at University of Dubrovnik, Croatia. January 2018.

"The Role of the EDUS® Guides for Assessment, Development and Monitoring of Development in Preschool-age Children". Invited lecture at University of Dubrovnik, Croatia. January 2018.

"Detection, Diagnostics and Intervention: A possible Model for B&H Based on the Research". Talk given at the Academy of Sciences and Arts of Bosnia and Herzegovina. Sarajevo, B&H, March, 2019.

Chair of the symposium: "Building a Behavioral Program". 9th Conference of the European Association for Behavior Analysis, Wurzburg, Germany, September 2018.

"The strategic teacher: The effects of teacher training on their students learning in preschool environment", Nirvana Pistoljevic & Stanislava Majusevic. Paper presented at 9th Conference of the European Association for Behavior Analysis, Wurzburg, Germany, September 2018.

"Developmental behavioral screening tool as an early detection app". Nirvana Pistoljevic & Eldin Dzanko. Paper presented at 9th Conference of the European Association for Behavior Analysis, Wurzburg, Germany, September 2018.

"Autism diagnostic protocol for low-and-mid income countries: A comparison of autism behavioral screening outcomes". Nirvana Pistoljevic & Eldin Dzanko. Paper presented at 9th Conference of the European Association for Behavior Analysis, Wurzburg, Germany, September 2018.

"Early intervention in Bosnia and Herzegovina: An intervention study for children and parents who were forgotten by the system" Nirvana Pistoljevic, Stanislava Majusevic, & Eldin Dzanko. Paper presented at 9th Conference of the European Association for Behavior Analysis, Wurzburg, Germany, September 2018.

FUNDRAISING EVENTS



We marked the **World Autism Awareness Day** in cooperation with the Marathon Association in the 5K race, as part of the campaign "**Running for someone with autism.**" Participants ran or walked in blue T-shirts designed by one of EDUS students, on April 22, 2018 at Deksalgin 5K Spring Run. In order to run, they "sold" their kilometers and in that way collected donations for EDUS program. Our goal was to raise more than 15,500 KM as we raised in 2017, however with the huge support, commitment and generosity of all, we raised for children in EDUS programs 45,645 KM



With the support of the Government of Switzerland, EDUS organized an inclusive children's race "Nesquik Kids' Run" on September 9, 2018. We aimed to raise awareness of the rights and needs of children with disabilities by encouraging all children to participate in the race. The race was supported by over 400 children who ran under the motto "**I like to run too**" in T-shirts with a drawing of a boy who attended the **EDUS program**. We are especially proud of our little runners from the EDUS program who ran side by side with their peers and took their first racing medals home.



Moustache Charity Club with a fundraises "growing moustaches for money" helped EDUS raise 19.697,79 BAM.

This donation went directly for the cost of providing Early Intervention Program for children with developmental delays and disorders.

OFFICIAL VISITS



Every year, EDUS classrooms are visited by many professors, researchers, diplomats, educators, students, professionals from various fields from all over the world. During the 2018, we had the honor of hosting guests from Webster University, Austria and The Hobol-Spydeberg Rotary club from Norway, who have been supporting EDUS since 2013. The Rotary Club has dedicated an entire chapter of the book on the history of the Club to the work of EDUS. All yearly proceeds from the sales of the book go to EDUS as their continual support of what we do for children in B&H.

We have visits of professor of Psychiatry from Michigan University and Arizona State University, professors of psychology from Parma University, Italy and Bangor University, Wales, and various professors from SSST University at Sarajevo. In addition to numerous experts in the field of education, the association was visited on several occasions by numerous political officials: representatives of the Ministry of Education, Science and Youth of Sarajevo Canton, Prime Minister of Sarajevo Canton, Vice President of the Federation of B&H, and representatives of the B&H Ministry of Human Rights and Refugees.



OTHER

We are proud that our Executive Director Nirvana Pistoljevic has been one of the 9 nominees for the prestigious Brock International Prize in Education. According to the Brock Foundation, this Award recognizes individuals for innovation and contribution in the field of science and the arts of education, which have a significant impact on practice and understanding in the field of education.

NIRVANA PISTOLJEVIC



Nominated by: Beverley Argus-Calvo

Nirvana Pistoljevic is an adjunct faculty member for Teachers College, Columbia University, and is the executive director for EDUS – Education for All in Sarajevo, Bosnia, and Herzegovina, a non-profit association for the advancement of education and support for children with and without developmental delays. She has developed numerous projects to advance the social inclusion of children and individuals with disabilities and in developing early detection and intervention systems for the mid- and low-income countries across Europe and central Asia. Her evidence-based intervention programs have led her to work directly and indirectly with over 1,500 children with autism and developmental disorders. She has worked with parents, teachers, pediatricians, psychologists, and therapists in Bosnia, Serbia, Montenegro, Croatia, the State of Palestine, and Italy.



This contribution must have the potential for long-term benefit to humanity, through change and improvement at all levels, including new teaching techniques, the discovery of the learning process, the organization of the school and the education system, and so on. According to the Brock Foundation: Once education was the privilege of the rich, it is now an imperative for anyone looking to succeed in the global marketplace of ideas. Simply put, being uneducated significantly reduces the chances of success in life. That is why it is important to recognize significant innovations in education, to accept them and to expand their impact on other education systems.

ORGANIZATIONAL STRUCTURE

ASSEMBLY:

- President of the Assembly
- 20 members

STEERING BOARD:

- Steering Board President
- 4 Members of the Board

EXECUTIVE FUNCTIONS:

- Executive Director
- Parent Council President

HUMAN RESOURCES:

- Project Manager
- Financial Manager
- Project Manager Assistant
- Financial Manager Assistant
- Project Coordinator
- Administrative Support

RESEARCH TEAM:

- Research Coordinator
- Research Coordinator Assistant
- National and International Consultants

PROGRAM/EDUCATION STAFF:

- Program Coordinator
- Program Supervisors
- 58 Professionals (working directly with children)

<http://ba.n1info.com/Vijesti/a325476/Obiljezavanje-Svjetskog-dana-svjesnosti-o-autizmu.html>
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