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CURRICULUM VITAE

PROFESSIONAL SUMMARY

- Goal-directed professional with the ability to work effectively in a broad range of roles with a variety of people.
- Well-organized, strong clinical and teaching skills, creative, and possess excellent communication skills.

PROFESSIONAL EXPERIENCE

UNIVERSITY OF KENTUCKY CENTER FOR INNOVATION IN POPULATION HEALTH 3/1/2020-Present
SENIOR POLICY ANALYST

- PROVIDES TRAINING AND TECHICAL ASSISTANCE TO STATE CHILD WELFARE AND MENTAL HEALTH SYSTEMS IMPLEMENTING THE CHILD AND ADOLESCENT NEEDS AND STRENGTHS (CANS) AND TRANSFORMATONAL COLLABORATIVE OUTCOMES MANAGEMENT (TCOM). DESIGNS WORK PROCESSES TO GUIDE THE USE OF CHILD AND FAMILY INFORMATION AT KEY DECISION POINTS.

CHAPIN HALL AT THE UNIVERSITY OF CHICAGO

7/1/2018-2/28/2020

SENIOR POLICY ANALYST

IMPLEMENTATION SUPPORT, TRAINING, TECHNICAL ASSISTANCE AND PROJECT MANAGEMENT

PROVIDED POLICYMAKERS AND PRACTITIONERS STRATEGIC IMPLEMENTATION AND NUANCED POLICY ANALYSIS SUPPORT, INCLUDING TAKING THE LEAD FOR SOME PROJECTS, INCLUDING:

- MANAGED THE IMPLEMENTATION OF PROJECTS OF VARYING SIZE AND COMPLEXITY, INCLUDING PLANNING, ORGANIZING AND MANAGING RESOURCES TO ACHIEVE SPECIFIC PROJECT GOALS AND OBJECTIVES.
- ENGAGED IN DATA MANAGEMENT AND ANALYSIS WORK TO SUPPORT THE GENERATION OF DECISION SUPPORT, OUTCOME MONITORING, AND QUALITY IMPROVEMENT ACTIVITIES AND REPORTS.
- PROVIDED SUPPORT TO NATIONAL AND STATE IMPLEMENTATIONS ON THE USE OF THE CANS OR OTHER TCOM TOOLS TO SUPPORT DECISION MAKING, INCLUDING LEVEL OF CARE AND SERVICE PLANNING, TO FACILITATE QUALITY IMPROVEMENT INITIATIVES, AND TO ALLOW FOR THE MONITORING OF OUTCOMES OF SERVICES.
- HELPED PROJECT PARTNERS UNDERSTAND THE IMPLICATIONS OF EMERGE INFORMATION ARISING FROM DATA ON SYSTEM PERFORMANCE TO SUPPORT POLICY AND PRACTICE CHANGES.

CHAPIN HALL AT THE UNIVERSITY OF CHICAGO (CONT'D)

7/1/2018-2/28/2020

SENIOR POLICY ANALYST

- SUPPORTED THE DEVELOPMENT AND IMPLEMENTATION OF APPROPRIATE TRAINING PRODUCTS DESIGNED TO IMPROVE PRACTICE IN THE FIELD AND SUPPORT ORGANIZATIONAL AND STATE LEVEL IMPLEMENTATIONS.
- PROVIDED WORKSHOPS, CLASSROOM-BASED AND WEB-BASED TRAINING ON CANS AND OTHER TCOM TOOLS TO SUPPORT CLINICAL PRACTICE. THIS INCLUDES KEY CONCEPTS AND PRINCIPLES UNDERLYING THE TOOLS, THE CLINICAL APPLICATIONS AND MEANINGFUL USE OF DATA.

COMMUNICATIONS

- MANAGED WRITE-UP OF PRESENTATIONS, REPORTS, JURISDICTION BRIEFS, MATERIALS, MEMORANDA, AND OTHER COMMUNICATIONS RELATED TO TEAM EFFORTS.
- WROTE MAJOR SECTIONS OF PROJECT REPORTS AND PROPOSALS.
- IDENTIFIED OPPORTUNITIES FOR COMMUNICATIONS TO EXTERNAL STAKEHOLDERS.
- EDITED AND REVIEWED THE WRITTEN WORK OF OTHER PROFESSIONALS.

BUILDING EXTERNAL RELATIONSHIPS

- LEAD AND/OR CONTRIBUTES SIGNIFICANTLY TO MEETINGS WITH KEY EXTERNAL STAKEHOLDERS.
- REPRESENTED CHAPIN HALL, ENGAGING STAKEHOLDERS IN DISCUSSIONS RELATED TO CURRENT OR POTENTIAL WORK, ACCURATELY ASSESSING EACH SITUATION TO DETERMINE THE APPROACH AND DISCUSSION TOPICS APPROPRIATE FOR ONE'S ROLE.
- CULTIVATED RELATIONSHIPS WITH KEY FUNDING AND POLICY STAKEHOLDERS NECESSARY TO DEVELOP AND CARRY OUT ONE'S OWN POLICY WORK.
- UNDERSTOOD THE COMPLEX RELATIONSHIPS BETWEEN KEY FUNDING AND POLICY STAKEHOLDERS RELEVANT TO THE WORK AND NAVIGATES THOSE RELATIONSHIPS EFFECTIVELY.

KMETKO AND ASSOCIATES, INC.

12/1/2013-7/1/2018

INTERSTATE COMPACT HOME STUDY CONSULTANT

- PROVIDED COURTESY CHILD WELFARE SERVICES ON BEHALF OF CHILDREN WHO ARE WARDS OF OTHER STATES, WHEN SERVICES ARE REQUESTED.
- PROVIDED COMPREHENSIVE WRITTEN REPORTS (UP TO 30 PAGES) REGARDING FAMILY BACKGROUND AND APPROPRIATENESS FOR PLACEMENT OF THE REFERRED CHILD.
- RECOMMENDED PLACEMENT AND SERVICES IN THE COMPREHENSIVE REPORTS.

UNIVERSITY OF ILLINOIS URBANA- CHAMPAIGN/ILLINOIS DEPARTMENT OF CHILDREN AND FAMILY SERVICES

FIELD IMPLEMENTATION SUPPORT TRAINING SPECIALIST

4/1/2016 – 4/21/2017

Served as one of the implementation support specialists providing training, consultation, coaching and technical assistance services to administrative, casework, supervisory and community staff who provide child welfare services. Provided both introductory awareness and content training/post-training support in specific casework models selected by the Department for use by its professional staff.

- Provided training in the principles and application of various evidenced based/trauma-informed casework models, including, but not limited to administrative, casework, supervisory and community staff who provide child welfare services.
- Assisted in the development and curriculum design of training, consultation and support activities related to the specialized training of new hires, administrative, casework, supervisory and community staff who provide child welfare services to the Department's clients and family members.
- Served as the primary facilitator of the post-training technical assistance support measures through a state-wide coaching driven approach to enhance practice outcomes with adopted child welfare practices.
- Served as a co-trainer to facilitate the provision of family-centered, trauma-informed and strength-based child welfare practices.
- Assisted and participate in the evaluation of work product efforts for child welfare staff, supervisors, and administrators. A key part of this will include measuring the effectiveness of practice and interventions upon the work of the field, designed to enhance the transfer of learning and sustainability of skills and practices within agency settings.
- Utilized current research and evidence supported measures in the development of curricula.

CHICAGO STATE UNIVERSITY/ILLINOIS DEPARTMENT OF CHILDREN AND FAMILY SERVICES

IMPLEMENTATION SUPPORT TRAINING SPECIALIST

7/1/2012 - 4/1/2016

- Provided training to Department of Children and Family Services, POS and community providers of child welfare services in key elements of complex trauma, vicarious trauma, model of supervision and the principles of evidenced based trauma intervention models.
- Provided both introductory awareness and content training in trauma in specific evidenced based trauma intervention models selected by the Department of Children and Family Services (DCFS) for the use with its clients and families.
- Assisted in the development and implementation of training, consultation and support activities related to the generalized trauma training of administrative, casework, supervisory and community staff who provide child welfare services to the Department of Children and Family's clients and family members.
- Assisted and participated in the administration and pre and post training tests, course and instructor evaluations, post training follow-up with staff and supervisors.
- Worked with the DCFS Office of Training and identified staff from the University of Illinois to develop curricula, webinar training, scheduling, implementation plans and training requirements.
- Provided on-going field based coaching support, webinar training and consultation to administrative, casework, supervisory and community staff to enhance the application and integration of trauma informed services.

Chicago State University/Illinois Department of Children and Family Services

7/1/2008 - 7/1/2012

LEARNING COLLABORATIVE FACILITATOR/TRAUMA TRAINER SPECIALIST

- Facilitated using a learning collaborative model to provide training to IDCFS, POS, and community providers of child welfare services in the key elements of trauma, and the principles of evidence based trauma intervention models.
- Conducted over 150 training classes in Child Trauma (A Workshop for Child Welfare and Child Protection Caseworkers, and Supervisors, Child Trauma for Residential Providers (A Workshop for Child Welfare Providers within Residential Settings, Psychological First Aid, Developing Casework Practices for Complex Trauma within Complex Systems, and Child and Adolescent Needs and Strengths Assessment (CANS), and FTSEP/SACWIS 5.0.

- Assisted with the development and implementation of learning collaborative/circles for IDCFS, POS agencies and services providers.
- Participated in the development and review of curriculum.

UHLICH CHILDREN'S ADVANTAGE NETWORK/TEEN PARENTING SERVICE NETWORK 6/2006 - 5/22/2008

CLINICAL INTERVENTIONS SERVICES

CLINICAL TRAUMA THERAPIST

Worked with DCFS pregnant and parenting youth to address the effects of trauma and to deal with the current issues in the youth's life such as: domestic violence; aggressive behavior; substance abuse; instability of placement; poor school involvement; neglect and abuse of their children; and connection to family origin.

- Engaged pregnant and/or parenting youth to identify traumatic issues and works with youth to develop positive, adaptive views about themselves in the present.
- Conducted short-term individual therapy with youth to decrease areas of impairment such substance abuse, domestic violence, aggressive behavior, etc.
- Facilitated the transition of youth to longer-term psychotherapy or other forms of treatment as needed
- Provided most clinical outreach services in the home and/or placement of the youth.
Demonstrated insight regarding client strengths and needs and incorporates this into services.
- Communicated on a regular basis to case manager and other social providers about the client.
- Wrote reports on client progress and participation.

UHLICH CHILDREN'S ADVANTAGE NETWORK/TEEN PARENTING SERVICE NETWORK 6/2006 - 5/22/2008

CLINICAL INTERVENTIONS SERVICES

ALTERNATIVE THERAPY COORDINATOR

- Provided supervision/consultation to trained/certified yoga therapist(s), dance movement therapist(s), music therapist(s), massage therapist(s), art therapist(s) and recreational therapist (s) who work with pregnant and parenting youth with histories of trauma.
- Coordinated alternative therapy group/individual services with transitional living placements and residential facilities.
- Coordinated leisure educational/social activities for youth.
- Provided leisure/recreational resources to youth in their home communities.

CHICAGO CHILDREN'S ADVOCACY CENTER, Chicago, IL

12/2005 - 6/2006

Pregnant/Parenting Teen Clinical Therapist

Provided individual family and group therapy and case management services to DCFS adolescent girls ages 12-17 who are victims of sexual abuse trauma.

- Completed comprehensive mental health assessments.
- Performed various casework duties, which include obtaining, analyzing and evaluating data necessary to implement client service.
- Implemented client treatment plans and quarterly reviews.
- Provided linkage to other appropriate resources within specific referral procedures.
- Provided crisis intervention within Mental Health Department by participating on the on-call rotation and providing crisis screenings as needed.
- Maintained accurate, complete and timely client records as required by the agency.

JANE ADDAMS HULL HOUSE, Chicago, IL

11/2004 - 12/2005

Therapeutic Case Manager

Provided therapy and case management services to DCFS youth between the ages of 17-21. Provided clinical treatment planning and appropriate clinical interventions. Provided psychosocial histories and diagnostic assessments.

- Provided individual, group and family therapy.
- Provided life skills development to prepare youth for successful emancipation.
- Provided appropriate crisis interventions: suicide risk assessments, mental status assessments.
- Provided client with community based clinical services- psychiatric assessments and substance abuse.

METROPOLITAN FAMILY SERVICES, Chicago, IL

4/2001 - 10/2004

Program Manager

Project S.T.R.I.V.E. (Strategies to Rejuvenate Interest and Value in Education)

An Illinois Department of Children and Family Services (DCFS) and Metropolitan Family Service community-based collaborative program that seeks to integrate support systems for DCFS youth in the Chicago Public Schools.

Launched, implemented and developed the Project S.T.R.I.V.E. program at Metropolitan Family Services.

- Administered all aspects of individual, group, and family counseling services of approximately 300 DCFS youth annually.
- Worked closely with students, principals, counselors, social workers, teachers and parents to identify and resolve a broad range of issues directly impacting DCFS youth's academic, social and community lifestyle.
- Managed a \$414,000.00 annual budget.
- Supervised and managed licensed clinical counselors.
- Developed and implemented management and supervisory policies and procedures.
- Collaborated with community-funded programs to provide supportive services in therapeutic counseling, housing, career/vocational training, tutoring, life skills, and college preparation.
- Conducted and facilitated teacher in-service workshops on the emotionally, psychological, and social needs of DCFS youth.
- Co-taught individualized lessons and life skills in an integrated high school and elementary school classroom environment.
- Directed marketing and public relations for the program.

Selected Successes:

- ★ Achieved notable increases in DCFS youth direct service productivity up to 80% monthly.
- ★ Decreased DCFS youth truancy, suspensions and expulsions by 75.5%.
- ★ Improved DCFS youth matriculation of next grade level, graduation and academic performance by 80.5%.

COMMUNITY MENTAL HEALTH COUNCIL, INC., Chicago, IL

Sex Abuse Counselor

7/1998 – 4/2001

Provided therapeutic and supportive services to sexually abused children and adolescents and their families. Conducted boys and girls sex abuse group sessions. Completed intakes and clinical assessments as assigned.

- Coordinated all necessary outreach and follow-up services including home visits as needed.
- Conducted parent, foster parents, and grandparents support groups.
- Attended hearings and gave expert testimony in court.

HARRIS STOWE STATE COLLEGE UPWARD BOUND PROGRAM, St. Louis, MO

6/94-7/95

Counselor

Conducted counseling sessions in career, academic, and personal development for freshmen, sophomore, junior, and senior high school students. Assisted students with scholarship and college search. Conducted seminars on conflict resolution, stress management, college financing, and time management.

TEACHING EXPERIENCE

CHICAGO STATE UNIVERSITY, Chicago, IL

1/2002 – 5/2008

Adjunct Instructor – Psychology (Department of Psychology)

Courses Taught: Intro to Psychology, Lifespan Development, Social Psychology, Educational Psychology, Psychology of Child Abuse and Neglect.

- Taught history, facts and skills pertaining to the field(s) of psychology and social work.
- Incorporated “hands on” clinical application examples from professional experience.
- Mentored, counseled and guided students in career options that include the psychology and social work profession(s).
- Drafted and present class content outline/syllabus for the Chair of Psychology approval.
- Contributed to the formation of policies and regulations of the Department. ▪ Attended scheduled monthly departmental/program meetings.

CHICAGO PUBLIC SCHOOL/ CORLISS HIGH SCHOOL, Chicago, IL

10/04-12/05

Substitute Teacher

Taught Math, English and Science to 9th, 10th, 11th and 12th grade students.

LOYOLA UNIVERSITY CHICAGO, Chicago, IL

Instructor

LOYOLA UNIVERSITY CHICAGO KIDS’ COLLEGE PROGRAM, Chicago, IL

6/97-8/97

Taught 6th & 7th grade students from diverse ethnic backgrounds about cultural diversity.

Kids' College is a program designed to have an effect on pre-adolescents attitudes about behavior toward individuals from different ethnic groups.

INTERNSHIP EXPERIENCE

Steans Family Foundation, Chicago, IL 1/98 – 5/98
Assisted in writing, planning and implementation of urban neighborhood small grants programs.

Jane Addams Hull House Association WOMEN'S COUNSELING CENTER, Chicago, IL 9/96 – 5/97
Conducted individual counseling sessions with women of domestic violence.

MeHarry Medical College Drug and Alcohol Unit, Nashville, TN 9/94-4/95
Facilitated drug and alcohol treatment groups.
Conducted workshops on women and alcohol abuse.

RESEARCH ASSISTANT

LOYOLA UNIVERSITY CHICAGO, CHICAGO, IL

MALLINKRODT CAMPUS, Wilmette, IL 5/97-9/97
Family Focus Community Center, Evanston, IL
Conducted 30 interviews with African American children and adolescents about their perceptions on racial identity and inter-racial coping strategies.

MALLINKRODT CAMPUS, Wilmette, IL 3/97-5/97
Pierce Elementary School, Chicago, IL
Helped design and implement a six-week prevention program that addressed high risk behaviors of ethnic minority pre-adolescents. Developed a lesson plan on anger, violence, decision making, self-esteem and career development.

LOYOLA UNIVERSITY CHICAGO CENTER FOR URBAN RESEARCH AND LEARNING, Chicago, IL 5/96-8/96
Performed extensive computer search on instruments to determine change in attitude and behaviors with regard to institutional racism. Conducted a telephone survey with participants who received anti-racism training.

LOYOLA UNIVERSITY CHICAGO CENTER FOR CHILDREN, FAMILIES AND COMMUNITY, Chicago, IL 9/95-5/96
Collected data to evaluate a preschool accreditation project conducted by the Office of Catholic Education in Chicago.

Education

1998 LOYOLA UNIVERSITY CHICAGO, CHICAGO, IL.
Master of Arts – Community Counseling Psychology
Thesis: Racial Identity and Self-Esteem of Ethnic Minority Pre-Adolescents in a Multicultural Enrichment Program

1995 FISK UNIVERSITY, NASHVILLE, TN.
Bachelor of Arts – Psychology

Professional Licensure

Licensed Clinical Professional Counselor, State of Illinois, June 2002

Child Welfare Licensure – Illinois Department of Children and Family Services, June 2001

CERAP Licensure- Illinois Department of Children Family Services, June 2000

Specialized Training and Certification

Model of Supervision Practice and Coaching-January 2016

Vicarious Trauma and Spirituality -January 2013

Child and Adolescent Needs and Strengths Assessment-June 2009

Child Trauma-October 2008

Psychological First Aid-October 2008

40 Hour Domestic Violence Training, Family Rescue Domestic Violence Agency-February 2007

Professional Affiliations and Activities

Member American Counseling Association

Member American Psychological Association

Member Delta Sigma Theta Sorority, Inc.