

COURSES TAUGHT

- Evaluation Research
- Families in Contemporary Societies
- Introduction to Policy Analysis
- Introduction to Public Administration
- Leadership and Organizational Behavior
- Policy Analysis
- Policy Leadership
- Public Service and Democracy
- Public Service and Democracy with an emphasis on Criminal Justice Administration (online course)
- Research Methods & Data Analysis
- State & Local Government Finance

ADDITIONAL UNIVERSITY RESPONSIBILITY

January 2016 – present Academic Director, Georgia State University: Mandela Washington Fellowship for Young African Leaders Initiative (MWF-YALI)

Design and implement academic and practical curricula for a six-week program for 25 leaders from various African countries. Some of the primary duties include coordinating lecture series for leaders with professors and external lecturers, developing site visits relevant to weekly program themes, conducting weekly overview and debriefing sessions with leaders to ensure program goals and expectations were realized, assigning and managing peer collaborator relationships. Developed an Authentic Capstone Project for the leaders in which they selected a Project that would benefit their countries; I worked with the leaders in creating Logic Models, Strategic Plans, Evaluation, and Implementation Plans. Many of the leaders have implemented their Projects and I continue to provide ongoing support.

PROFESSIONAL EXPERIENCE

June 2014 – Dec 2014 Director, Planning, Research & Evaluation
Governor's Office of Planning and Budget (Georgia)

Primary responsibility was to develop and provide the Governor's Office with short and long term financial and program analysis in which to make the best decisions for the state. Duties included coordinating and conducting policy assessments, ensuring all state agencies submit meaningful strategic plans as well as monitoring the successful achievement of their strategies, coordinating and integrating performance measures into the budget process, and conducting agency, policy and program evaluations. In addition, served as the state liaison with U.S. Census Bureau and provided population projections and other information needed for economic forecasting to various individuals and agencies.

Aug 2013 – June 2014 Director, Division of Family & Children Services
Georgia Department of Human Services

Provided leadership to approximately 6,500 employees in Child Welfare Services and Office of Family Independence (which includes SNAP, Medicaid, TANF and Child Care eligibility). Through a value-based and principle-centered focus, led a comprehensive effort to provide the best possible services and outcomes for children and families in Georgia. Utilized strategic planning, data driven decision making, broad based community partnerships and work force re-investment to achieve the mission of the agency. Responsibilities included overseeing and managing a budget in excess of \$400 million dollars, maintaining necessary staff to conduct operations, developing and maintaining external partnerships, and ensuring mission and core values of the agency are embedded throughout the organization. Duties also included overseeing the *Kenny A Consent Decree* and providing regular updates to plaintiffs; also provided briefings and testimonials to House and Senate when necessary.

April 2013 – July 2013 Deputy Director, Division of Family & Children Services
Georgia Department of Human Services

Responsible for carrying out the vision, mission and core values of Georgia Department of Human Services (DHS) and supporting the Director of Division of Family and Children Services (DFCS). In this capacity, provided leadership to approximately 5,000 staff and ensured that all activities aligned with the Agency's strategic plans. Day-to-day operations included overseeing the strategies related to the Kenny A Consent Decree and all federal mandates such as IV-E State Plan, Child Abuse and Prevention Treatment Act (CAPTA) Plan and the Child and Family Services Plan (CFSP). In addition, monitored and tracked DFCS performance on the Governor's Strategic Plan, provided budget and staffing analysis to fiscal team, oversaw child welfare policy development and compliance, ensured quality assurance and case reviews were conducted, and provided oversight of the state's SHINES system (Statewide Automated Child Welfare Information System).

Feb 2009 – Mar 2013 Director, Federal Regulations and Data
Georgia Department of Human Services

Provided leadership to five units and a staff of approximately 150 individuals involved in the collection and analysis of quantitative and qualitative data; developed statistical reports related to child welfare and economic support programs for local, state and federal entities, and facilitate regular meetings and presentations related to performance outcomes. Managed staff responsible for evaluating the agency's progress on the *Kenny A Consent Decree* (qualitative assurance and case reviewers). Conducted monthly data analysis and review meetings with internal DFCS staff as well as community stakeholders. The following are examples of some of the statistical analyses and evaluations conducted:

- Child maltreatment in foster care
- Educational attainment of children and youth in foster care
- Parenting skills programs

- Placement instability
- Programs to decrease runaway behaviors of teens in foster care
- Racial disparity and foster care entries
- Strategies to decrease foster care entries and re-entries

June 2005 – Feb 2009 Project Manager / Risk Consultant
 Georgia Department of Human Resources
 Division of Family and Children Services

Collected and analyzed data related to risk assessments of children reported to Child Protective Services. In addition, read cases deemed “high risk” to ensure that appropriate actions are being taken to ensure the safety of those children. Conducted case reviews and staffings related to the *Kenny A Consent Decree*. Developed and disseminated reports based on data collected and cases read.

Nov 1996 – Aug 2002 Management Development Specialist/ Trainer
 Texas Department of Human Services

Developed instructional materials and taught Management Development classes such as Leadership Skills, Human Resource Management, Public Budgeting, etc. Conducted Civil Rights training for all staff, including classes on Sexual Harassment, Cultural Diversity, and Basic Civil Rights laws.

Aug 1992 – Nov 1996 Social Service Supervisor
 Texas Department of Human Services

Supervised a unit of thirteen employees providing case management services to the elderly and persons with developmental disabilities. Responsibilities included hiring, training, and staff development. Conducted numerous presentations on aging issues and the programs and services of the Texas Department of Human Services at universities, community agencies, and conferences.

Jan 1989 – June 1992 Child Welfare Specialist
 Illinois Department of Children and Family Services

Managed a foster care caseload and acted as supervisor for a staff of 7 case managers and clerical staff investigating and providing follow up services to families with abuse and neglect reports. Ensured all case management activities were in alignment with the *Burgos Consent Decree*.

Jan 1988 – Dec 1989 Child Welfare & Adoption Specialist
 Volunteers of America

Advocated diligently for the needs of children and families. Facilitated the adoption of 10 children and successfully worked to establish legal freedom for many others in order to improve their chances for attaining a permanent family.

Sept 1985 - Dec 1987 Foster Care Supervisor
 Association House of Chicago

Supervised a foster care program serving up to 36 children with developmental disabilities. In this capacity, provided supervision and training of over 20 foster parents and 10 staff as well as recruited foster families and conducted ongoing trainings. Ensured the safety, permanency and well-being needs of children provided for.

EVALUATION PROJECTS

- Education LEAD Initiative for Foster Children in DeKalb and Fulton Counties
- Assessment of Child Serving Agencies' Efforts to Prevent Sex Abuse within their Organizations
- Organizational Readiness for Trauma-Informed Practice in Georgia
- Competency Training for Behavior Health Therapists: Focus on Cognitive-Based Therapy for Adults with Schizophrenia

BOARD MEMBERSHIPS

Georgia Multi-Agency Alliance for Children (MAAC)

- MAAC is a collaborative committed to creating innovative approaches that advance life-changing results for Georgia's at-risk youth and families

Goshen Valley Boys Ranch

- Residential and Independent Living Program for boys in foster care in Georgia

youthSpark (Board Chair)

- agency focused on decreasing/preventing child sex trafficking

COMMITTEES

- Child Welfare Training Consortium
- Georgia Supreme Court Committee on Justice for Children
- Georgia Conference on Children and Families
- Georgia Youth Opportunities Initiative
- Mentoring and Enrichment Program for Children in Foster Care (Fulton & Dekalb)