

NCWWI National Webinar Series BONUS SESSION:

Learning & Living the NCWWI Leadership Model

Wednesday, February 13, 2013, 3-5 pm ET / 2-4 pm CT / 1-3 pm MT / 12-2 pm PT

PRESENTER BIOS & CHANGE PROJECTS



Freda Bernotavicz, Senior Research Associate, Muskie School of Public Service, University of Southern Maine. Ms. Bernotavicz, MS, leads the NCWWI's Leadership Academy for Supervisors (LAS). She previously directed a project to develop models for recruitment, selection and retention of child welfare staff, and was the founder and Director of the Institute for Public Sector Innovation at the University of Southern Maine and a member of the Maine Children's Cabinet. Freda has been a member of the Board of the National Staff Development and Training Association (NSDTA) since 1994.



Charmaine Brittain, Senior Associate, Butler Institute for Families, University of Denver, Graduate School of Social Work. Ms. Brittain, MSW, PhD, has worked extensively over the past two decades to improve organizational

effectiveness and strengthen professional education for child welfare staff. At the Butler Institute, she serves as lead on workforce projects, consults with agencies on organizational development, writes curricula, and develops professional educational materials used throughout the country. Dr. Brittain was honored with the NSDTA *Distinguished Service in Training* award and is co-editor/editor and contributing author for 3 books: *Child Welfare Supervision* (2009); *Helping in Child Protective Services* (2004); and *Understanding the Medical Diagnosis of Child Abuse & Neglect* (2006).



Katharine Cahn, Executive Director, Child Welfare Partnership / Center for Improvement of Child & Family Services, Portland State University School of Social Work. Ms. Cahn is also the Assistant Dean for Continuing Education, and teaches in the School's leadership concentration. She has expertise in child welfare systems reform, system of care, family-centered services, family group conferencing, wraparound, differential response, and efforts to reduce disproportionality. She serves as Principal Investigator for the NCWWI Leadership Academy for Middle Managers (LAMM), as well as the Culturally Responsive Leadership traineeship.

Change Project/Presentation: The project I am leading is the "Culturally Responsive Leadership" traineeship program at Portland State University. We provide support to current and potential child welfare leaders with demonstrated cultural expertise who are pursuing the social work degree at Portland State University. The support consists of a yearly stipend, customized field placements, and coursework in leadership for 7-10 social work students per year. The long term goal is state, tribal, and contracted child welfare agencies led by persons with the cultural capital and professional skills to improve the equity of child welfare outcomes.



Kathryn Connel, Supervisor, Indiana Department of Child Services. Ms.

Connel began her DCS career in 2006 as a Family Case Manager/Investigator, and was promoted to supervisor in 2009. She is a member of the agency's Crisis Intervention. She is a member of the agency's Crisis Intervention Team, which works with children and first responders to address mental health emergencies; serves on the state child Abuse Hotline Screen-out Committee; assists with public relations throughout Marion County and Indiana; mentors new Intake Specialists; and liaisons between the local hospitals' new medical residents and the child welfare training unit. Finally, Ms. Connel is on the Marion County Homebuilders Committee, and successfully completed the NCWWI Leadership Academy for Supervisors.

Change Project/Presentation: My project has focused on expanded implementation of the Homebuilders program in Marion County to serve at risk populations, through increased communication, coordination and collaboration. Guided by the LAS training module, *Leading in Context*, my project objectives and efforts were expanded to include: communication with the entire agency as well as the Homebuilder providers; training to ensure all provider agencies are on the same page; and consistently sharing information about available slots with a wider audience.



MB Lippold, Deputy Director of Staff Development, Indiana

Department of Child Services. MB has worked on child welfare/juvenile justice issues for over 30 years, in both Michigan and Indiana. In her current position, MB oversees all staff and resource parent training needs. She is a past Board Member and President of the National Family Preservation Network and currently is a Board Member of the National Staff Training and Development Association (NSDTA), an affiliate of APHSA.

Change Project/Presentation: My work has focused on the implementation of the first state-coordinated Leadership Academy for Supervisors (LAS) program. I will be sharing this initiative as an example of the leadership model's leadership principles, and will offer an overview of the five pillars of leadership with examples from Indiana related to each area.



April Potts, Contracts Manager, Washington State Department of Social & Health Services, Children's Administration. April has worked for Washington's Social and Health Services for the past 18 years starting on the front line as a social worker. In addition to working as a social worker, April's experience includes program management of various programs and contracts, building evidence and proven practices statewide, building a quality improvement structure, and managing contracted services statewide as the state moves into Performance Based Contracting. April has her MBA with a focus in Change Management which is extremely useful in a child welfare system. April was recently the Quality Assurance/Improvement manager with Children's Administration where she completed the change initiative she started at the LAMM.

Change Project/Presentation: My change initiative involved creating a statewide Continuous Quality Improvement structure that would integrate the various initiatives within the state's child welfare system. This CQI structure was created within existing resources.



Deborah Reed, Project Manager for NCWWI Leadership Academy for Middle Managers (LAMM), Center for Improvement of Child & Family Services, Portland State University School of Social Work. Ms. Reed previously held positions within the Washington State Department of Social & Health Services

Children's Administration, including statewide Supervisor of Placement & Permanency Services; CFSR Project Manager; Field Operations-Risk Management Program Manager; Supervisor; and Case Manager. She began her career working in residential treatment facilities in Oregon and has over 30 years of experience in public and private child welfare agencies.



Julie York, Unit Director for Child Welfare Training and Instructional Design, Georgia Department of Human Services, Division of Family & Children Services. Ms. York has more than 10 years of child welfare leadership experience, including developing a comprehensive training and certification program for child welfare case managers and supervisors in Georgia. Ms. York serves on the Executive Team for the development of Georgia's Safety Response System Model. In addition, Ms. York has been involved in projects related to development of Leadership and Supervisory Training, Concurrent Planning practices, Differential Response, and other various practice projects. Before her work in child welfare, Ms. York worked for a public non-profit organization promoting public health initiatives.

Change Project/Presentation: My change project involves Georgia's implementation of a Safety Response System. Georgia is moving from a risk-based assessment system to a full Safety Response System, and is working with the Atlantic Coast Child Welfare Implementation Center (ACCWIC) to accomplish three goals: (1) Mid-level managers will possess leadership competencies required to support sustainable practice change; (2) There will be full implementation of the Safety Response System in two pilot counties as well as a statewide implementation plan; and (3) A transfer of learning model will be developed and utilized by leadership for future practice changes and implementation efforts.

For more information:

Please visit <http://www.ncwwi.org/events/index.html> or contact Sara Munson at smunson@albany.edu