



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.

Kathryn Connel, Children's Mental Health Initiative Manager, 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. Ms. Connel is a graduate of the NCWWI Leadership Academy for Supervisors, and currently serves as the Children's Mental Health Initiative Manager for the State of Indiana, affording her the opportunity to establish a continuum of care for children with complex mental and behavioral needs at risk of entering the child welfare or juvenile delinquency system. This is a major change in Indiana, as historically these families were unable to access services without an open child welfare or probation case and court involvement.



Sue Ebersten, Associate Director, Cutler Institute for Health and Social Policy; Director, Capital Education Center, Muskie School of Public Service, University of Southern Maine.

Sue is the project manager for NCWWI's Leadership Academy for Supervisors (LAS). She has over 25 years of experience in leading public sector capacity building initiatives in Maine and nationally. She currently divides her time between managing



Muskie grant and contract programs as the Associate Director of the Cutler Institute for Health and Social Services, and directing the Muskie's Capital Education Center, supporting workforce development programs in child welfare, public welfare, regulatory administration and long term care services. She is the former director of the Maine Child Welfare Training Institute and the Department of Human Services Training Institute.

Crystal French, Senior Technology Coordinator, Muskie School of Public Service, University of Southern Maine. With an 18-year career at the University of Southern Maine, Crystal is an experienced programmer analyst, designer and network administrator. She has focused exclusively on e-learning development, including instructional design, multimedia development, and project management for the past six years.



M.B. Lippold, M.A., M.B.A., Lippold Consulting, LLC M.B. currently provides child welfare and juvenile justice consultant services, having retired from public service after 32 years. She has a varied background in direct family services as well as management for small and large jurisdictions in Michigan and Indiana. She was most recently a Deputy Director for the Indiana Department of Child Services for eight years, initially overseeing all child welfare Programs and Services before establishing a Staff Development Division and partnering with the Indiana University School of Social Work to provide all training and development for the agency's 3,000 employees.

Gretchen Robbins, MS, LSW, Senior Policy Associate, Muskie School of Public Service, University of Southern Maine. Ms. Robbins's current work includes providing technical assistance to leadership in states/counties on implementing the NCWWI Leadership Academy for Supervisors (LAS). She is also the Training Systems Lead for the National Resource Center for Organizational Improvement (NRCOI) providing training and technical assistance to states and tribes regarding building and enhancing their child welfare staff and provider



training systems as well as coordinating the Training Peer Network. Gretchen is a supervisor, trainer, curriculum developer, staff coach, facilitator, and former practitioner with over 39 years of experience in the child welfare field.



Marshall Soloway, Capital Center Technology Director, Muskie School of Public Service, University of Southern Maine.

For the past two decades, Marshall has led the e-services team at the Muskie School of Public Service. His projects include e-learning components for the NCWWI Leadership Academy for Supervisors, the National Association of Regulatory Administrators, the Centers for Medicare & Medicaid Services Case Manager Training, and numerous state focused initiatives. In addition to the design, development and implementation of technology, Marshall's interest is in the effects of technology within the public sector workforce.