

ALICE D. KENNEDY, MSW

PROFILE

Alice D. Kennedy, MSW
Lecturer/Facilitator/
Consultant

Email:
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OVER 25 YEARS OF INNOVATIVE AND PROGRESSIVE LEADERSHIP WITHIN A GOVERNMENT SOCIAL SERVICES/CHILD WELFARE AGENCY. EXECUTIVE LEADERSHIP AND EXPERTISE INCLUDES:

- Consultant - Executive/Leadership Development Programs SDSU Research Foundation/APEX
- Director of Child Welfare Practice
- Child Welfare Services (CWS) Assistant Director
- Deputy Director, Countywide Programs
- Dept. of Justice (DOJ) Grievance Hearing Officer
- Child Welfare Services (CWS) Manager (Regional Operations)
- Child Welfare Ombudsman/Civil Rights Liaison
- Recruiter (HSA Staff, Adoption/Foster Care)
- Various Protective Supervisory and Social Worker Roles

SKILLS

Child Welfare skills and experience:

Directing child welfare/social services	Departmental Operations
Strategic/Organizational Planning	Policy/Personnel Development
Implementing Statewide Initiatives	Compliance/Risk Management
Stakeholder Engagement	Diversity/Inclusion Strategies
Workforce Onboarding, and Training	Emergency & COVID 19 Ops

EXPERIENCE

- **Lecturer:** San Diego State University, School of Social Work (present)
- **Facilitator/Trainer:** Cultural Responsiveness Academy, San Bernardino & San Diego County (2020 to present) - Child Welfare Development Services (CWDS)
- **Consultant/Presenter:** CA Judicial Council - *The Pursuit of Permanency: The First 90 Days* (2020)
- **Facilitator/Presenter:** Casey Programs COVID-19 Peer to Peer Jurisdictional Meeting (National) (2020) San Diego's Child Welfare Response to COVID-19
- **Curriculum Consultant & Trainer** for the Academy for Professional Excellence (now CWDS): Southern Area Consortium of Human Services (SACHS) Leaders in Action (LIA) (since 2015) - *Leading a Racially Diverse Workforce*
- **Trainer:** Public Child Welfare Training Academy (now CWDS); SW Initial Training courses, *Critical Thinking: Risk Assessment, Safety and Protective Capacity* since 2008
- **Trainer:** *First Responders, Victim-Witness Protocol* (trainers also included DA, Children's Hospital, County Counsel, and Law Enforcement). Civil Rights, Ombudsman Trends, Foster care

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EDUCATION

Masters Degree in Social Work, MSW
Emphasis: Administration
San Diego State University,
Graduated 1996

Bachelors Degree in Social Work, BSW - Children, Youth & Families
San Diego State University,
Graduated 1989

ADVISORY ROLES

- **San Diego State University (SDSU), School of Social Work Advisory Board** (2016-2019)
- **Child Welfare Directors Association (CWDA)**, (CWS Rep. San Diego, 2016 - June 2020)
- **CA Childrens Bureau, CWS COVID-19 Strike Force** (Lead for CWS March 2020-June 2020)
- **Casey Family Programs, COVID-19 Peer to Peer Jurisdictional Team** (Lead for CWS San Diego Mar.2020-June 2020)
- **CA State Child Welfare Core Practice Model (CPM)**, Fidelity Assessment Design Team (CWS Rep 2019-2020)
- **County of SD, Diversity and Inclusion Champion** (CWS Lead 2015 - June 2020)
- **Clinton Foundation: Strong Families Thriving Communities** - San Diego County Trauma Informed Code of Conduct Workgroup (2016-2019)
- **Foster Care Services Advisory Committee** (CWS Lead-2012-2016)
- **County of San Diego Meth Strike Force** (Drug Endangered Children (DEC) Rep 2006-2007) • Secretary, Child Abuse Coordinating Council Child Fatality Committee (2001-2004)

CAREER HIGHLIGHTS

- ❖ Appointed as the CWS Ombudsman/Civil Rights Liaison 2001-2004
- ❖ Secretary of the SD County Child Abuse Coordinating Council, Child Fatality Committee; a collaborative convening to review and analyze child deaths occurring in San Diego County. (2001-2004)
- ❖ In 2007, selected as the first CWS Agency-Wide Drug Endangered Children (DEC) Coordinator to address the methamphetamine epidemic in SD; facilitated partnerships with DEA, DA's office and local law enforcement agencies.
- ❖ Coordinated a federal grant writing partnership between CWS, Alcohol and Drug Services and Rady Children's Hospital (2007); awarded \$2.5 million dollar grant for the Family Integrated Treatment (FIT) program.
- ❖ In 2008, became the county's first Department of Justice (DOJ) Grievance Hearing Officer and Manager. Established the CWS DOJ Hearing Unit policy, procedures and DOJ Child Abuse Central Index (CACI) Grievance hearing process for CWS in SD County,
- ❖ Established the CWS Administrative Case Review (ACR); an executive risk management process to review high risk child abuse cases (2010).
- ❖ In 2012, pursued partnership with CA Youth Law Center and implemented the *Quality Parenting Initiative (QPI)* for SD County; a state and nationally recognized collaborative caregiver approach for child welfare agencies
- ❖ *In 2013, at the direction of the County of SD Board of Supervisors, created and launched the Exceptional Families for Exceptional Children Adoption Recruitment Campaign; increasing Adoptions in SD County.*
- ❖ In partnership with Public Health, served as the CWS Executive lead for the system improvement project leading improving medical and dental exam compliance for foster youth. This effort received national recognition (NACO)
- ❖ In 2016 - 2017, led implementation of State Mandated Resource Family Approval (RFA) program; a statewide reform to unify and streamline the caregiver approval process for CA.
- ❖ Appointed the agency's first CWS Director of Child Welfare Practice.
- ❖ Led initial COVID Response Executive and Organizational Planning efforts, including representing SD CWS in national Peer to Peer Jurisdictional Team and the CA Children's Bureau weekly COVID-19 Strike Force planning/coordination meetings (March - June, 2020)

Currently serving as a lecturer at San Diego State University in the School of Social Work, graduate program, and provides management of the Southern Area Consortium of Human Services Directors (SACHS) and the Leaders in Action (LIA), executive leadership development program.