

# MICHAEL KULBIDA

My passion lies in providing effective interventions to child and family programs utilizing data based management, analytics, and visualization. I have lead the creation of multiple public programs involving the child welfare population and promotion of high-quality early childhood education.

I am currently searching for a position within the public sphere that will allow me to utilize my knowledge of early childhood and leverage my data analysis and program evaluation skills.



[Download a PDF of this CV](#)

## CONTACT

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## MORE INFO

Data visualization examples available upon request.

## WORK EXPERIENCE

Present   2018	<b>Human Services Program Development Specialist- Childcare Liaison</b> Arizona Department of Child Safety <span>📍 Phoenix, AZ</span> <ul style="list-style-type: none"><li>• Developed and implemented statewide programs responsible for ensuring stability for children in the child welfare system by reducing suspension and expulsion from child care programs.</li><li>• Collect and analyze data surrounding early childhood care, developing and tailoring interventions and programs to meet the demonstrated needs.</li><li>• Provide technical assistance concerning the child welfare population regarding the development and amendment of state child care regulations and policies.</li></ul>
2018   2016	<b>ICWA Social Worker</b> Salt River Pima-Maricopa Indian Community <span>📍 Scottsdale, AZ</span> <ul style="list-style-type: none"><li>• Ensured compliance with the Indian Child Welfare Act by actively engaging with families and state child welfare agencies.</li><li>• Testified in Dependency Court hearings in Arizona and California that were subject to the Indian Child Welfare Act as an expert witness on the application of the law and cultural practices of the Pima and Maricopa Tribes.</li><li>• Provided training and technical assistance on the Indian Child Welfare Act and its application in state dependency matters to state agencies and judicial officers.</li></ul>
2016   2015	<b>After-Hours Investigator</b> Arizona Department of Child Safety <span>📍 Phoenix, AZ</span> <ul style="list-style-type: none"><li>• Investigate high priority reports of child abuse and neglect after-hours with limited supervision, and assist families in reducing risks to children.</li></ul>
2015	<b>Placement Center Coordinator</b> Arizona Department of Child Safety <span>📍 Phoenix, AZ</span> <ul style="list-style-type: none"><li>• Assisted in the creation of an emergency shelter for children in state custody without an identified foster placement, including creation of agency policies and procedures.</li></ul>
2015   2013	<b>Case Manager</b> Arizona Department of Child Safety <span>📍 Phoenix, AZ</span> <ul style="list-style-type: none"><li>• Help children achieve permanency by facilitating the adoption process, specializing in children ages 0-6 with a high degree of medical or behavioral health needs.</li></ul>

## EDUCATION

Present   2019	<b>M.S., Program Evaluation and Data Analytics</b> Arizona State University <span>📍 Phoenix, AZ</span> <ul style="list-style-type: none"><li>• In Progress- Expected Completion Date May 2021</li></ul>
2012   2009	<b>B.S., Criminal Justice and Criminology</b> Arizona State University <span>📍 Phoenix, AZ</span>

Made w/ [pagedown](#).  
Source code:  
[github.com/nstrayer/cv](https://github.com/nstrayer/cv).  
Last updated on 2020-10-10.



## PRESENTATIONS AND TRAININGS

Present  
|  
2017

### **The ICWA: the Act, the Myth, the Legend- What is the Indian Child Welfare Act and why is it Necessary**

- Presented on an ongoing basis to licensed foster parents and Masters of Social Work students at Arizona State University to explain the importance of the Indian Child Welfare Act and impact of historical trauma on Native communities.

Present  
|  
2018

### **DCS Trauma Informed Care Training Series (3-part)**

- Presented on an ongoing basis to child welfare staff and service providers throughout Arizona on the importance of quality early childhood care and early childhood mental health.

Present  
|  
2016

### **Infant Mental Health and Child Welfare**

- Overview of the basics principles of Infant and Toddler Mental Health and their importance from a child welfare perspective with a focus on early childhood trauma and attachment. Presented on an ongoing basis to DCS staff, contracted agencies, Masters of Social Work Students, and licensed foster families.

2020

### **The Current State of Childcare for Arizona's Most Vulnerable Families**

Arizona Child Abuse Prevention Conference and ACES Summit

- Overview of the childcare landscape in Arizona and discussion of how child welfare professionals can improve engagement with families and child care providers to positively impact at-risk children.

2019

### **Plenary Panel Discussion: Serving Children Birth to Five with Adverse Childhood Experiences**

Arizona Department of Education Early Childhood Social-Emotional Conference

- Plenary Panel Discussion regarding the impact of trauma-informed care in Early Childhood Education settings and serving children who have experienced trauma with a focus on children involved in the child welfare system

2018

### **Expulsion and Trauma Informed Care in Early Care and Education**

Arizona ACES Summit

- Panel Discussion with various state agency leaders surrounding the impact of expulsion in early childhood care and programs being developed to assist the community



## VOLUNTEER EXPERIENCE

2016  
|  
2012

### **Child Life and NICU Volunteer**

Cardon Children's Medical Center

📍 Mesa, AZ

- Volunteered in a direct patient care role, specializing in the NICU, Infant & Toddler, and Oncology units.

2016  
|  
2013

### **Child Life Volunteer**

Ryan House

📍 Phoenix, AZ

- Volunteered in a direct patient care role working with children with life-limiting illnesses receiving respite and hospice services.

2014



## HONOURS AND RECOGNITIONS

### **DCS Employee of the Quarter**

- Recognized for outstanding case management ability, creation of a program for care packages for children who were temporarily in offices, and community volunteer commitments.



## REFERENCES

### **Ginger Ward**

Chief Operating Officer, Southwest Human Development

- [GWard@swhd.org](mailto:GWard@swhd.org)

### **Cara Kelly, PhD**

Program Specialist, United States Children's Bureau

- [Cara.Kelly@asu.edu](mailto:Cara.Kelly@asu.edu)

### **Cheryl Scott, JD**

Assistant General Council, Salt River Pima-Maricopa Indian Community

- [Cheryl.Scott@SRPMIC-nsn.gov](mailto:Cheryl.Scott@SRPMIC-nsn.gov)