

# 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.



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## WORK EXPERIENCE

Present  
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2018

### Human Services Program Development Specialist- Childcare Liaison

Arizona Department of Child Safety

Phoenix, AZ

- 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.
- Collect and analyze data surrounding early childhood care, and analyze Department programs to develop and tailor interventions to meet the demonstrated needs.
- Provide technical assistance concerning the child welfare population regarding the development and amendment of state child care regulations and policies.
- Expand access and utilization of Quality child care for children involved in the child welfare system through policy and funding initiatives.
- Partnered with the Arizona Head Start Association to develop programs to direct children in state custody to Head Start and Early Head Start programs
- Created and provide ongoing training in early childhood mental health and applying trauma-informed care to DCS staff, child care providers, foster parents, and kinship families to improve outcomes for children in early childhood care.
- Assist the Department's Placement Administration in the operation of Arizona's two emergency shelters for children in state custody, including the development and implementation of policies and programs related to federal and state law and regulations.
- Provide guidance as needed to licensed contracted care facilities, including shelters, concerning contractual obligations and quality of care for children in state custody.

2018  
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2016

### ICWA Social Worker

Salt River Pima-Maricopa Indian Community

Scottsdale, AZ

- Ensured compliance with the Indian Child Welfare Act and Federal Regulations by actively engaging with families and state child welfare agencies.
- 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.
- Provided training and technical assistance on the Indian Child Welfare Act and its application in state dependency matters to state agencies and judicial officers.

2016  
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2015

### After-Hours Investigator

Arizona Department of Child Safety

Phoenix, AZ

- Investigate high priority reports of child abuse and neglect after-hours with limited supervision, and assist families in reducing risks to children.

2015

### Placement Center Coordinator

Arizona Department of Child Safety

Phoenix, AZ

- 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.

2015  
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2013

### Case Manager

Arizona Department of Child Safety

Phoenix, AZ

- 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.

## CONTACT

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(773) 620-9400

## MORE INFO

Data visualization examples available upon request.



## EDUCATION

Present  
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2019

### **M.S., Program Evaluation and Data Analytics**

Arizona State University

📍 Phoenix, AZ

- In Progress- Expected Completion Date May 2021
- Program emphasizes data analysis via the R platform, data visualization, dashboard design, project management, and impact analysis for public and non-profit programs.

2012  
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2009

### **B.S., Criminal Justice and Criminology**

Arizona State University

📍 Phoenix, AZ



## PRESENTATIONS AND TRAININGS

Present  
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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  
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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  
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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  
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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  
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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.



## HONOURS AND RECOGNITIONS

2014

### **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)