

APRILLE Y. FLINT, MSW

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Summary

Over nineteen years of service to diverse children, youth and families with an increasing commitment to practice and system enhancements that ensure the sound implementation and provision of social work “best practices” as well as culturally appropriate, trauma-informed services and supports to children, youth, families, communities and tribes at all levels of system interaction. Recent experience includes leadership development, technical assistance, program coordination, promising-practice training, coaching and implementation, child welfare case management, community partnership-building and research and evaluation in local and state foster care systems.

Highlights

- Leadership development, coaching and support
- Training and coaching design, facilitation, system-capacity-building and implementation
- Technical assistance- program development; project management, implementation partnerships
- Strategic planning/practice and system improvement using research-proven methods
- Proficient computer literacy including child welfare-focused applications (CWS/CMS; Safe Measures; SDM)
- Child welfare experience across programs (Hotline/ER/FM/FR/PP/Adoption/Team Meeting Facilitation/Placement/ILP)
- Training and coaching expertise in promising social work practice (SOP/CFT/Core practice model/reflective coaching)

Accomplishments

Successfully supporting local and statewide engagement of Tribal and community stakeholders to support promising-practice implementation and evaluation of California’s Child and Family Practice Model and supporting local capacity to better serve those experiencing the worst outcomes in the foster care and mental health systems with trauma-informed, culturally-relevant services through broadened engagement of their communities and Tribes.

Providing technical assistance and coaching to counties throughout California to support implementation of promising and best social work practices, leadership development and capacity-building for continuous improvement in practice and system change efforts.

Accomplished and sought after trainer/coach/facilitator/presenter for over 15 community-based and government organizations across California.

Certified facilitator/trainer/coach in; Critical Incident Stress Management (CISM/CISD), ToP Facilitation Methods (Consensus-building Workshop and Focused Conversations), Team Decision Making Facilitation (TDM), and Strengthening Families Parenting Education, and various Child Welfare practice frameworks (California Common Core, SOP, Coaching, Child and Family Teams) with ten years of consistently excellent reviews and evaluation data.

Education

Bachelor of Arts: African American Studies (with honors)
San Jose State University

August, 2000
San Jose, CA

Masters of Social Work (with honors)
Title IV-E Graduate Training Program Completion
San Jose State University

May, 2007

San Mateo County-Human Services Agency Social Work Intern

September 2006- May 2007

Carried a limited caseload of children receiving reunification and maintenance services through the Juvenile Court of San Mateo County in preparation for full-time employment as a CPS social worker.

Instituto Familiar De La Raza -Clinical Intern**August 2005- May 2006**

Provided clinical assessment, diagnosis and case management, including culturally-specific conditions and disorders, utilized clinical, and cultural knowledge in the provision of direct and indirect services to individuals, families, and groups, as well as community education and consultation.

San Jose State CalSWECH Title IV-E Student Representative**August 2005- May 2007**

Selected by peer graduate students to act as university representative on statewide student committee for two years; Co-coordinated statewide Student Day Conference in Bay Area; attended regular meetings and collaborated with Title IV-E students and coordinators in supporting program success and solution-building around program challenges.

Relevant Experience

**Consultant/Trainer/Coach/Training Specialist
Bay Area Academy**
**01/2014- current
Various, CA Counties**

Provides curriculum support, training, reflective and practice coaching, transfer of learning opportunities and facilitation for social work staff, supervisors and managers across various California counties utilizing adult-learning best-practices; supports various levels of staff and leadership in development of confidence and competence in multiple child welfare and mental health practice frameworks and related approaches, including: various curricula from *Common Core 2.0*, *Safety Organized Practice*, *Art of Coaching*, *DISC Profiles*, *Core 3.0 Field Advisor* and more; facilitates various stakeholder listening sessions, team-building activities, retreats, staff debriefings as well as unit, branch and all-staff meetings; Utilizes Plan, Do, Study, Act (PDSA), and Implementation Science drivers and frameworks to support and facilitate county-level capacity-building, implementation planning, installation and quality-improvement of initiatives and interventions.

**California Partners for Permanency (CAPP) Community Engagement Liaison
Child and Family Policy Institute of California**
**01/2012 to current
Statewide**

Strengthens application of outreach and engagement strategies to help facilitate community and tribal engagement in the implementation of the Child and Family/Core Practice Model (CFPM) at state and local-level levels; Champions CAPP engagement activities and ensures African American and American Indian families, communities and Tribes are meaningfully involved in refining and evaluating the CFPM; Acts as a resource for the CAPP Communications and Evaluations Teams to support development of communication materials, evaluation plans, protocols, outcomes and scripts that are informed by CAPP community stakeholders; Works with CAPP county and state (CDSS) leadership and designated partners at local and state levels to assist in adapting, coordinating or supporting engagement aspects of system or institutional analysis processes; Documents the processes and learned lessons relating to practice and system transformation through meaningful involvement of active community partnerships; Creating a community engagement toolkit as a resource for the field for future jurisdictions to share in the CAPP lessons-learned; Facilitates large stakeholder listening sessions, convenings and meetings to support all levels of the project work; coordinates county teams in the development of presentation materials, and proposals, and facilitates and presents with partners at large state, national and international conferences related to community partnerships and child welfare practice and system improvements; Collaboratively and effectively works with diverse representatives from multiple levels of local, regional, state and federal governments in efforts to improve outcomes from all children and families that are system-involved.

**Social Worker III
San Mateo County-Human Services Agency**
07/2007 to 12/2014

(Full-time/Temp child welfare activities across programs including: Field Instructor, CPS Hotline Screening and Emergency Response, Family Maintenance and Reunification, Adoptions, TDM Facilitator, Parenting Education Instructor, Emergency Shelter/Medically-Fragile Placement Coordinator) Conducted investigations related to allegations of child abuse and neglect; provided crisis and clinical case management services and made referrals to connect families to community resources; conducted on-going safety, risk, and strengths-based assessments; wrote court reports and represented the department in Court; coordinated and teamed with service providers and families' safety networks to establish child and family-informed case plans; navigated the CWS/CMS database to document all client contacts and other relevant information; coordination and facilitation of agency sponsored risk-prevention mentoring program; instructed parent-education classes as well as served on the local and teams focused on disproportionality/disparity; facilitated TDM and other collaborative

multidisciplinary meetings and worked within a complex Court-government system to provide prevention, intervention and critical case management services to diverse vulnerable and maltreated children, their families, communities and tribes.

**Trainer-San Francisco and San Mateo Counties
Court Appointed Special Advocates**

07/2005 to current

Facilitated trainings to groups of between 20-50 on issues around diversity, cultural awareness and humility, to a diverse population of adult volunteers in the CASA program in service to Bay Area foster youth. Developed strengths-based, inclusive trainings sessions in order to educate, inform and give resources around issues of disproportionality, institutional racism and implicit and explicit biases with the goal of supporting the development of cultural humility and responsiveness to diverse foster youth.

**Program Coordinator/Mentor Supervisor
Instituto Familiar De La Raza**

**09/2001 to 10/2006
San Francisco, CA**

Planned, organized and directed the IFR Clinical Mentoring Program, implemented quality assurance standards, developed strategies to achieve contractual goals and objectives; formulated and implemented program policies and procedures, recruited, hired, and provided clinical/administrative supervision for program staff of 50, coordinated orientation, matching and training of mentors, and provided intensive case management for up to 15 mentor/client matches and supervision of full-time staff members, facilitated and participated in multidisciplinary team meetings, group supervision and monthly mentor training sessions, maintained service records in program database, completed all program reporting requirements, monthly billing, and correspondence, processed staff payroll and expense reports, developed and implemented program evaluation tools.

**ILSP After-Care Educational Specialist
Contra Costa County-Health and Human Services**

12/1999 to 07/2000

Determined educational needs and tracked progress of aftercare youth, provided case management to foster care youth and emancipated foster care youth, coordinated college tours, collaborated with staff from other Child Welfare Departments, high schools, GED programs, post-secondary schools and other community agencies to provide direct and indirect services to youth and young adults, assisted youth with college applications, financial aid forms and entrance exam/test preparation, compiled scholarship and career building information for youth, provided group life skills training and study skills workshops.

Professional and personal references provided upon request