**Kelly Parsons**

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**Education:**

**2019-2021 CCR Global Benecia, CA**

* Professionally trained and certified Organization and Relationship Systems Coach (ORSCC)

**2016-2017** **Coaches Training Institute**  **San Rafael, CA**

* Professionally trained Co-Active Coach

**2004-2006** **University of Denver Denver, CO**

* Master of Arts Degree in Forensic Psychology

**2000-2004** **University of Oregon Eugene, OR**

* Bachelor of Science Degree with a Double Major in Psychology and Anthropology and a Minor in Political Science

**Employment:**

**September 2014- present The Kempe Center Aurora, CO**

**Child Welfare Training System (CWTS) Senior Learning Delivery Manager**

*In this position, my duties include the following:*

* Managing the delivery team and Learning & Development Pool for staff recruitment, selection, hiring, development, accountability, satisfaction, and retention
* Establishing and communicating processes, procedures and supportive tools that maximize efficient use of personnel and other resources in the execution of all learning delivery management functions
* Planning, coordinating, implementing, and managing the CWTS annual course facilitation calendar to ensure the following outcomes:
	+ Gathering and analyzing previous fiscal year facilitation data to determine pre- and in-service course delivery work plan;
	+ Collaboration with project director and regional learning coordinators to determine county learning needs and CWTS response;
	+ Ensuring pre-service course calendar accommodates county hiring needs and in-service course delivery according to county certification requirements;
	+ Leading the delivery team to ensure all CWTS courses are facilitated in alignment with CWTS principal project values, including Co-Active, ORSC, cultural inclusivity, trauma-informed, problem-based learning, and adult learning theory.
* Managing the recruitment, selection, on-boarding, and work of the Learning and Development Pool, comprised of approximately 50 facilitators and curriculum developers, including the following specific responsibilities:
	+ Developing and managing the sub-contract scopes of work, budgets, contract negotiations, and compliance regarding learning development and delivery;
	+ Developing, delivering, and ensuring compliance with all Pool members completing ongoing, annual professional development related to their specific role within the Pool
* Providing direct supervision to the CWTS Lead County Learning Coordinators, oversight of the County Learning Coordinators, and all members of the Learning and Development Pool
* Working collaboratively with the Learning Development Manager to ensure the swift transition of newly developed and revised course content from the development to the delivery team, as well as establishing and implementing a CQI and feedback process to ensure course content remains accurate and timely
* Representing the CWTS project, with leadership presence, in state-wide steering committee and work groups as well as meetings with the Division of Child Welfare Learning and delivery team.
* Providing systems/ relationship coaching to teams within the child welfare system, including teams at both the state and county level
* Facilitating CWTS learning experiences as needed, particularly for supervisors
* Maintaining active certification as a Child Welfare Supervisor in the state of Colorado

**November 2010- August 2014 Adams County Dept. of Human Services Denver, CO**

**Unit Supervisor- Intake**

*In this position, my duties included the following:*

* Supervising a team of 5-7 intake caseworkers as they completed comprehensive child maltreatment assessments, including helping to guide decisions regarding child safety while promoting the use of excellent family engagement strategies.
* Ensuring that caseworkers consistently completed accurate case records in a timely manner, while meeting state and federal guidelines; my team consistently was a top performer amongst the Intake Section.
* Participating in the Adams County Differential Response Implementation Team, including designing, developing, and facilitating the training curriculum for the RED Team model used in Adams County as well as developing the Group Supervision model.
* Facilitating training regarding Differential Response and general child abuse and neglect to various internal and external stakeholders.

**October 2008- November 2010** **Adams County Dept. of Human Services Denver, CO**

**Social Caseworker IV- Intake**

*In this position, my duties included the following, as well as the duties listed under the Social Caseworker III position:*

* Mentoring new case workers and providing feedback to supervisors regarding new workers’ development
* Providing coverage in the event of a supervisor’s absence by providing direction to the team, developing response plans, and auditing case files.
* Facilitating trainings to schools, law enforcement agencies, and other community agencies in order to increase community education.

**May 2007-October 2008** **Adams County Dept. of Human Services Denver, CO**

**Social Caseworker III- Intake**

*The Intake Program responds to a variety of concerns about children and their families. In this position, my duties included:*

* Responding to community concerns of alleged child maltreatment to ensure safety of children and to determine the validity of the identified child protection concerns.
* Providing intensive crisis interventions with families in order to address needs, to assess the level of services needed, and to prevent the out of home placement of children.
* Maintaining accurate case records, including thorough documentation of contact with families, in order to meet state and federal guidelines.