

# KATHLEEN B. ZACHARY

MSW | LCSW | Psychotherapist

E-mail: [Kathleen.Zachary@cuanschutz.edu](mailto:Kathleen.Zachary@cuanschutz.edu)

LinkedIn: [linkedin.com/in/kathleen-zachary](https://www.linkedin.com/in/kathleen-zachary)

---

LCSW with 15+ years of experience in the Social Services and Mental Health field. Exceptional communicator, leader, and problem-solver adept at cultivating and maintaining professional relationships with clients, community leaders, and partner agencies. Comprehensive knowledge of psychological disorders to ensure quality and effective treatment of children, adolescents, and families from diverse backgrounds with a wide range of challenges, such as anxiety, PTSD, depression, and SUD. Motivated, adaptable team player, and energetic professional dedicated to empowering individuals and families to reach their full potential.

**SIGNATURE STRENGTHS:** OCD→Trauma Related Disorders →Anxiety/Panic Disorders→Depression→Individual & Family Therapy→Treatment Strategy Development→Mood Disorders→Personality Disorders→Team Leadership & Performance Improvement →Clinical & Intake Assessments→Crisis Intervention→Group Therapy

**TREATMENT MODALITIES:** RRFTACT→DBT→CBT→EFFT→Family Systems→Positive Psychology→Strengths-Based

---

## EXPERIENCE & LEADERSHIP

**Risk Reduction Family Therapist (RRFT), Encompass Clinic, Department of Psychiatry** April 2022-Present

---

*Wide Range of High-Quality Mental Health Services for Patients and Their Families, Anschutz Campus, Aurora, CO*

- **Deliver family-centered, strengths-based, culturally competent** direct clinical treatment to patients and families using the RRFT treatment model and principles.
- **Participates in weekly** multi-disciplinary team meetings and weekly supervision meetings.
- **Provide comprehensive assessment** of client and family to identify strengths, identify problem behaviors and formulate clinical recommendations.
- **Participate in study activities** required to monitor treatment fidelity and retention.
- **Assess patients** for risk of suicide and risk of violence.
- **Receiving and reviewing documentation** of services provided by stake holders such as psychological evaluations, IEP's, safety plans and behavior plans.
- **Accurately and efficiently documents** all client contacts and maintains up-to date client records.
- **Keeps abreast of developing information** in the mental health field by attending professional development such as RRFT and TF-CBT training.
- **Collaborate effectively** with all care team members to ensure continuity of care for patient and family.
- **Present case history material** to review and discuss with team members.
- **Knowledge of community resources** and outside agencies to ensure care is coordinated across all sectors related to the patient's well-being.
- **Develop relationships** with community partners as referral sources.

**Family Therapy Supervisor, Family and Child Clinic, Department of Psychiatry** September 2022-Present

---

*Wide Range of High-Quality Mental Health Services for Patients and Their Families, Anschutz Campus, Aurora, CO*

- **Utilizes supervisory skills and knowledge** of evidenced based interventions to provide effective case consultations that increase quality of care.
  - **Demonstrates and/or models** intervention strategies and client conceptualization and discusses rationale behind specific strategies and/or interventions.
  - **Interprets significant** events in the therapy session and encourages supervisees to brainstorm possible interventions.
  - **Provides a safe space** in which supervisees can take risks sharing their own perceptions, understanding, interventions, and conceptualizations.
  - **Give supervisees** the freedom to develop their own therapeutic style, voice, and understanding within a systemic frame of reference.
-

- **Conduct weekly written and/or face to face** evaluations with each supervisee to ensure quality therapeutic services and best practices are implemented consistently.
- **Review caseload assignment** with supervisee on a weekly basis to assign and maintain full case load.
- **Effectively communicates** program, administrative, and clinical expectations, and policies/procedures to supervisees; ensures compliance with state and federal mandates.
- **Executes excellent reasoning** ability, both in the abstract (e.g., supervising multiple cases) and the concrete (e.g., teaching supervisees interventions that may be new, guidance and supervision of supervisees working with clients).
- **Supports staff development and program quality** through an annual plan including staff trainings to ensure quality and effective therapeutic service delivery that meet external compliance standards.
- **Knowledge of community resources** and outside agencies to ensure care is coordinated across all sectors related to the patient's well-being.
- **Reviews electronic case records** and documentation for completeness, consistency, and quality of mental health services provided including application of proper techniques and appropriateness of therapeutic modalities.

### Primary Therapist II, Pathlight Mood and Anxiety

2020 to 2022

---

#### *Full Spectrum Mood and Anxiety Treatment Center, Residential and PHP Levels of Care, Denver, CO*

- **Conducted therapeutic individual and family therapy sessions** aimed at symptom reduction and improvement in overall functioning.
- **Created individualized treatment plans** with specific and measurable goals.
- **Directed family-centered, strengths-based,** culturally competent, and individualized admissions assessments.
- **Developed goal-orientated psychoeducational** and activity groups to improve patients' level of functioning.
- **Innovative and creative** therapeutic interventions.
- **Presented case history and case conceptualization** in weekly staff meeting conveying pertinent information and formulating goals for the following week.
- **Discharge planning** including referring patients to outpatient providers and resources to enhance treatment post discharge.
- **Provided crisis intervention** and urgent care.
- **Collaborated with other highly trained medical professionals** on the treatment team to maintain continuity of care.
- **Performed diagnostic** assessments.
- **Prepared and maintained all client related records,** diagnostic records, and progress notes.
- **Researched and created program curriculum** that is in use nationally.
- **Completed weekly** suicide risk and self-harm assessments to determine appropriate levels of care.

### Independent Contract Psychotherapist, Compass Counseling Services, LLC.

2019-2022

---

#### *Individual and Family Therapist, Grand Junction & Denver, CO*

- **Performed intakes,** psychosocial assessments and utilizes the DSM 5 for diagnosing psychiatric disabilities.
- **Developed and implemented** mental, emotional, behavioral short-term and long-term goals in collaboration with the client using various modalities for treatment.
- **Cultivated and nurtured** positive productive relationships with clients, families, and community partners to promote effective coordination of resources.
- **Provided individual and family therapy** aimed at symptom reduction and improvement in functioning by building emotional and problem-solving skills and addressing trauma when present.
- **Administered outcome measures** to track effectiveness of TF-CBT model in reducing trauma symptoms.
- **Practiced a variety of modalities** based on client needs.
- **Maintained professional licensure** and participates in frequent trainings to keep up to date on skills.
- **Prepared and maintained** all client related records including federal and state mandated forms, diagnostic records, and progress notes.

---

*Community Based Mental Health Center for Children, Grand Junction. CO*

- **Provided therapeutic intervention** services to children, adolescents, and families using individual and family therapy, community support services, in-home services, school-based therapeutic treatment, and assessment tools.
- **Created and implemented effective treatment plans** based on clients' interests, abilities and needs.
- **Collaborated with other professionals** on the treatment team to maintain continuity of care.
- **Keeps abreast** of developments in research and theory in the mental health field.
- **Provided psychotherapy intervention** services to children, adolescents, and families from diverse backgrounds and with a wide range of challenges, such as anxiety, PTSD, depression, and grief.
- **Directed family-centered**, strength-based, culturally competent individualized intakes and diagnostic assessments.
- **Presented case history** material to review and discuss with highly skilled mental health staff.
- **Utilized the DSM-5** for diagnosing psychiatric disabilities.
- **Maintained electronic files and documentation** in compliance of corporate, state, and federal standards, including but not limited to progress notes, treatment plans, case management, and Medicaid requirements.

*501 (c) 3 Non-Profit located in Indianapolis, IN & Chicago, IL*

- **Directed** all PB&J Indianapolis programs (planned, coordinated, and hosted all PB&J events).
- **Worked closely with hospital staff** to assess the needs of hospital programs and planned events/activities accordingly.
- **Recruited, trained, and managed** all volunteers.
- **Developed and coordinated partnerships with community leaders**, local businesses, and corporate sponsors.
- **Managed and maintained budgets** and all administrative responsibilities (including fundraising letters, brochures, and newsletters) for PB&J Indianapolis and Chicago.
- **Created and delivered presentations** for PB&J fundraising events.
- **Conducted assessments** and provided psychoeducation regarding diagnosis.
- **Provided evidenced based** and trauma focused interventions to families and patients including adjusting to an illness, poor coping abilities, adherence to treatment plan, and need for additional resources due to compromised financial status.
- **Provided effective** interventions to families in crisis situations.
- **Developed therapeutic** relationship with the patient and families to assist with the social, financial, and psychological challenges associated with hospitalization.

*Peyton Manning Children's Hospital; Indianapolis, Indiana*

- **Provided timely** and effective interventions to patients and families in crisis situations.
- **Participated in the team** interdisciplinary problem-solving group and program planning.
- **Made Referrals** to other team members and community services and collaborated with the families to assist them in utilizing identified community resources.
- **Conducted admissions** assessments to identify psychosocial needs, cultural needs and focused on addressing the social and emotional needs of the patient and family.

---

**Juvenile Probation Officer****1995 to 1998**

---

***Marion County Juvenile Court; Indianapolis, Indiana***

- **Conducted intake** assessments and developed treatment plan recommendations.
- **Completed screening instruments** related to suicide risk screening, detention risk assessment, needs assessment and identified protective factors.
- **Assisted youth** with obtaining mental health evaluations and substance abuse evaluations based on administered assessments and arrange for treatment as needed.
- **Worked with youth** to establish personal goals and provided ongoing support to help youth achieve goals and maintain skills.
- **Assisted youth and family** with school enrollment, academic performance, and behavior challenges.

---

**Related Volunteer Experience****2017 to 2018**

---

***CASA of Mesa County; Grand Junction, CO***

- **Completed well-being** assessments.
  - **Prepared court reports** to advocate for the child's best interest.
  - **Attended court hearings** and provided testimony when needed.
  - **Ensured that children** and their families were receiving appropriate services.
  - **Updated the court** on developments with agencies and family members.
- 

**EDUCATION****Master of Social Work (Cum Laude) – INDIANA UNIVERSITY****Bachelor of Social Science, Criminal Justice/Psychology – XAVIER UNIVERSITY****CERTIFICATIONS****Medical Cannabis for Health Care Workers-Skaggs School of Pharmacy and Pharmaceutical Sciences****TF-CBT-Expected 2/2023**