



Presenter Biographies

10th Annual Cross Sites Meeting: Making Every Connection Matter

October 19-21, 2016
Orlando, Florida

Darneshia Bell offers over 27 years of experience working with young children. Her background includes intensive work with families in urban communities, years of experience as an Elementary School teacher and ultimately the development of a Pre-K 4 program. She is a graduate of the University of Central Arkansas with a BS in Early Childhood/Special Education. She joined Zero to Three as the Arkansas Community Coordinator for the ZERO TO THREE: Safe Babies Court Team in 2009. Bell has presented on the safety and wellbeing of infants and toddlers in child welfare on local and national levels, including: The National Birth To Three Institute; The Arkansas Association for Infant Mental Health Annual Conference; The Arkansas Early Care and Education Annual Conference; The Arkansas Home Visiting Network Annual Conference; Arkansas Children in the Law Annual Conference; The Arizona Infant and Toddler Symposium; The ZERO TO THREE: Scientific Meeting for the Board and Staff of ZERO TO THREE; The Oklahoma Children in the Courts Annual Conference; The Maryland Divorce and Separation Roundtable; Arkansas Foster Parent Association Annual Meetings; Multiple years for the ZERO TO THREE: National Training Institute; The Children’s Defense Fund Annual Conference.

She serves on the board of the Arkansas Association for Infant Mental Health, the State Fetal Alcohol Spectrum Disorders Taskforce and the Steering Committee for Project LAUNCH. She is also a member of the Invest Early Initiative, the Professional Development Leadership Team, the Judicial Improvement Committee, the Strengthening Families Coalition, AR NEST (AR Network for Early Stress and Trauma) Steering-Committee and Natural Wonders.

Neil W. Boris, M.D. is Director of the Irving Harris Training Institute at the Center for Prevention and Early Intervention Policy at Florida State University. After completing his residency training at Brown University in pediatrics, adult and child psychiatry in 1993, Dr. Boris received a Career Development Award sponsored jointly by the National Institute of Mental Health and the American Academy of Child and Adolescent Psychiatry. In the 20+ years since then, he has focused on the social and emotional development of high-risk children—including those under five years of age. His research, for example, has ranged from studying early intervention programs serving high-risk families in the U.S. to capturing the impact of community-based programs for orphans in Rwanda and Malawi. His clinical work has been equally wide ranging: from involvement with programs focused on young maltreated children to children with life-threatening illnesses or those with substance-abusing parents. He has held tenure at Tulane University where his passion for teaching and training was awarded with a Teaching Scholar



Award. He has held several leadership positions, including being an associate editor of the *Infant Mental Health Journal*, serving on the editorial board of the *Journal of the American Academy of Child and Adolescent Psychiatry* to being on the Board of Directors of the World Association of Infant Mental Health.

Dr. Larry Burd received his B.S. from the University of Southern Colorado in Speech-Language Pathology. His master's degree was from Eastern Montana College in Billings, Montana in Special Education. His PhD was earned at the University of Manitoba Health Science Center in Winnipeg, Manitoba in Community Health Sciences. Dr. Burd currently is a professor in the Department of Pediatrics at the University of North Dakota School of Medicine and Director of the North Dakota Fetal Alcohol Syndrome Center and FAS Clinic. Dr. Burd has been with the Pediatric Therapy Program for 32 years where he has evaluated over 16,000 children with birth defects, developmental disorders and mental illness. Dr. Burd has conducted research in 41 countries around the world. He has ongoing longitudinal studies of linked cohorts of subjects with Tourette syndrome, autism, fetal alcohol syndrome and infant mortality risk that are in their 26th consecutive year of data collection. He published over 220 professional papers on topics dealing with development and behavior in children and adolescents. The FAS Clinic sees 150 new patients each year from across North Dakota and surrounding states. Dr. Burd is currently one of the Co-PIs of the PASS Network, a \$28 million NIH funded network to examine maternal and environmental risk factors for stillbirth, infant mortality including SIDS and Fetal Alcohol Spectrum Disorders.

Nicole Button is a Lead Social Worker with the Iowa Department of Human Services. She received her Bachelor of Science from Upper Iowa University. Ms. Button previously worked in case management for 10 years serving children and families in Iowa. She has been with the Iowa Department of Human Services since 2005; she started as a Social Worker and then transitioned to her current position as a Lead Social Worker in 2007. In this role she provides training and support to new child protective service workers, as well as on-going group supervision to supervisors and workers. She was instrumental in the integration of Family Team Meetings and the development of Pre and Post Removal Conferences. Ms. Button's facilitation skills have been utilized to serve as an expert practitioner on exceedingly complicated cases and to resolve issues with community, educators, and behavioral health partners. She continues to work collaboratively through interagency departments and family service agencies breaking down barriers to ensure that relative and kin placements receive the support they need to be protective placements for short term planning and for concurrent planning. Today, her presentation hopes to inspire participants to look past barriers to see the possibility in early interventions with families before adjudication.

Alexandra Citrin helps advance CSSP's child welfare work as part of the team focused on monitoring and providing technical assistance to child welfare systems improve practice for children and families. She is responsible for managing CSSP's work with the Quality Improvement Center for Research-Based Infant Toddler Court Teams and is a member of the team working with child welfare systems operating under federal consent decrees. She is also a trained mentor in Qualitative Service Reviews and conducts reviews regularly in the District of Columbia and New Jersey. Citrin is also involved with CSSP's public policy work, which helps federal and state elected officials develop policies, funding and practice in ways



that help ensure better results for children and families. Prior to joining CSSP, she was a family advocate at the Center for Family Representation, Inc. in New York, where she engaged in direct practice with parents and families involved in the child welfare system. She is a graduate of Middlebury College and earned a master's degree in social work and master's degree in public policy from the University of Michigan.

Constance Cohen served as an Associate Juvenile Judge from June, 1994 until her retirement in July, 2014. She is currently teaching, consulting and enjoying time with family. She earned her law degree from Drake University Law School in 1986. She also holds BA and MSE degrees from Drake University. Her legal career included positions as Prosecuting Attorneys Training Coordinator for the Iowa Attorney General's Office, Executive Director of the Iowa County Attorneys Association, Assistant Dallas County Attorney, and sole practitioner of law. She also served as an adjunct professor at DMACC and Drake University Law School. She is a frequent lecturer at local, state, and national trainings. Prior to going to law school, Judge Cohen was an educator for twelve years. She served in many capacities, including upper elementary level instructor, vice principal, GED teacher, private tutor, curriculum advisor and adult education program director. Judge Cohen also farmed for several years, including livestock, row crop, hay and tree-planting.

Professional activities include the Iowa State Bar Association, Iowa Judges Association, Iowa Organization of Women Attorneys, Polk County Women Attorneys Assn., National Council of Juvenile and Family Court Judges, Iowa Children's Justice Initiative, Polk County Bar Association, Victim's Act Model Court Lead Judge (2000-2014), Zero to Three Court Teams for Maltreated Infants and Toddlers (2005-2014). Judge Cohen is the recipient of the Iowa Judges Association Award of Merit, Iowa Judicial Branch Court Innovation Award, Drake University School of Education Outstanding Alumni Award, Congressional Angel in Adoption Award, Child Abuse and Neglect Prevention Council's Michele A. Moore Award of Distinction, Judge Tidrick Award from Mentor Iowa, and the Marsha K. Ternus Award of Merit. She has authored several articles relative to child welfare law and judicial leadership.

John Couch is a senior court operations consultant at the Florida Office of Court Improvement within the Office of the State Courts Administrator. Mr. Couch has a B.A. in Communication from Brewton Parker College and has worked at the Office of the State Courts Administrator for 16 years. He currently directs Florida's Dependency Court Improvement Program and is lead staff to the Florida Supreme Court Steering Committee on Families and Children in the Court. Mr. Couch presently oversees the following statewide initiatives: unified family court, family treatment drug court, and early childhood court.

Kimberly P. Diamond-Berry, Ph.D., is the Senior Technical Assistance Specialist with the Quality Improvement Center for Research-Based Infant-Toddler Court Teams (QIC-CT) @ ZERO TO THREE. She assists the director and site implementation director with management and oversight of all aspects of the QIC-CT Project. Dr. Diamond-Berry also served as Assistant Director for the Safe Babies Court Teams Project @ ZERO TO THREE for four years, and worked closely with the Project Director to supervise court team projects in eleven locations throughout the country. She has worked as a Senior Writer/Training Specialist for the Early Head Start National Resource Center (EHSNRC) @ ZERO TO THREE and her



primary duties were to develop and provide training and technical assistance to Early Head Start, Head Start, and Migrant and Seasonal Head Start programs with a specific focus on special populations. She also developed written products and provided training to programs throughout the country. Prior to joining ZERO TO THREE, Dr. Diamond-Berry worked for the Alexandria Head Start Program as the Mental Health Manager. In this capacity she developed and implemented a comprehensive mental health program for infants, toddlers, staff and parents. She has spent 30 years advocating, in various capacities, for the healthy development of children of all ages and their families through multicultural counseling, community psychology, and private practice. She has lectured and been an adjunct professor of counseling and psychology at Loyola University Chicago, Northern Virginia Community College, and Bowie State University. A licensed clinical psychologist, Dr. Diamond-Berry received her doctorate in counseling psychology from Loyola University Chicago. She currently resides in Michigan with her husband and 5-year-old son.

Juanita Gallion coordinates CSSP's newest partnership to support a network of mixed-income housing communities across the country through the sharing of best practices, peer-learning, policy recommendations and research. As part of the Community Change team, she also works closely with Promise Neighborhoods to connect them to a range of technical assistance and learning opportunities. She previously managed the technical assistance resources for sites participating in the Annie. E. Casey Foundation's Making Connections initiative, connecting local leaders to a range of workforce and asset building strategies to help assure low-income families have the tools, support and opportunities to achieve economic success. Prior to joining CSSP, Gallion was at the National Civic League, where she managed the training, technical assistance and learning agenda for a national Department of Justice initiative aimed at reducing children's exposure to violence. Gallion's additional experience includes working on a variety of racial and social justice issues, including community engagement, worker rights and national AIDS/HIV advocacy. She graduated from the University of Chicago with a master's degree in social service administration, with concentrations in community development and policy and received her bachelor's degree in law and society from American University.

Dr. Mimi Graham is Director of the Florida State University Center for Prevention and Early Intervention Policy specializing in policy, training and special projects for vulnerable infants and toddlers including: Early Childhood Coordinating Systems project on Trauma & Toxic Stress; The Harris Infant Mental Health Training Institute. She is active in the statewide Trauma Informed Care Workgroup and statewide "baby" court teams to address the trauma of young children. She is past president and co-founder of the Florida Association for Infant Mental Health and fellow of Zero to Three National Center for Infants, Toddlers and Families.

Betsy McAlister Groves, MSW, LICSW, is a licensed clinical social worker and founding Director of the Child Witness to Violence Project at Boston Medical Center. Her practice and research interests are on the impact of community and family violence on young children, and on engaging health and community systems in identifying and responding to children who are affected by violence. She holds academic appointments as Associate Professor of Pediatrics at Boston University School of Medicine, and Lecturer



at the Harvard University Graduate School of Education, where she is the Director of their Child Advocacy Program. She served on the Massachusetts Governor's Council for Domestic Violence and Sexual Assault for 17 years, and in 2010 was appointed to the National Advisory Commission for the US. Department of Justice- Office of Violence against Women. In addition she has served in advisory and consultative capacities for the National Child Traumatic Stress Network, the American Academy of Pediatrics, the National Council of Juvenile and Family Court Judges, and Futures without Violence. She is the author of a book, *Children who See Too Much: Lessons from the Child Witness to Violence Project* (2002), and has published extensively on topics related to childhood trauma and intervention.

Jami J. Hagemeyer is originally from Ida Grove, Iowa. Jami is a graduate of Iowa State University where she received her bachelors' degrees in history and political science in 2000. She graduated from Drake Law School in 2003, was certified in their legislative practice program along with receiving her master's degree in Public Administration as well. Jami is in private practice and a partner in Williams & Hagemeyer, P.L.C. a general practice in Des Moines, Iowa. She is a member of the State-wide Zero to Three Infants and Toddler statewide leadership Team, a member of the Children's Justice Initiative Attorney Training Committee, a member of Iowa State Bar Association, Polk County Bar Association and has served as President of Polk County Women Attorneys. Jami is a Casey Family Foundation Trainer of Trainers for the Permanency Values Training and Permanency Roundtable Facilitators, a family and probate law mediator and a parenting coordinator. Jami represents both children and parents involved with the juvenile court system.

Lucy Hudson, M.S., has more than 35 years of experience in project management, program implementation, and policy development in public and private sector child welfare, child care, mental health, and youth-serving organizations. Ms. Hudson currently serves a dual role at ZERO TO THREE: she is the Director for the Safe Babies Court Teams Project and the Demonstration Site Implementation Director for the Quality Improvement Center for Research-Based Infant-Toddler Court Teams (QIC-CT). She has been instrumental in the planning and development of the Safe Babies Court Teams Project and the QIC-CT and is responsible for the daily operation and oversight of all demonstration site activities, staff, and fiscal matters. She also produces training materials, including a series of DVDs about working with families involved in the child welfare system. For four years, she directed efforts in Massachusetts and nationally to learn about and expand the models of court-based, drop-in child care available to litigants, jurors, witnesses, and victims. While at the Center for the Study of Social Policy (1993-1996) Ms. Hudson was a member of the team evaluating the District of Columbia's success in complying with the terms of the *LaShawn A. v. Kelly* class action lawsuit brought against the District on behalf of children in the child welfare system. Throughout her professional career, Ms. Hudson has served as a public speaker on issues affecting the lives of young children. She earned her Bachelor's degree from the University of Massachusetts at Boston and her Master of Science degree from Wheelock College.

Brenda Jones Harden is a Professor in the Department of Human Development and Quantitative Methodology, University of Maryland College Park. She has worked over thirty-five years in the early childhood policy, practice, and research arenas. Her research examines the developmental and mental health needs of young children at environmental risk, particularly those who have been maltreated or



exposed to other forms of trauma. A particular focus is preventing maladaptive outcomes in these populations through early childhood and parenting programs, such as early care and education, home visiting services, and infant mental health interventions. Dr. Jones Harden is the author of numerous publications regarding vulnerable children and families, particularly risk and protective factors that are linked with their developmental and mental health outcomes. She also has conducted numerous implementation and impact evaluations of early childhood and prevention programs. Dr. Jones Harden is the sole author of the book *Infants in the child welfare system: A developmental perspective on policy and practice*, a co-author of *Beyond common sense: Child welfare, child well-being, and the evidence for policy reform*, and a co-editor of *Child Welfare and Child Well-Being: New perspectives from the National Survey of Child and Adolescent Well-being*.

As a scientist-practitioner, Dr. Jones Harden uses research to inform the development of interventions to improve the outcomes of vulnerable children and their families. She regularly provides training and consultation to early childhood, parenting, and other intervention programs to improve the quality of services provided to young children and families experiencing trauma and other forms of environmental risk. During much of her career, she was a practitioner working with maltreating children and families. She has directed two programs to prevent child abuse and neglect, and has also worked as a foster care and adoption social worker. Dr. Jones Harden received the doctoral degree in developmental and clinical psychology from Yale University, and the Master in Social Work degree from New York University.

Mindy Kronenberg, Ph.D., is a clinical psychologist in private practice in Memphis, Tennessee and specializes in infant mental health and the assessment and treatment of trauma across the lifespan. She completed the Irving Harris Infant Mental Health Fellowship at LSU Health Sciences Center where she previously served as Assistant Professor. Dr. Kronenberg provides national training on evidence-based and evidence-informed assessments, practices, and treatments including Child-Parent Psychotherapy, Psychological First Aid, Reflective Supervision, and Relationship-Based Assessment. She has written numerous articles and book chapters related to trauma and co-edited the book, *Treating Traumatized Children: A Casebook of Evidence Based Therapies*. Dr. Kronenberg consults to Tennessee's Department of Mental Health and Substance Abuse Services as Young Child Wellness Partner for Tennessee's Project Launch grant. Dr. Kronenberg is a member of the Founding Board of the Association for Infant Mental Health in Tennessee. She is an affiliate member of the National Child Traumatic Stress Network and serves as co-chair of the Zero to Six Workgroup.

Dr. Marva L. Lewis is currently an Associate Professor at Tulane University School of Social Work. She has a clinical appointment to the Institute of Infant & Early Childhood Mental Health in the Department of Child Psychiatry at Tulane University. She is part of the Tulane Stress and Environment Research Collaborative on Health Disparities, (SERCH), an interdisciplinary committed to conduct research to reduce racial health disparities in birth outcomes. She earned a doctorate in Sociocultural Psychology, at the University of Colorado, Boulder and is a former fellow with Zero to Three. Prior to returning to graduate school she worked as a caseworker for twelve years in the Michigan Child Welfare system. She worked as a therapist with families at high risk for child abuse as part of an interdisciplinary outreach team in Boulder, Colorado. She assisted in the development of an outreach service called 'Circulo' for



Hispanic families with young children in the greater metropolitan Boulder area. She served as a therapist with the interdisciplinary Jefferson Parish Infant Team in New Orleans, Louisiana where she worked with families with young children placed in foster care for abuse or neglect. She conducted divorce mediation as part of the Jefferson Parish Mediation Pilot project, and served as a university staff mediator as part of the Tulane University Meditation team.

Dr. Lewis has received federal, state and private foundation grants to support her research and scholarship. She has published in the area of a cultural practices approach to assessment and intervention with parent-infant relationships, trauma and role-reversal, and the impact of violence exposure on young children's perceptions of their neighborhood. Her primary research interests center on understanding sociocultural influences on African American mothers' interpretation of infant emotions and parenting styles. She has conducted basic research on the hair-combing task as a context for intervention and research. She has developed measures of childhood experiences of racial acceptance and rejection based on racial phenotype (e.g., skin color and hair texture). She has done applied research on primary and secondary prevention and interventions for child-abusing parents based on culture as a source of strength and vulnerability. Based on this research she founded and directs the *Early Connections Center for Research and Training (ECCRT)* at Tulane University School of Social Work. The ECCRT includes curricula for several interventions centered on parent-child interaction during the hair combing task. ECCRT projects include an 8-week parent support group, a bi-monthly community forum for facilitated conversations, with an interactive puppet show for children on emotion recognition, and a curricula designed to support parents with hospitalized children. All interventions are designed to compliment and engage parents with community agency services; strengthen parent-child attachment and acceptance of children, increase parental self-efficacy, and foster social support among a community of parent peers. These interventions use measures, surveys, and semistructured interviews developed from her program of research. These research tools focus on issues related to *Childhood Experiences of Racial Acceptance and Rejection*[®] and "Colorism" (valuing light skin color). In 2011 she was commissioned by the National Zero to Three Safe Babies Court Teams to conduct a series of workshops titled, '*Healing from the Historical Trauma of Slavery*.' She provided this same training in June of 2013 with the regional members of the Court Teams in Little Rock, Arkansas.

James McHale is Professor of Psychology and Director of the USF St. Petersburg Family Study Center. He trained as a family therapist in both Palo Alto and Philadelphia, and served for many years as Director of Clinical Training at Clark University in Worcester, MA. He is the nation's leading expert on coparenting in diverse family systems, and his studies of coparenting and child development have been supported since 1996 by the National Institute of Mental Health, and the National Institute of Child Health and Development. He has authored more than 200 conference research reports and published over 70 articles, books, and other manuscripts on the topic of coparenting, and his 2007 book, "Charting the Bumpy Road of Coparenthood", received Zero to Three's Irving B. Harris Book Award. In 2004, Dr. McHale delivered the World Association for Infant Mental Health's "Decade of Behavior" lecture, introducing the concept of coparenting in diverse family systems. Today, his presentation addresses how the central tenets of effective coparenting in any family -- communication, collaboration and cooperation among caregivers -- are every bit as salient in circumstances where biological parents can



be enabled to effectively coparent with kin or nonkin foster parents while their child is in the latter's care. Illustrations from Eckerd Community Alternatives' coparenting initiative and Pinellas County's Early Childhood Court are featured to illustrate key concepts, challenges, and recommendations for effective practice.

Leigh Merritt has a degree in Human Sciences from Florida State University. She currently serves as a court improvement liaison for Florida's dependency court judges and magistrates who preside over child abuse cases. She also works on court improvement projects, like Early Childhood Court. Leigh has 14 years of experience in child welfare and is a Guardian ad Litem volunteer in Tallahassee. She completed Francoise Mathieu's "Walking the Walk" Compassion Fatigue/Vicarious Trauma facilitator training in February, 2015, and enjoys teaching others about this important topic.

Judge Paul Murakami was appointed as a *per diem* Family Court Judge in June, 1995 and was appointed as a full-time District Family Court Judge in June, 2002. As the Hawaii Family Court is a unified Family Court, Judge Murakami has served on all of the calendars on the various rotations as part of his duties, including, but not limited to assignments in delinquency, dependency, divorce, domestic violence, paternity, adoptions, involuntary commitments, adoptions and restraining orders. He was the convening Judge that launched the Permanency Court and *Imua Kakou* Courts in 2013, focusing on youth in permanent custody, and those aging out of permanent custody. Judge Murakami is the current presiding Judge for the Hawaii Zero to Three (ZTT) Program since November, 2014.

Judge Murakami was a Deputy Public Defender for five years and was in solo private practice thereafter until his appointment to the bench. He is a lifelong Hawaii resident, and is known to be an insufferable fan of the University of Michigan and the Pittsburgh Steelers.

Judy Norris has more than 25 years of experience in serving children, youth and families in the child welfare and juvenile justice systems. For the past ten years, Ms. Norris has played a critical role in the development of ZERO TO THREE's Safe Babies Court Team approach. From 2005 until 2014 she served as the Polk County, Iowa Safe Babies Court Team Community Coordinator. In that position, Ms. Norris worked with Polk County's five juvenile court judges to implement expedited and enhanced services for infants and toddlers in foster care. She facilitated coordination and collaboration among community stakeholders on the Des Moines Zero to Three Team, coordinated stakeholder and committee meetings, and conducted follow-up activities related to project goals. She coordinated with community agencies to arrange local training and technical assistance. Ms. Norris was responsible for implementing the local evaluation plan and participating in the national evaluation activities for the Safe Babies Court Teams Project.

Since October 2014, she has been the Technical Assistance Specialist for the Quality Improvement Center for Research-Based Infant-Toddler Court Teams (QIC-CT). The QIC-CT began in 2014 and is funded by the United States Administration on Children, Youth and Families, Children's Bureau. The QIC-CT is operated by ZERO TO THREE and its partners, the Center for the Study of Social Policy, the National Council of Juvenile and Family Court Judges, and RTI International. As the QIC-CT's Technical Assistance Specialist, Ms. Norris she works with multiple sites around the country to implement court



team practices in participating communities. Previous professional work has included program development and supervisory oversight in youth serving organizations in Iowa, involving direct care, residential treatment, transitional family therapy, and supervision of professionally diverse staff in the areas of mental health, delinquency, and teen parenting. She has been active in various advisory committees and boards including the Trauma Informed Care Community Advisory Group, Iowa Early Childhood Infant Mental Health, Gender Specific Task Force, Juvenile Fire Setting Coalition, Parents As Partners, Child Abuse Prevention Council, Drug Endangered Children Multidisciplinary Team, Drake Early Head Start/Head Start Policy Council, DECAT Providers Advisory, Early Access Distance Mentoring Advisory Group, and is a member of Polk County Model Court where she has worked to improve family contact practices, father engagement, dental health, child welfare interventions at all levels, and system problem solving for kinship placements in Polk County.

Sarah Ray is a Site Manager for the Juvenile Law Programs at the National Council of Juvenile and Family Court Judges (NCJFCJ). In this role, Ms. Ray works closely with Juvenile Dependency Courts across the nation to facilitate systems change through the use of technical assistance, consultation, research, evaluation, and the implementation of evidence-based practices. Ms. Ray gained extensive knowledge about child abuse and neglect issues during the 10 years she worked as a Social Worker in various California counties.

Penny B. Reimer is a partner with the law firm of Cooper, Goedicke, Reimer & Reese, P.C. Following law school Penny served as Executive Director of The HOLA Center, connecting Spanish speakers to local community social and legal services, giving legal advice to low-income families and creating community awareness as to legal rights and responsibilities. Penny now focuses her practice in the areas of Family and Juvenile Law. She has been trained in mediation and collaborative law and strives to instill civility and dignity within the legal profession while diligently representing her clients. Penny has attended many trainings on Trauma Informed Care and remains active in Polk County Model Court trainings and planning to instill best practices amongst professionals who work with families involved in the Juvenile Court system. Penny represents parents, children and intervenors, which gives her perspective on the various aspects of representation in Child in Need of Assistance proceedings, and how our compassion as professionals can lead to better outcomes for families.

Nancy L. Seibel, M.Ed., NCC, BCC is the innovative, forward-thinking Founder and Principal at Keys to Change, LLC. She works with over-giving, service-oriented professionals, helping them reconnect with what matters most: caring relationships, core purpose and clear vision. During her tenure directing professional development programs at ZERO TO THREE (Washington, DC) she deepened her expertise in infant mental health and relationship-based and reflective practice. Her prior professional experiences include serving on the management team at Family Resources in Pittsburgh PA, where she directed the agency's child maltreatment prevention services. Ms. Seibel is a creative and engaging nationally-recognized author, meeting facilitator, trainer, consultant and coach.

Carole Shauffer, Senior Director, Strategic Initiatives. Before taking this position in 2012, Carole served as the Youth Law Center's Executive Director for 18 years and as a YLC staff attorney prior to that. She has



worked with child welfare officials in numerous jurisdictions to incorporate research on child development into child welfare practice. Carole leads the Quality Parenting Initiative, a project to improve the recruitment and retention of quality foster parents, in Florida, California, Nevada, Texas, Illinois, Ohio, Wisconsin, Louisiana and Pennsylvania. With a researcher from Georgetown University, Carole began the Just Beginning Program (formerly called the Baby Elmo Program), a video-based teen parenting project for incarcerated youth. From 2003 to 2005, Carole was a Zero to Three Harris Mid-Career Fellow.

Jackie Stubbers is a Social Work Supervisor with the Iowa Department of Human Services. She received her Bachelor of Arts in Psychology from the University of Iowa and her Master of Public Health from Des Moines University. Jackie previously worked as a substance abuse and gambling addiction treatment counselor for adults and adolescents at MECCA Services. She has been with the Iowa Department of Human Services since 2009; she started as a Social Worker and then transitioned to her current position as a Social Work Supervisor in 2013. She recently was published in the Drake Law Review for an article on child welfare services for infants and toddlers and lessons learned from Safe Babies court teams. Today, her presentation addresses the importance of pre and post removal conferences for child welfare cases and how these conferences work in the child welfare system.

Judge Lynn Tepper has been a Circuit Judge in Florida's 6th Judicial Circuit for nearly 3 decades. Judge Tepper sits in Dade City, Pasco County presiding over all the Dependencies, cross over cases for the families before her, and all the Domestic Violence Injunction cases in East Pasco County. Her court in Dade City is one of six sites in the US implementing "Project ONE" [One Judge, No Wrong Door, Equal Access to Justice], a National Council of Juvenile and Family Court Judges [NCJFCJ] program. Her "Early Childhood Court" is one of the Demonstration Sites for Quality Improvement Center for Research-Based infant-Toddler-Court Teams (QIC-CT) project with ZERO TO THREE.

Judge Tepper has served in virtually every Florida Bar or Supreme Court Committee involved with children, families and domestic violence including the original Gender Bias Study Commission. She led Governor Lawton Chiles' Domestic Violence Clemency Review panels that interviewed women in prison convicted of murdering their mate, and prepared extensive reports to the Governor and Cabinet regarding "Battered Women" (domestic violence) Syndrome, its relation to the prisoner and the offense. She teaches and speaks nationally and Statewide on Bonding and Attachment of Children; Trauma-informed Courts and Adverse Childhood Experiences; Human Trafficking. She has been published and quoted widely within Florida and the US. Her TV appearances include Nightline, Oprah Winfrey, CNN's Crier & Co., Montel Williams & WEDU's Human Trafficking documentary "Too Close to Home".

Among her awards: "*Protecting the Light*", 2015 Secretary's Award from Mike Carroll; 2015 "*BayCare Behavioral Health Leadership Award*"; "*Florida Adlerian Society Cameron W. Meredith Social Interest Award*" in 2014 for her dedication to keeping social interest and humanity as a foundation for justice and her commitment of Family Court as a service provider for families and their communities. The West Pasco Bar Association: "*2014 Justice Award*" recognizing her contributions to the community in East Pasco and her efforts to ensure that the legal system assists children in the courtroom and in the classroom. Judge Tepper has received numerous awards in the fields of Literacy, Criminal Law and Social Work as well as recognitions from the Florida Supreme Court; the coveted "*William E. Gladstone Award*"



(2004) for judicial leadership and service to Florida's children; In 2009: "Pasco County NAMI Humanitarian Hope Award" for "her ever-evolving dedication to bring life, hope and guidance to the fallen society around her." The Hope Award recognizes individuals "who have demonstrated courage, innovation and resiliency" in dealing with persons with mental illness.

Judge Kimberly Todd, a native of St. Petersburg, Florida, graduated from the University of South Florida and, in 1996, the Mississippi College School of Law. She worked as a prosecutor and as general counsel for a private corporation before opening her own law practice in 2001, handling, among other things, a variety of family law cases which included family issues related to paternity, divorce, adoptions and domestic violence injunctions. Judge Todd was also certified as a Family Law Mediator. Judge Todd is a member of Leadership Pinellas. She won election to the circuit bench in 2010, and began her first term in the family law division. Judge Todd has subsequently worked in the Unified Family Court division, where the concept of "one family one judge" has each section judge handling Dependency, Delinquency, paternity actions, dissolutions, adoptions, and domestic violence injunctions.

Judge Todd was the President of Canakaris Inn of Court for the 2013-2014 year. Canakaris is an organization that provides mentoring for attorneys entering family law. Judge Todd was appointed, by the Chief Judge, as Chair of the Sixth Circuit Pro Bono Committee from 2014 to 2016, and still assists the committee in its effort to encourage local attorneys to provide counsel for the disadvantaged and recognize the efforts of those that do. Judge Todd was appointed, by the chief judge, to serve as a mentor for new judges assigned to the family law division and/or Unified Family Court. She has also been appointed as the chairperson of the Juvenile Detention Alternative Initiative, and is presently Chair of Dependency Court Improvement Committee. Judge Todd has taken a leadership role in establishing, with the help of the University of South Florida and nationwide organization Zero to Three, an Early Childhood Court here in Pinellas County, which is now in its second year. Judge Todd makes continual efforts to stay involved in the community by speaking to students at St. Petersburg College and Stetson College of Law, and other local groups. As a mother of two young children she feels it is important to stay in touch with the local community by attending area events.

Carrie Toy serves as ZERO TO THREE's Community Coordinator for the Quality Improvement Center for Research-Based Infant-Toddler Court Teams for the statewide implementation of Florida's Early Childhood Court project. She received her Bachelor of Science degree and additional graduate level studies in Child Development at Florida State University. Ms. Toy has specialized in child welfare practice and policy for over ten years and has worked both directly and indirectly with children of various ages, abilities, and home-life settings since 1994. Her experience as a preschool teacher and child development center instructional specialist provided her with the foundational skills and understanding necessary for working in policy and practice concerning early childhood issues. The practical experience she gained working as a dependency case manager and guardian ad litem has provided the understanding of direct field work and complex child and family systems. Her experience working with both the judiciary and the child welfare agency have provided her with the opportunity to gain a statewide perspective on Florida's child welfare system and the varying unique local systems throughout the state.



Andrea Vitzthum is an Assistant County Attorney with the Polk County Attorney’s Office where she has practiced exclusively in the Juvenile Bureau for 13 years. She is a graduate of Iowa State University and Drake Law School. While at Drake, she was among the first group of students to participate in the Middleton’s Children’s Rights Clinic. Andrea currently serves on the Juvenile Justice Committee of the Iowa County Attorney’s Association, the Iowa Supreme Court’s Advisory Committee on Rules of Juvenile Procedure, Polk County’s Child Sexual Abuse Resource Coalition, Iowa’s Child Protection Council’s State Citizen Review Panel and she is an active participant in the Zero to Three Safe Babies Court Project. She has previously served on the Governor’s Youth Race and Detention Task Force, the State Disproportionate Minority Contact Committee, and the Board of Directors at the Young Woman’s Resource Center in Des Moines. She has been certified in *Finding Words*, *Interviewing Children* and *Preparing for Court* through the National District Attorney’s Association and the National Child Protection Training Center. Andrea has lectured on Iowa’s Indian Child Welfare Act, provided training for social workers with the Iowa Department of Human Services as well as case law and statutory updates to fellow prosecutors through the Iowa County Attorneys.