

Rick Butt, MSW

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Skill Summary

- Proven management and leadership abilities
- Program and policy development
- Staff training and development
- Strong analytical and critical thinking
- Ability to organize, prioritize and complete work timely and accurately
- Build and foster collaborative relationships with management & community partners
- Excellent written and communication skills; including grant writing and contract development

Key Accomplishments

- Expanded the Child Welfare Training and Advancement Program (CWTAP) by 100%
- Developed, implemented, and supervised Residential Services Teen Specialty Unit
- Co-Developed, implemented and supervised Foster Youth Services Program
- Directed the successful development and implementation of a normalcy protocol for foster youth
- Implemented a statewide youth advisory board – Passion to Action
- Directed and implemented the Foster Care to 21 program
- Successfully implemented the National Youth in Transition Database (NYTD) for Washington State

Education

- Master of Social Work, San Diego State University, San Diego, CA (1999)
- Bachelor of Education, Memorial University of Newfoundland, St. John's, NL Canada (1991)
- Bachelor of Arts, Memorial University of Newfoundland, St. John's, NL Canada (1988)

Professional Experience

2014 - Present **Director, Child Welfare Training and Advancement Program (CWTAP),
University of Washington Tacoma**

Duties: Responsible for the overall development, coordination, and administration for CWTAP at the UWT including the CWTAP DCYF Child Welfare Program field offices in Tacoma, Puyallup, Lakewood, Tumwater, Bremerton and Shelton; Supervises CWTAP staff consisting of the program coordinator and field instructors; Oversees CWTAP communication and provides instruction and consultation to the field instructors and program coordinator regarding CWTAP operations, policies and procedures; Responsible for the development and implementation of a yearly plan for recruitment, application, selection and retention of CWTAP students; Monitor budget and program expenditures; Assist in the development of the annual CWTAP plan and budget negotiations with the Alliance and Children's

Administration; Work with CWTAP program manager in preparation of any quarterly and annual reports; Serve as a liaison between DCYF Child Welfare Program and UWT CWTAP; Explore, develop and promote collaborative partnerships with DCYF and the community; Assist students with the integration of theoretical knowledge, classroom experience, and current best practice.

2013 - 2014

Regional Alliance Director, Alliance for Child Welfare Excellence, University of Washington Tacoma

Duties: Supervised and directed work for a team consisting of child welfare trainers, practice coaches and CWTAP staff; Directly responsible for decisions on management, supervision, staffing, and expenditures within assigned region; Worked collaboratively with social work program faculty regarding the education of CWTAP students; Oversight of assessment and evaluation of all regional alliance activities, Created regional reports related to training and education, and maintained attendance records and training calendars; Overseen the regional expenditures for the Alliance in collaboration with the Director of the Social Work Program and the Statewide Alliance Director; Represented regional needs and interests to Statewide Alliance team and actively collaborated with all Alliance partners; Held membership in and provided support for regional advisory group; Communicated with foster parents, other caregivers, foster parent organizations, community partners, and tribes regarding training needs in the region.

2005 - 2013

Adolescent Program Manager, Department of Social & Health Services, Children's Administration, Washington

Duties: Manage state and federal funded adolescent programs encompassing multi-million dollar budgets; Successful implementation and ongoing management of the National Youth in Transition Database for WA state; Responsible and accountable for the coordinated management of multiple projects directed toward strategic business and organizational objectives; Develop, negotiate, and manage multiple contracts with community partners and tribes; Implementation and management of the Statewide Youth Advisory Board Passion to Action which provides input to Children's Administration on policies and best practices; Conduct bill analysis during legislative sessions and make recommendations on proposed legislation including giving testimony; Lead cross-functional teams and collaborate with stakeholders to enhance existing services, identify service gaps, and develop new services and programs; Collaborative management with stakeholders across multiple levels of judicial, legislative and executive branches; Develop, implement or revise program and procedural policies statewide; Develop marketing and promotional materials for targeted audiences; Directed and implemented Foster Care to 21 program.

2001 - 2005

Supervisor, Health & Human Services Administration, County of San Diego

Duties: Hired, developed and built a high performing team; Developed, implemented, and supervised the Teen Specialty Unit; Co-developed Foster Youth Services to track and collect education credits for foster youth; Planned, organized, assigned, and reviewed quality of team's work; Conducted quarterly retreats for teambuilding to increase morale and productivity; Wrote

performance evaluations and administered performance improvement plans; Provided team with career development and advancement opportunities; Conducted job description analysis for various positions within agency; Established collaborations with community partners and judicial system to improve service delivery.

1994 - 2001

Senior Protective Services Worker, Health & Human Services Administration, County of San Diego

Duties: Served as team lead providing consultation, guidance and team support; Investigated child abuse and neglect allegations; Provided crisis intervention services to parents, children and adolescents; Performed needs assessments for individuals and families; Developed case plans and performed case management tasks; Prepared reports and recommendations to the Courts; Performed supervisory duties in the absence of or direction of the supervisor.

1993 - 1994

Benefit Analyst, Health & Human Services Administration, County of San Diego

Duties: Interviewed applicants and determined eligibility for program assistance; Interpreted eligibility regulations; Collected and entered data into system database; Developed training curriculum for future hires.

1988 - 1993

Social Worker, Ministry of Social Services, British Columbia, Canada

Duties: Investigated child abuse and neglect allegations; Provided crisis intervention services to parents, children and adolescents; Performed needs assessments for individuals and families; Developed case plans and performed case management tasks; Prepared reports and recommendations to the Courts.

Volunteer Experience

2014-2016	Youth at Risk of Homelessness (YARH) Advisory Board
2010-2011	Supervisor of AmeriCorps student, Seattle WA
2007-2008	Practicum Advisor – University of WA, Seattle, WA
2001-2005	Field Instructor – San Diego State University, San Diego, CA
1989-1992	Vice-President – Big Sisters of Central Fraser Valley, British Columbia, Canada

Service

- UWT Search Committee Chair for 2 faculty hires, 2019-2020
- School of Social Work & Criminal Justice (SSWCJ) Professional Standards Committee, since 2018
- SSWCJ Faculty Participant, Hooding Ceremony, since 2014
- SSWCJ Scholarship Committee Chair, 2020, 2021
- UWT Social Work Division meetings, since 2014
- UWT Social Work MSW Admission Committee (2015, 2016, 2017, 2020)
- Social Work Program, Student Admission Review panel, since 2013
- Regional Advisory Board for Region 5 & 6 Alliance for Child Welfare Excellence, since 2013

Courses Taught

- T SOCWF 404 – Diversity and Social Justice – Spring 2018
- T SOCW 524 – Foundation Practicum (Introduction) Spring 2017

Trainings

- Race: The Power of an Illusion (2019-2021)
- Pregnant and Parenting Youth in Foster Care (2015-2019)
- Supporting Foster Adolescents in Their Journey to Self Sufficiency (2005-2013)
- Supporting Foster Adolescent in the Education Pipeline- National Governor's Association Learning Lab (November 16 -18, 2010)
- Working with Adolescents: Understanding your Responsibilities – e learning for Alliance for Child Welfare Excellence (December 2013)
- Education and Well-Being: Understanding your Responsibilities - e learning for Alliance for Child Welfare Excellence (December 2013)
- Extended Foster Care (June 2013)
- Ice- Breakers and Team Building – Building an effective team – Presentation to Make It Happen mentors –
- National Youth in Transition Database (NYTD) (November 8, 2011)
- Positive Youth Development - Supporting Foster Adolescents in their Journey to Self Sufficiency (May 28, 2013)
- Working with adolescents (2007-2013)
- 4 day adolescent track training (2011-2013)
- “Got Teens ?” training to caregivers (2008-2013)
- Words can Hurt or Heal (2011-2013)

Curriculum and Training Development:

- Developed and trained a four-day intensive adolescent track training (2010-2012)
- Education and Well-Being: Understanding your Responsibilities – an e learning for Alliance for Child Welfare Excellence (December 2013)
- Working with Adolescents: Understanding your Responsibilities – an e learning for Alliance for Child Welfare Excellence (December 2013)

Guest Lecturer Presentations:

May 9, 2013	Topic: Supervision and Leadership in Public Child Welfare TSOCW 543 A, University of Washington Tacoma
November 21, 2013	Topic: Understanding Public Child Welfare TSOCW 512A and B, University of Washington Tacoma
May 15, 2014	Topic: Understanding Adolescents – Moving our future forward! TSOCW 427, University of Washington Tacoma

Publications:

Hohman, Melinda M., Butt, Rick L. (2001). **How Soon Is Too Soon? Addiction Recovery and Family Reunification.** Child Welfare, January/February 2001

Butt, Rick., Bacon, Zymatra. (2010). **Transitioning: Foster Care to Adulthood.** Fostering Families Today January /February 2010