

Nancy E. Kuhuski
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Education:

Master of Social Work, June 2018
University of Washington, Tacoma, WA

Bachelors in Sociology – Social Service Track, March 1998
Seattle Pacific University, Seattle, WA

International Service Certificate, March 1998
Seattle Pacific University, Seattle, WA

Licenses & Certifications:

Social Worker Associate Independent Clinical License, Sept 2020
Washington State Department of Health

Adult Mental Health First Aid Instructor, October 2016
National Council for Behavioral Health, Washington DC

Adult and Youth Mental Health First Aid, October & May 2016
National Council for Behavioral Health, Washington DC

Awards:

Veronica Award Recipient – 2012
Superstar Foundation, Baltimore, MD

Experience:

Assistant Teaching Professor **9/2022 – Present**
University of Washington Tacoma 1900 Commerce St Tacoma, WA 98402

Develop and teach social work courses in bachelor's and master's programs. Arrange, coordinate and supervise students' field placements within the social work program. Serve as field faculty and coordinator between the school and field agencies. Address and problem solve challenges that come up within practicum placements.

Identify and develop new practicum placement sites. Maintain program data in compliance with School and Council on Social Work Education standards. Serve as faculty advisor to designated undergraduate and graduate students. Work with community partners; and departmental, campus, and community service.

Social Service Specialist 5 - Supervisor

10/2020 – 4/2022

DCYF, CPS & FVS Supervisor – 6010 Main Street Suite 100 Lakewood, WA 98499

Provide clinical supervision, support, and ongoing one-on-one individual and group education to a unit of 6 social service specialists. Mentor team in identifying and addressing bias and disproportionality within child welfare work. Consult and problem solve on difficult and complex cases. Mentor and coach my team in trauma informed best practices, culturally responsive work, adherence to and implementation of policy, and application of the safety framework. Train new employee's and practicum students in social work skills, philosophy, knowledge, and provide hands on application and feedback for learning. Build and maintain strong community partnerships. Refer for and participate in internal and community staffings such as FTDM's, triage calls, pre-dependency staffings, and multi-disciplinary team meetings with our law enforcement, Child Advocacy Center, prosecutor's office, schools, support services, hospitals, tribal and military partners. Report, evaluate, interpret, and utilize data around timeframe compliance, service delivery, and adherence to policy. Complete monthly case reviews and case consultation on every case assigned to my team. Assist staff in growing and utilizing skills in caring for themselves as they navigate job related trauma.

Social Service Specialist 3

02/2020 – 09/2020

DCYF, Rapid Response – Region 5 - 1949 S State Street Tacoma, WA 98405

Support all of Region 5 (Pierce and Kitsap County) offices assessing child safety through CPS investigations, Family Assessment Response, and Family Voluntary Services. Interview children, including forensic interviews. Complete subject interviews and family assessments. Glean information from collateral contacts and review of records. Educate families around safety and provide time limited crisis intervention services to help mitigate safety threats and concerns. Work collaboratively, building on strengths, with families to complete culturally appropriate, responsive and individualized safety plans, service plans, connect families and make referrals to community resources and service providers as appropriate. Provide concrete goods to support the safety and wellbeing of children. Document contacts through case notes, complete investigative Assessments and FARFA's, complete services referrals in Famlink. Complete health and safety visits, complete home walkthrough and initial placement assessments for relative or suitable other placements, support children and their placements when children are in care. Supervise and transport for visitation. Work collaboratively with tribes to ensure needs of ICW qualified children and families are met. Work collaboratively with law enforcement, child advocacy

center, military, including FAP and CID, schools, and other community partners to assess and address safety threats and concerns. Work on specialized projects such as the case closure project. Close cases assigned to our team from Region 4 (King County) and Region 5 that were past time-frame and complete all remaining tasks including interviews, health and safety visits, referral and connection to services, safety staffings, completion of assessments such as IA or FARFA, and completion of collateral contacts.

Social Service Specialist 3

09/2018 – 01/2020

DCYF, CPS Investigations & FAR - 6010 Main Street Suite 100 Lakewood, WA 98499

Assess child safety through both CPS investigations and Family Assessment Response. Interview children, including forensic interviews. Complete subject interviews and family assessments. Glean information from collateral contacts and review of records. Educate families around safety and provide time limited crisis intervention services to help mitigate safety threats and concerns. Work collaboratively, building on strengths, with families to complete culturally appropriate, responsive and individualized safety plans, service plans, connect families and make referrals to community resources and service providers as appropriate. Provide concrete goods to support the safety and wellbeing of children. Document contacts through case notes, complete investigative Assessments and FARFA's, complete services referrals in Famlink. Complete health and safety visits, complete home walkthrough and initial placement assessments for relative or suitable other placements, support children and their placements when children are in care. Supervise and transport for visitation. Work collaboratively with tribes to ensure needs of ICW qualified children and families are met. Work collaboratively with law enforcement, child advocacy center, military, including FAP and CID, schools, and other community partners to assess and address safety threats and concerns.

Lead Center Director

12/2016 – 08/2018

Care Net of Puget Sound – 1924 S. Cedar St. Tacoma, WA 98405

Oversee, resource, and support Center Directors for all Care Net of Puget Sound King and Pierce County center locations. Facilitate monthly directors meetings providing ongoing education, policy compliance, encouragement, supervision and continuous quality improvement assessment and strategy. Create and teach monthly workshops and trainings for staff and volunteers for continuing education. Teach pre-service training for new staff and volunteers. Ensure unity within the Center Director team and consistent service delivery at all centers while still responding to the unique needs of their community, particularly around cultural needs. Provide input and feedback on policy and procedure changes and assist Center Directors with effective implementation strategy. Develop center directors individually through coaching, education, and accountability. Identify and utilize individuals strengths and gifting for special projects. Oversee and resource special project teams. Meet with other community organization program directors,

representing Center Directors, for collaboration, communication, advocacy and decision making. Act as liaison between center staff and executive administration. Work collaboratively with other program directors on quality improvement strategies and special projects. Work with the Executive Director in the development of a strategic plan. Cast vision, and lead directors to develop and cast vision and engage in strategic plan development. Help ensure center budget compliance while ensuring client and center needs are met. Review and analyse data and reports from all center directors on a monthly and annual basis.

Center Director

05/2015 – 08/2018

Care Net of Puget Sound – 2727 Hollycroft, Suit 130 Gig Harbor, WA 98335

Oversee all staff and operations at pregnancy and family center. Supervise and oversee office manager and volunteer teams. Recruit, interview, train, and coach staff and volunteers. Speak within the community to share the mission and vision of the organization. Manage schedules to ensure all shifts are covered adequately. Complete monthly reports on budget, service delivery, compliance, and service delivery statistics. Build community partnerships for collaboration, service referrals, client referrals, volunteer referrals, and donor development with diverse community stakeholders. Provide direct services as needed such as client intakes, needs assessments, pregnancy tests, service referral and connection, parenting instruction, and limited counseling.

Co-Founder/Consultant

03/2018 - Present

Soul Care Consulting, NW – Gig Harbor, WA

Provide consultation, training and workshops for helping professionals, specializing in public child welfare, to gain language, knowledge and skills to practice soul care and navigate soul wounds successfully. Create and teach customized training for service providers.

MSW Foundation & Advanced Practicum Student

06/2016 - 06/2018

Children's Administration - Lakewood, WA 98499 & Tumwater, WA 98501

Learned safety framework, trained in Famlink, mentored by Area Administrator delving into effective leadership within CA, theory of practice and how to implement effective change. Completed case reviews for BRS children and identified barriers and creative solutions for permanency. Created a mentoring program for new mothers whose children have come into care. Presented twice at annual CWTAP Student Institute.

Parent Life Director

07/2008 – 03/2015

West Sound YFC – PO Box 3550 Silverdale, WA 98383

Create, implement and oversee all program components. Develop and run weekly relevant and culturally responsive teen parent groups to grow skills, connection, and support. Mentor teen parents. Create and implement policy as I built this program from the ground up. Recruit, train, and coach a diverse group of volunteer teams and mentors. Created and taught pre-service training quarterly for new mentors. Promote programs within the community, write grants, raise funds and manage budgets. Complete ongoing program assessment for efficacy, response to community needs and needs of participants. Write monthly reports and maintain database tracking data and outcomes, as well as budgetary compliance. Complete intakes and initial assessment on all youth entering the program. Build collaborative relationships with local tribes to meet the needs of our Native American youth, including LICWAC staffings for some of our CA involved parents. Built relationships with a diverse group of community stakeholders. Served on the executive team where we made decisions for the organization, problem solved, created and implemented strategic planning. Served on the National Parent Life Leadership team making decisions for, resourcing, supporting, mentoring and training Parent Life Directors across the country, including addressing disproportionality, trauma, poverty, and educational needs. Worked as a team to create monthly curriculum for teen parent groups. Created and taught annual training for staff across the nation. Created and helped implement strategic plans for the national team.

ILS Director

04/2009 – 01/2014

West Sound YFC – PO Box 3550 Silverdale, WA 98383

Oversaw all elements of the ILS program. Trained, managed, and coached staff including ILS staff, administrative support, interns and a housing specialist. Developed curriculum for and taught weekly life skills groups. Conducted weekly team meetings, assigned cases, maintained records, completed monthly and quarterly reporting for the state. Ensured that all contractual requirements, both state and federal, were met or exceeded. Problem solved with staff and worked as a team to increase cultural responsiveness. Implemented new program requirements. Built partnerships with community stakeholders to help youth achieve permanency and successfully attain their goals. Managed budget. Wrote grants. Promoted program within community. Built critical partnerships with community service providers. Created and maintained collaborative staffing monthly with juvenile probation. Worked collaboratively with local tribes to meet the needs of our ICW youth. Provided ongoing and regular program evaluation. Helped to create and oversee a specialized housing program utilizing federal grant dollars. Served on the executive team where we made decisions for the organization, problem solved, created and implemented strategic planning. Partnered with Children's Administration to represent WA State with the Pregnant and Parenting Youth in Foster Care grant program with The Center for the Study of Social Policy to determine best practice principles and create policy recommendations. Helped create policy and resources for staff and youth, engaged in peer learning forums with 3 other sites across the US. Sat on Pregnant and Parenting Youth in Foster

Care advisory board. Created and implemented a peer mentoring program. Participated in meeting with the federal oversight team for ILS. Worked on a national workgroup for addressing and thinking about liability organizationally.

ILS Counselor

01/2008 – 03/2009

West Sound YFC –1410 Ohio Ave. Bremerton, WA 98337

Provided case management services to youth preparing to and that have aged out of foster care. Assessed client needs. Created and implemented individualized goal plans. Coordinated culturally responsive services. Taught life skills in group and individual settings. Provided advocacy and empowered youth to advocate for themselves. Assisted youth in connecting to relevant community services and natural supports. Worked collaboratively with local tribes to assist transitioning youth to connect with their tribal community, resources and culture. Worked collaboratively with social workers to help youth find permanency by identifying and addressing barriers. Successfully brought all service providers and responsible parties from multiple systems to the table to communicate, collaborate and contribute for best support and outcomes for our youth. Mentored youth through the transition out of foster care into independence including: housing, budgeting, education completion, employment and basic needs provision. Provided crisis intervention and management to aged out youth. Maintained case records/notes, wrote quarterly reports, and inputted key elements into the state database. Participated in monthly BRS team meetings, FTDM's, 17.5 shared planning meetings, and numerous other family centered and child focused practices.

Caregiver

07/2005 – 07/2006

State of WA COPEs program – Gig Harbor, WA 98329

Provided daily personal care and assistance for my father. Assessed for and coordinated services, providers, and advocated with healthcare providers to ensure needs met. Ensured that all basic needs were met. Provided companionship, basic medical screenings, interventions and support.

ECEAP Family Service Specialist

08/2002 - 06/2005

Marysville School District – 13525 51st Ave NE Marysville, WA 98271

Provided services to at risk and low income children and families. Assessed family needs and partnered with families to build on their strengths and problem solving skills. Provided culturally responsive parenting education and support. Facilitated parent support group. Provided support services, problem solving and strategy implementation for children and teachers in the classroom. Substituted for lead classroom teachers – including subbing for 10 weeks as lead teacher. Taught English as a second language weekly for our non-English speaking children. Created, oversaw and provided specialized support services and programming for our Spanish

speaking children and families. Maintained files, reports and services to meet all district, county and state regulations. Worked with local tribes to help meet the needs of our Native American families. Built strong community partnerships. Served as staff representative for the Family Action Committee and spoke to legislators in Olympia about program impact and needs.

Social Worker III – CPS Investigator

05/2000 – 08/2002

State of Washington Children’s Administration – 840 N. Broadway Everett, WA 98201

Investigated allegations of child abuse and neglect. Interviewed children, parents and collateral contacts to assess safety and risk of children. Provided and put into place intervention services. Coordinated delivery of services. Collaborated with service providers to meet the needs of clients and provided strength based intervention. Completed risk assessment on every case. Completed court reports and testified at court hearings. Formulated individual service and safety plans for every child taken into state custody. Maintained hard copies and computerized case files.

Provided education, referrals and support services to families and children in crisis. Utilized concurrent planning as appropriate to reduce children's length of stay. Built strong relationships with law enforcement, and other community partners.

Permanency Planning Case Manager

04/2098 - 05/2000

New Hope Child & Family Agency – 2611 NE 125th St Seattle, WA 98125

Provided case management services for children and families involved in foster care, respite, foster/adopt and adoptive homes. Complete home visits, set up and supervised visitation between children and birthparents. Assessed for initial and ongoing needs of children and families. Connected clients with culturally responsive community services. Enrolled children into foster care, applied for adoption support services and finalized adoptions. Accepted intake referrals and made placement decisions. Completed court reports and testified in court. Completed individual service and safety plans and quarterly reports. Identified and helped to address barriers to permanency for each child on caseload. Utilized concurrent planning to reduce length of stay for children in care. Completed searches for adoptive placements for legally free children. Taught foster parents behavior modification techniques. Connected clients to culturally responsive community resources. Provided services to birthparents including case management, referrals to community service and pregnancy counseling. Recruit and screen perspective foster and adoptive families. Completed adoptive home studies. Taught pre-service training for foster and adoptive families. Facilitated foster and adoptive support groups. Developed policies and procedures for agency accreditation.