

Zoë Breen Wood, MSW, ABD

(216) 368-2689 Office

PROFESSIONAL BACKGROUND:

January 2004 to Present **Instructor, Mandel School of Applied Social Sciences**
Case Western Reserve University;
Director, Office of Field Education

Administration includes directing Office of Field Education. Provide leadership and strategic direction for the field education component of the Master's level social work education program. *Teaching* includes the following courses at the Masters' level: Social Work Methods, Social Welfare Problems, Policies and Programs; Child and Family Policy and Service Delivery; Community Based Practice with Children & Families. Chair, Policy Sequence.

June 1997 to December 2003 **Instructor, Mandel School of Applied Social Sciences**
Case Western Reserve University; Director, Ability Based
Learning Environment (July 2002)

Administration includes serving as program director for Ability Based Learning Environment (ABLE). Developing standardized learning modules, mentoring faculty in facilitating ABLE groups, coordinating all administrative functions necessary to insure successful program implementation. *Teaching* includes the following courses at the Masters' level: Social Work Methods, Social Welfare Problems, Policies and Programs; Organizational Management and Community Change; Child and Family Policy and Service Delivery; Community Based Practice with Children & Families. *Principal Investigator* for: "Community Practice Pilot Project" – a Kellogg funded initiative to integrate community based practice and community building content into foundation methods and field curriculum; "Strengthening Adoption Assessment" – an initiative funded by the Cleveland Foundation to train students to assess prospective adoptive families: "Cuyahoga County Staff Development Enhancement Project" to develop new worker orientation program and coaching and mentoring training programs for supervisors and managers. Chair, Policy Sequence, Community Practice Work-Group.

October 1994 to October 2004 -Co Director,
Center for Public Sector Leadership & Service;
Mandel School of Applied Social Sciences;
Case Western Reserve University

Together with a member of the Senior Faculty, provided overall direction and leadership for the School's efforts and programs in support of the public human service sector in Ohio and the nation. Oversaw the assessment of human service agencies and departments to determine the types of education, training, organizational development, research and technology products and services that will best improve quality of service delivery. Worked collaboratively with faculty to develop and implement programs for Executive Education. Oversaw the development and implementation of a protocol for a multilevel evaluation of training and educational programs. Provided leadership on the development of competencies for community based practice and on research related to improving practice in the public human service sector. Developed training curriculum on continuous quality improvement in the public sector, child welfare practice and diversity issues. Provided input into the development of academic

courses related to public human service practice issues. Oversaw the development of grants and contracts. Provided field instruction to graduate students. Oversaw the design and implementation of research for Cuyahoga County related to factors that precipitate the decision to apply for public assistance.

Developed training for child welfare programs on Neglect, Family Risk Assessment, Intake and Screening in Child Welfare, and Time and Stress Management for Child Welfare Supervisors. Oversaw the development of other training curricula for supervisors and managers as well as for foster and adoptive parents.

Sept. 1993 to October 1994 - Director of Training Services, Mandel School of Applied Social Sciences: Case Western Reserve University

Oversaw the needs assessment, development, delivery and evaluation of a range of education and competency based training services to public human service agencies. Directed the assessment and implementation of organizational development initiatives designed to improve quality of service delivery. Contracted with institutions of higher education to develop "2 + 2 + 2" degree programs. Oversaw the planning and implementation of specific research projects for client agencies. Provided consultation and leadership to client agencies in the development of quality assurance units. Developed contract budgets and maintained budget control for current contracts. Developed and maintained positive relationships with executive staff of client organizations. Identified new opportunities and developed responsive proposals. Supervised training services staff; provided field instruction for social work graduate students.

March 1992 to Sept. 1993 - Training and Development Manager; Old Dominion University

Oversaw the needs assessment, development, delivery and evaluation of training and development programs for 3,000 staff at Old Dominion University. Assured delivery of Human Resource Development efforts, management and supervisory training programs, Total Quality Management, Diversity Management and quality customer service training programs campus-wide. Designed and delivered Department-focused interventions on issues such as transition planning, leadership, team building and quality improvement. Responsible for overseeing Educational Aid and tuition scholarships for faculty and classified staff and their dependents. Provided technical assistance and intervention in university wide efforts in strategic planning and quality of work life improvements.

1985 to Present - Consultant/Trainer/Group Facilitator; Private Practice

On a part-time basis, develop specialized training programs, do research and evaluation, and provide strategic planning and organizational interventions for public children's service and human service agencies as well as for nonprofit organizations. Training topics have included "Understanding and Intervening in Child Neglect", Leadership Development, Team Building, "Building Skills in Family Assessment", "Abuse and Neglect in Out-of-Home Care Settings", "Fostering and Adopting Sibling Groups", "What Family Tree: Adoption and the Schools", "Risk Assessment in Child Welfare Services", "Legal Issues", "Family Preservation and Support", "Valuing Diversity", "Cultural Competency", "Sexual Abuse"; couples' communication and spirituality; "Beyond Divorce"; Grantsmanship; Management and Supervision in the public sector. Provide consultation and technical assistance to legal firms and to county agencies concerning child welfare related litigation. Conduct special studies of problematic cases to provide feedback on practice and policy compliance.

June 1990 to November 1991 - Mental Health Clinician;
Chesterfield County Mental Health

Provided individual, marital and family therapy in an outpatient setting. Specialized in work with child and adult adoptees, victims of abuse, addictions and codependency. Developed and coordinated treatment plans with staff psychiatrists and with other community resources. Developed and led process groups on grief and loss, for sexual abuse survivors, and for adult children of alcoholics.

November 1991 to March 1992 – Director, Women’s Unit; Tidewater Psychiatric Institute

Directed inpatient treatment unit for adult women. Provided psychotherapy. Coordinated inpatient treatment and discharge planning.

May 1989 to June 1990 - **Project Manager, Child Welfare Supervisors' Training;**
VCU School of Social Work

Developed curriculum, marketing, management and evaluation plans for a casework supervision training program designed for 350 local supervisors of child welfare services. Conducted training and evaluation. Coordinated project with Department of Social Services staff and with faculty from the School of Social Work.

1985 to May 1989 - **Manager, Training and Management Services;**
Virginia Department of Social Services

Oversaw the development of service training goals and priorities for the Department of Social Services. Responsible for development of training for new and experienced child welfare services staff in Risk Assessment, Permanency Planning and Family Intervention / Preservation. Developed curriculum and administered statewide training efforts for foster and adoptive parents. Conducted research including case specialized case reviews to determine training needs and to develop proposals for system improvement. Assumed project leadership on a number of special county agency reviews to assess functioning and suggest management and service improvements. Coordinated efforts with professional organizations, federal, state and local governments, educational institutions and the General Assembly. Supervised between eight and ten professional staff responsible for needs assessment, design, delivery and evaluation of policy and skills training for social work staff in 124 local departments of social services throughout the state. Oversaw development of budgets and grant proposals and contracts. Developed curricula and conducted training.

**1981 to 1985 - Supervisor, Generic Services;
Virginia Department of Social Services**

Project director for Child Protective Services Experienced Worker Training Program which resulted in providing three to four weeks of training to over 800 local child welfare supervisors and staff around the state. Administered federal and state training grants. Oversaw the planning and implementation of specialized case reviews to determine training needs and to ascertain policy compliance. At the request of the Governor, conducted individual assessments of county child welfare agencies to determine their effectiveness and their compliance with state and federal law and policy. Supervised six professional staff responsible for development of generic service policy, client appeals, volunteer programs and local social service budgets. Oversaw Title XX planning and budgeting, local social service policy development and policy interpretation process for 124 local welfare agencies.

**1978 to 1981 - Child Protective Services Policy and Training Specialist;
Virginia Department of Social Services**

Developed policy, developed and administered training, managed legislation and provided consultation to 124 local departments of social services in child protective services. Provided technical assistance in the development of community based multi-disciplinary teams. Conducted specialized case reviews including child fatality studies and review of cases on appeal to identify needs for staff training and policy revision. Secured and administered federal grants for child abuse and neglect program and training projects.

1975 to 1978 - Senior Social Worker; Louisa Co. Welfare Department

Carried a child welfare caseload including adoption, foster care, and child protective services. Supervised five other social workers carrying all other types of service cases. Developed and obtained full grant funding for Interagency Council for the county.

**1973 to 1975 - Program Specialist;
Ohio Dept. of Mental Health and Mental Retardation**

Developed community based programs for mentally retarded adults. Participated in discharge planning and placement in facilities covering half the state.

CLINICAL INTERNSHIPS:

**1989 to 1990 - Clinical Social Work Intern;
Chesterfield County Mental Health**

Provided assessment, diagnosis, therapy and counseling to adults, children and families. Coordinated treatment planning.

**Summer 1989 - Clinical Social Work Intern;
Virginia Treatment Center for Children**

Provided assessment, diagnostic, therapeutic and case management services to children and adolescents in an inpatient setting. Provided short-term therapy and support to families. Coordinated discharge plans with local Community Services Boards.

EDUCATIONAL BACKGROUND:

ABD in PhD program, Mandel School of Applied Social Sciences, Case Western Reserve University, Cleveland, OH
Masters in Social Work, Virginia Commonwealth University, Richmond, Virginia;
Bachelor of Arts, Sociology and Psychology, University of Illinois, Champaign, Illinois;
Certified to administer and interpret all forms of the Myers-Briggs Type Indicator.

REPORTS AND PUBLICATIONS

Wood, Z. and Johnson, A. (1998). The integration of community based family development practice & asset-based community building in foundation curriculum: The community practice pilot project. Mandel School of Applied Social Sciences, Case Western Reserve University.

Wood, Z. (1999). Training & staff development functions at the Cuyahoga County Department of Children and Family Services: An analysis & recommendations. Center for Public Sector Leadership & Service, Mandel School of Applied Social Sciences Case Western Reserve University.

Wood, Z. and Harrelson, P. (1999) Evaluation of the Ohio Emergency Assistance Program. Center for Public Sector Leadership & Service, Mandel School of Applied Social Sciences. Case Western Reserve University.

Wood, Z. (2000) Tier II adoption assessor curricula feedback study for the Ohio Child Welfare Training Program.

Wood, Z. (2003). Understanding child neglect: It's look, assessment and intervention. Columbus, OH: Ohio Child Welfare Training Program.

Groza, V. , Houlihan, L, & Wood, Z.B. (2005). "Overview of Adoption", pp. 432-451 IN G.P. Mallon & P.M. Hess (Eds.) Child Welfare for the 21st Century: A Handbook of Practices, Policies & Programs. New York: Columbia University Press.

Wood, Z.B. (in press) "Adoption and Child Protection". In K. Stolley (Ed.) The Praeger Handbook of Adoption. New York: Praeger.

Wood, Z.B. (in press) "Siblings". In K. Stolley (Ed.) The Praeger Handbook of Adoption. New York: Praeger.

SAMPLE OF PROFESSIONAL PRESENTATIONS AND CURRICULA DEVELOPED AND DELIVERED:

Gingerich, W. & Wood, Z.B. *An Empirical Analysis of Self-Efficacy and Licensure Exam Data as Outcome Indicators*. Presentation to the Annual Program Meeting. Council on Social Work Education. February 17, 2005.

Outcome Assessment in Graduate Social Work Education Programs: A Work in Progress.- presentation to the 2004 Assessment Institute – Indianapolis, IN November 2, 2004.

Concurrent Case Planning – presentation to Public Children’s Association of Ohio Annual Conference – September 2004.

Key Issues in Adoption: What Every Mental Health Professional Needs to Know – presentation to the Ohio Adoption and Foster Care Conference – November 2004; and for Ohio Department of Job & Family Services July and August 2004.

Understanding Child Neglect: Assessment & Intervention – Public Children’s Services Association of Ohio – Columbus, OH - Sept. 10, 2003

Neglect: Its look, impact, assessment and intervention – a two day program for advanced level caseworker and supervisors in child welfare agencies. 2002, 2003, 2004.

Ability Based Learning – presentation to 49th Annual Program Meeting, Council on Social Work Education, February 27 – March 2, 2003.

Everyone Wins: Speeding Permanency Through Collaboration – presentation to Child Welfare League of America 2002 National Adoption Conference, November 5-8, 2002.

Journeys Beyond Grief and Loss – Barbara Lewis Memorial Lecture, Northeast Ohio Adoption Services, November 2002.

Teaching Community Practice at the Foundation Level: Beginning with Integration – presentation to 45th Annual Program Meeting, Council on Social Work Education, March 10-13, 1999.

Fostering and Adopting Sibling Groups – a program for foster and adoptive caregivers and workers and supervisors in child serving agencies – 1999 -2002

What Family Tree?: Working with your child’s school – a three hour program for foster and adoptive caregivers and workers and supervisors in child serving agencies – 1999/ 2002/ 2003/ 2004

The Joys & Challenges of Parenting Teenaged Girls - a three hour program for foster and adoptive caregivers and workers and supervisors in child serving agencies – 1999-2002

Parenting the Sexually Abused Child - a six hour program for foster and adoptive caregivers and workers and supervisors in child serving agencies – 1999- 2002

Helping Children Cope with Separation and Loss - a three hour program for foster and adoptive caregivers and workers and supervisors in child serving agencies – 1999-2002

Presenting Evidence - a three hour program for foster and adoptive caregivers and workers and supervisors in child serving agencies – 1999-2002

Community Education on Risk Assessment – a two-day program designed to educate professionals and

concerned citizens in the community about the role of children's services related to assessment of risk,
1998 - 2002

Child Abuse and Neglect: Investigating Allegations and Assessing Risk in Out-of-Home Care Settings
– a four day curriculum for practitioners and supervisors developed for the Ohio child Welfare Training
Program, Institute for Human Services, 1998 - 2002

Building Skills in Family Risk Assessment and Case Planning - a four day curriculum for experienced child welfare practitioners developed for the Institute for Human Services; 1997. A version for supervisors was added in 1998-2002

Intake and Screening in Child Welfare - the first step in risk assessment and case planning, a two-day curriculum developed for the Ohio Child Welfare Training Program for use statewide; 1997.- 2002

Family Centered Child Protective Services; Case Planning and Family-Centered Casework; the Effects of Abuse and Neglect on Child Development; Separation, Placement and Reunification in Child Protective Services - substantive revisions to include concepts of family centered practice, family preservation and family support, cultural competence and assessment of risk in a total of fourteen days of curriculum for new child welfare workers; 1997

Strategic Planning - ongoing consultation to Washoe County (Nevada) Children's Services to assist in the development of a plan to respond to external review resulting from a review of child deaths; 1997 - 1999

Time and Stress Management for Supervisors - assessing the risk of burnout, a two day curriculum for child welfare supervisors developed for the Ohio Child Welfare Training Program for use statewide; 1997-2000.

Team Building, a two-day retreat for key executives of the Jewish Community Federation of Cleveland, Peninsula, OH, Sept. 1996.

Leadership Development, a weeklong institute for key executives of Catholic Charities USA, Phoenix, AZ, May 1996; June 1997, May 1998, May 1999, May 2000, May 2001, May 2002, June 2002 June 2003

Schools of Social Work: Higher Education Response to the Changing Demands of Child Welfare, Presentation at Child Welfare League of America, Midwest Region Training Conference, October 13, 1995, Chicago, IL.

Beyond Training: The Role of Staff Development as Organizational Change Agent, Presentation to National Staff Development and Training Association, September 26, 1994, New York City, New York and September 12, 1995 in San Francisco, Calif.

Women or Children First? Child Welfare A Women's Issue, Presentation to Public Children Services Association of Ohio Conference, September 15, 1995, Columbus Ohio

Valuing Diversity - a one day curriculum for all university faculty and staff, Old Dominion University, Norfolk, VA, 1993

Effective Use of Power - a one day curriculum for human services managers, VA Commonwealth University School of Social Work, Richmond, VA, 1993

Investigating Abuse and Neglect in Out-of-Family Settings - a five day curriculum for child welfare workers and supervisors, VA Commonwealth University, School of Social Work, Richmond, VA, 1993

Getting a Head Start on Substance Abuse Prevention - a one day curriculum for Head Start Directors and Staff and a companion half day curriculum for parents - for the VA Council on Child Day Care and Early Childhood Programs, VA Institute for Developmental Disabilities, VA Commonwealth University, Richmond, VA., 1992

Managing Conflict - a half day curriculum for all new university faculty and staff, Old Dominion University, Norfolk, VA, 1993

Total Quality Management : A Planning and Implementation Guide - a multi-day curriculum for team leaders and managers, Old Dominion University, Norfolk, VA, 1993.

Assessment, Planning and Decisionmaking in Child Welfare: The Role of the Supervisor - a two day curriculum for child welfare supervisors, Virginia Commonwealth University School of Social Work, Richmond, VA, 1990

Risk Assessment - a two day curriculum for Virginia CPS workers and supervisors, VA Department of Social Services, Richmond, VA, 1989.

Training for Trainers - multiple curricula in two, three and five day formats, VA Department of Social Services, Richmond, VA, 1981-1989.

Child Protective Services Experienced Worker/Supervisor Training Program, a three week certification program for experienced CPS workers and a four week program for CPS supervisors designed to qualify staff to practice in child protective services in the state of Virginia, VA Department of Social Services, Richmond, VA. 1981-1986.

Legal Issues in CPS - a three-day curriculum for experienced CPS workers and supervisors designed to cover issues of liability, best practice, rules of evidence and making your case in court.

Foster and Adoptive Parent Team Training Program - a multi-module training program to train supervisors, workers, and foster and adoptive parents, VA Department of Social Services, Richmond, VA. 1988.

Investigating Cases of Abuse and Neglect - a five day curriculum for new child protective service workers, VA Department of Social Services, Richmond, VA., 1978-1989.

SAMPLE OF OTHER CURRICULA DELIVERED:

Attachment, Separation and Placement - Parent /Caregiver Core 903 – a two day curriculum for foster and adoptive parents and kinship caregivers through the Ohio Child Welfare Training Program 1996-2004.

Attachment, Separation, Placement & Reunification- Caseworker Core – a three day curriculum for new caseworkers and supervisors through the Ohio Child Welfare Training Program, 1996-1999.

Changing Hats: Moving from Foster Care to Adoption - a six hour program for foster and adoptive caregivers and workers and supervisors in child serving agencies – 1999/ 2000.

Mystery History: Helping a Foster/Adopted Child Understand the Past - a six hour program for foster and adoptive caregivers and workers and supervisors in child serving agencies – 1999/ 2000

Cultural Competence - a three day curriculum for human services workers and supervisors through VA Commonwealth University School of Social Work, Richmond, VA, 1990-93.

AWARDS

UCITE Fellowship Fall 2003

Trainer of the Year – Northeast Ohio Regional Training Center – 2002

Outstanding Service – Governor’s Advisory Committee on Child Abuse and Neglect; Virginia – 1989

Meritorious Service Award – Virginia Department of Social Services 1984