

Stone Strategies, LLC

August 6, 2012

Re: RFQ- BCF13032

Ms. Roberta Wagner,

Thank you for the opportunity to provide this quotation for your consideration. Enclosed please find the quotation documents required for **RFQ- BCF13032**. The quotation is based on the design and implementation of a Multi-Disciplinary Team (MDT) Neutral Facilitation Internship and Training Model. The purpose of which is to increase the number and availability of skilled, neutral facilitators to serve multidisciplinary teams required by West Virginia law while supporting increased participation in and satisfaction with MDTs and tracking permanency outcomes for WV's children and youth affected by the project.

The quotation provides for 12 calendar months of:

- 2 Master's level professionals with careers in children and families cross-systems efforts in West Virginia and other states to research and design the pilot project model with the DHHR solicitation team and to provide training to interns and support to the intern coordinator, evaluator and overall project
- 10 bachelor-level (minimum) interns with stipends for on-going MDT preparation, scheduling, facilitation, reporting, and training attendance
- Intern coordinator to assist in intern recruitment and oversee interns' work throughout the project
- A licensed WV attorney to review materials provided by DHHR related to WV §Chapter 49 and DHHR policy and provide training to consulting team based on those materials provided
- A secure data system for compiling individual MDT data
- An experienced Master's level evaluator to review, analyze and report on project data trends and develop recommendations for project improvement

Enclosed, along with the required quotation documents are resumes and degree copies for:

- **Leslie Stone, Stone Strategies, LLC** (Project Co-leader)
- **Bruce Decker, Collective Impact, LLC**(Project Co-leader)
- **Steve Heasley, Heasley Consulting** (Evaluator)

This quotation is inclusive of all project costs. Stone Strategies is willing to negotiate the provision of a modified scope of services to meet the budgetary parameters of this project. Should you have questions, don't hesitate to contact me.

Sincerely,



Leslie S. Stone

Stone Strategies, LLC





State of West Virginia
 Department of Administration
 Purchasing Division
 2019 Washington Street East
 Post Office Box 50130
 Charleston, WV 25305-0130

Solicitation

NUMBER
BCF13032

PAGE
1

ADDRESS CORRESPONDENCE TO ATTENTION OF:
ROBERTA WAGNER
304-558-0067

VENDOR

*C11100827 304-769-0224
 STONE STRATEGIES LLC
 5294 DEWITT RD
 CROSS LANES WV 25313

SHIP TO

HEALTH AND HUMAN RESOURCES
 BCF - COMMISSIONER'S OFFICE
 350 CAPITOL STREET, ROOM 730
 CHARLESTON, WV
 25301-3711 304-558-4682

DATE PRINTED
07/13/2012

BID OPENING DATE: 08/09/2012 BID OPENING TIME 1:30PM

LINE	QUANTITY	UOP	CAT. NO.	ITEM NUMBER	UNIT PRICE	AMOUNT
0001	2,000	EA		952-43	\$150.00	\$300,000
MULTIDISCIPLINARY TREATMENT TEAM (MDT) FACILITATOR						
REQUEST FOR QUOTATION FOR AN OPEN END CONTRACT						
TO PROVIDE A PILOT CHILD WELFARE PROJECT INITIATIVE -						
NEUTRAL FACILITATION DEMONSTRATION TO SUPPORT LEGALLY						
MANDATED MULTIDISCIPLINARY TREATMENT TEAMS FOR THE WEST						
VIRGINIA DEPARTMENT OF HEALTH AND HUMAN RESOURCES,						
BUREAU FOR CHILDREN AND FAMILY, PER THE ATTACHED						
SPECIFICATIONS.						
***** THIS IS THE END OF RFQ BCF13032 ***** TOTAL:						\$300,000

SIGNATURE <i>Arden J Stone</i>	TELEPHONE 304.769.0224	DATE 8/7/2012
TITLE Owner	FEIN 20-5456766	ADDRESS CHANGES TO BE NOTED ABOVE

WHEN RESPONDING TO SOLICITATION, INSERT NAME AND ADDRESS IN SPACE ABOVE LABELED 'VENDOR'

BCF13032 - Cost Sheet

MDT –Case Reviews

Vendor's cost must be inclusive hourly rate for the required services and individual project staff (which includes preparation time, time in meetings, travel expenses, and supplies) for the provisions of services identified in this request.

Line Item	Description	Estimated Usage	Per hour Rate.	Total Price
	MDT-Case			
001	Reviews	2000	\$ <u>150</u> /ea	\$300,000

Vendor Name: Stone Strategies, LLC

Remit To Address: 5294 Dewitt Road, Cross Lanes, WV 25313

Phone Number: 304.769.0224

Fax Number: 866.616.2838

E-Mail: leslie.stone4@frontier.com

Signature: 

Date: 8/7/2012

**** Award will be made to vendor with the lowest Total Price meeting all of the specifications.*****

CERTIFICATION AND SIGNATURE PAGE

By signing below, I certify that I have reviewed this Solicitation in its entirety; understand the requirements, terms and conditions, and other information contained herein; that I am submitting this bid or proposal for review and consideration; that I am authorized by the bidder to execute this bid or any documents related thereto on bidder's behalf; that I am authorized to bind the bidder in a contractual relationship; and that to the best of my knowledge, the bidder has properly registered with any State agency that may require registration.

Stone Strategies, LLC
(Company)

Leslie S. Stone , Owner
(Representative Name, Title)

304.769.0224 / 866.616.2838
(Contact Phone/Fax Number)

8/7/2012
(Date)



State of West Virginia
 Department of Administration
 Purchasing Division
 2019 Washington Street East
 Post Office Box 50130
 Charleston, WV 25305-0130

WV PURCHASING ACT SECTION 304-558-4115

Aug 3 2012 01:09pm P001/006

Solicitation

NUMBER	BCF13032	PAGE	1
--------	----------	------	---

ADDRESS CORRESPONDENCE TO ATTENTION OF:
 ROBERTA WAGNER
 304-558-0067

VENDOR

*C11100827 304-769-0224
 STONE STRATEGIES LLC
 5294 DEWITT RD
 CROSS LANES WV 25313

SHIP TO

HEALTH AND HUMAN RESOURCES
 BCF - COMMISSIONER'S OFFICE
 350 CAPITOL STREET, ROOM 730
 CHARLESTON, WV
 25301-3711 304-558-4682

DATE PRINTED
 08/03/2012

BID OPENING DATE: 08/09/2012 BID OPENING TIME 1:30PM

LINE	QUANTITY	UOP	CAT NO	ITEM NUMBER	UNIT PRICE	AMOUNT
ADDENDUM NO. 1						
1. QUESTIONS AND ANSWERS ARE ATTACHED.						
2. ADDENDUM ACKNOWLEDGEMENT IS ATTACHED. THIS DOCUMENT SHOULD BE SIGNED AND RETURNED WITH YOUR BID. FAILURE TO SIGN AND RETURN MAY RESULT IN DISQUALIFICATION OF YOUR BID.						
END OF ADDENDUM NO. 1						
0001	2,000	EA	952-43	MULTIDISCIPLINARY TREATMENT TEAM (MDT) FACILITATOR	\$150	\$300,000
***** THIS IS THE END OF RFQ BCF13032 ***** TOTAL:						\$300,000

SIGNATURE: *Paul Stone* TELEPHONE: 304.769.0224 DATE: 8/7/2012
 TITLE: Owner FEIN: 20-5456766 ADDRESS CHANGES TO BE NOTED ABOVE

WHEN RESPONDING TO SOLICITATION, INSERT NAME AND ADDRESS IN SPACE ABOVE LABELED 'VENDOR'

SOLICITATION NUMBER: BCF13032
Addendum Number: 1

The purpose of this addendum is to modify the solicitation identified as BCF13032 ("Solicitation") to reflect the change(s) identified and described below.

Applicable Addendum Category:

- Modify bid opening date and time
- Modify specifications of product or service being sought
- Attachment of vendor questions and responses
- Attachment of pre-bid sign-in sheet
- Correction of error
- Other

Description of Modification to Solicitation: See attached

Additional Documentation: Documentation related to this Addendum (if any) has been included herewith as Attachment A and is specifically incorporated herein by reference.

Terms and Conditions:

1. All provisions of the Solicitation and other addenda not modified herein shall remain in full force and effect.
2. Vendor should acknowledge receipt of all addenda issued for this Solicitation by completing an Addendum Acknowledgment, a copy of which is included herewith. Failure to acknowledge addenda may result in bid disqualification. The addendum acknowledgement should be submitted with the bid to expedite document processing.

ATTACHMENT A

Questions and answers are attached.

BCF13032 ADDENDUM #1

Questions & Answers

Question 1: Page 28 of the RFQ package appears as a blank. Is information supposed to be contained on that page or is intentionally blank with the exception of the page number?

Answer: A blank page was inserted in error.

Question 2: The RFQ states that the vendor's use of subcontractors is not acceptable and that any vendor team member must be approved in advance of engagement. Is it correct to assume that all the vendor's core team members identified in the initial proposal are acceptable regardless of whether or not they are full time, traditional employees of the vendor (pg. 7 organizational requirements), but rather independent consultants?

Answer: Yes, they could be full or part time and independent consultants are acceptable. The project cannot be subcontracted out.

Question 3: If the vendor or any of its partners has had previous direct service experience in WV's independent child welfare serving agencies that was concluded over 20 years ago, does this preclude eligibility for this project?

Answer: Vendors that have concluded the provision of direct services as vendor or employee in WV's child welfare system are eligibility for this project.

Question 4: Is there a model that will serve to guide the implementation of this pilot project?

Answer: No there is not a model.

Question 4A: If so, is the project outline and narrative available for review prior to bid development?

Answer: The vendor is at liberty to work in coordination with the DHHR solicitation team to design and implement a neutral facilitation model.

Question 4B: If no project outline and narrative is available, is the vendor at liberty to work in coordination with the DHHR solicitation team to design and implement a neutral facilitation model that could be affordably adjusted and replicated across the state based on what was learned in the Kanawha County pilot?

Answer: Yes, the vendors would be responsible for recruiting, training, supervising and paying appropriate neutral facilitators to serve Kanawha County's MDT needs. DHHR solicitation team will provide training materials to guide vendor in the development of training.

Question 4C: Under a pilot project design, is it correct to assume that the vendor would be responsible for recruiting, training, supervising and paying appropriate neutral facilitators to serve Kanawha County's MDT needs?

Answer: Yes, the vendors would be responsible for recruiting, training, supervising and paying appropriate neutral facilitators to serve Kanawha County's MDT needs. DHHR solicitation team will provide training materials to guide vendor in the development of training.

Question 4D: Is there a period of time within this project, prior to actual implementation, to refine the process for Kanawha County's MDT Neutral Facilitation model?

Answer: Yes

Question 5: Is there an existing data system for collecting and tracking individual MDT data and satisfaction survey data or will the vendor be responsible for ensuring an appropriate system and tools are in place?

Answer: The DHHR has their own data system for collecting and tracking individual MDTs (associated with the client case). The information that goes into this system is entered by the primary worker and is not accessible to the vendor. The vendor would be responsible for ensuring an appropriate system and tools are in place.

Question 6: What are the expected outcomes to be reported in an evaluation report to DHHR at the end of year one of the project?

Answer: Increased participation by MDT members (refer to Chapter 49); All members are engaged (emphasis on youth and family); and the purpose of the MDTs are met (refer to Chapter 49).

Q7: Is there a maximum annual budget limit for this project? If so, might you be able to share it with prospective vendors?

Answer: No budget information will be shared prior to award.

ADDENDUM ACKNOWLEDGEMENT FORM
SOLICITATION NO.: BCF13032

Instructions: Please acknowledge receipt of all addenda issued with this solicitation by completing this addendum acknowledgment form. Check the box next to each addendum received and sign below. Failure to acknowledge addenda may result in bid disqualification.

Acknowledgment: I hereby acknowledge receipt of the following addenda and have made the necessary revisions to my proposal, plans and/or specification, etc.

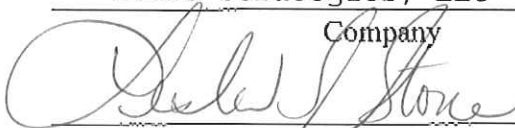
Addendum Numbers Received:

(Check the box next to each addendum received)

- | | |
|--|--|
| <input checked="" type="checkbox"/> Addendum No. 1 | <input type="checkbox"/> Addendum No. 6 |
| <input type="checkbox"/> Addendum No. 2 | <input type="checkbox"/> Addendum No. 7 |
| <input type="checkbox"/> Addendum No. 3 | <input type="checkbox"/> Addendum No. 8 |
| <input type="checkbox"/> Addendum No. 4 | <input type="checkbox"/> Addendum No. 9 |
| <input type="checkbox"/> Addendum No. 5 | <input type="checkbox"/> Addendum No. 10 |

I understand that failure to confirm the receipt of addenda may be cause for rejection of this bid. I further understand that that any verbal representation made or assumed to be made during any oral discussion held between Vendor's representatives and any state personnel is not binding. Only the information issued in writing and added to the specifications by an official addendum is binding.

Stone Strategies, LLC

 Company


 Authorized Signature

8/7/2012

 Date

NOTE: This addendum acknowledgment should be submitted with the bid to expedite document processing.
Revised 6/8/2012

VENDOR PREFERENCE CERTIFICATE

Certification and application* is hereby made for Preference in accordance with *West Virginia Code*, §5A-3-37. (Does not apply to construction contracts). *West Virginia Code*, §5A-3-37, provides an opportunity for qualifying vendors to request (at the time of bid) preference for their residency status. Such preference is an evaluation method only and will be applied only to the cost bid in accordance with the *West Virginia Code*. This certificate for application is to be used to request such preference. The Purchasing Division will make the determination of the Resident Vendor Preference, if applicable.

- 1. **Application is made for 2.5% resident vendor preference for the reason checked:**
 Bidder is an individual resident vendor and has resided continuously in West Virginia for four (4) years immediately preceding the date of this certification; or,
 Bidder is a partnership, association or corporation resident vendor and has maintained its headquarters or principal place of business continuously in West Virginia for four (4) years immediately preceding the date of this certification; or 80% of the ownership interest of Bidder is held by another individual, partnership, association or corporation resident vendor who has maintained its headquarters or principal place of business continuously in West Virginia for four (4) years immediately preceding the date of this certification; or,
 Bidder is a nonresident vendor which has an affiliate or subsidiary which employs a minimum of one hundred state residents and which has maintained its headquarters or principal place of business within West Virginia continuously for the four (4) years immediately preceding the date of this certification; or,
- 2. **Application is made for 2.5% resident vendor preference for the reason checked:**
 Bidder is a resident vendor who certifies that, during the life of the contract, on average at least 75% of the employees working on the project being bid are residents of West Virginia who have resided in the state continuously for the two years immediately preceding submission of this bid; or,
- 3. **Application is made for 2.5% resident vendor preference for the reason checked:**
 Bidder is a nonresident vendor employing a minimum of one hundred state residents or is a nonresident vendor with an affiliate or subsidiary which maintains its headquarters or principal place of business within West Virginia employing a minimum of one hundred state residents who certifies that, during the life of the contract, on average at least 75% of the employees or Bidder's affiliate's or subsidiary's employees are residents of West Virginia who have resided in the state continuously for the two years immediately preceding submission of this bid; or,
- 4. **X Application is made for 5% resident vendor preference for the reason checked:**
 Bidder meets either the requirement of both subdivisions (1) and (2) or subdivision (1) and (3) as stated above; or,
- 5. **Application is made for 3.5% resident vendor preference who is a veteran for the reason checked:**
 Bidder is an individual resident vendor who is a veteran of the United States armed forces, the reserves or the National Guard and has resided in West Virginia continuously for the four years immediately preceding the date on which the bid is submitted; or,
- 6. **Application is made for 3.5% resident vendor preference who is a veteran for the reason checked:**
 Bidder is a resident vendor who is a veteran of the United States armed forces, the reserves or the National Guard, if, for purposes of producing or distributing the commodities or completing the project which is the subject of the vendor's bid and continuously over the entire term of the project, on average at least seventy-five percent of the vendor's employees are residents of West Virginia who have resided in the state continuously for the two immediately preceding years.
- 7. **Application is made for preference as a non-resident small, women- and minority-owned business, in accordance with *West Virginia Code* §5A-3-59 and *West Virginia Code of State Rules*.**
 Bidder has been or expects to be approved prior to contract award by the Purchasing Division as a certified small, women- and minority-owned business.

Bidder understands if the Secretary of Revenue determines that a Bidder receiving preference has failed to continue to meet the requirements for such preference, the Secretary may order the Director of Purchasing to: (a) reject the bid; or (b) assess a penalty against such Bidder in an amount not to exceed 5% of the bid amount and that such penalty will be paid to the contracting agency or deducted from any unpaid balance on the contract or purchase order.

By submission of this certificate, Bidder agrees to disclose any reasonably requested information to the Purchasing Division and authorizes the Department of Revenue to disclose to the Director of Purchasing appropriate information verifying that Bidder has paid the required business taxes, provided that such information does not contain the amounts of taxes paid nor any other information deemed by the Tax Commissioner to be confidential.

Under penalty of law for false swearing (*West Virginia Code*, §61-5-3), Bidder hereby certifies that this certificate is true and accurate in all respects; and that if a contract is issued to Bidder and if anything contained within this certificate changes during the term of the contract, Bidder will notify the Purchasing Division in writing immediately.

Bidder: Stone Strategies, LLC

Signed: 

Date: 8/7/2012

Title: Owner

STATE OF WEST VIRGINIA
Purchasing Division

PURCHASING AFFIDAVIT

MANDATE: Under W. Va. Code §5A-3-10a, no contract or renewal of any contract may be awarded by the state or any of its political subdivisions to any vendor or prospective vendor when the vendor or prospective vendor or a related party to the vendor or prospective vendor is a debtor and: (1) the debt owed is an amount greater than one thousand dollars in the aggregate; or (2) the debtor is in employer default.

EXCEPTION: The prohibition listed above does not apply where a vendor has contested any tax administered pursuant to chapter eleven of the W. Va. Code, workers' compensation premium, permit fee or environmental fee or assessment and the matter has not become final or where the vendor has entered into a payment plan or agreement and the vendor is not in default of any of the provisions of such plan or agreement.

DEFINITIONS:

"Debt" means any assessment, premium, penalty, fine, tax or other amount of money owed to the state or any of its political subdivisions because of a judgment, fine, permit violation, license assessment, defaulted workers' compensation premium, penalty or other assessment presently delinquent or due and required to be paid to the state or any of its political subdivisions, including any interest or additional penalties accrued thereon.

"Employer default" means having an outstanding balance or liability to the old fund or to the uninsured employers' fund or being in policy default, as defined in W. Va. Code § 23-2c-2, failure to maintain mandatory workers' compensation coverage, or failure to fully meet its obligations as a workers' compensation self-insured employer. An employer is not in employer default if it has entered into a repayment agreement with the Insurance Commissioner and remains in compliance with the obligations under the repayment agreement.

"Related party" means a party, whether an individual, corporation, partnership, association, limited liability company or any other form or business association or other entity whatsoever, related to any vendor by blood, marriage, ownership or contract through which the party has a relationship of ownership or other interest with the vendor so that the party will actually or by effect receive or control a portion of the benefit, profit or other consideration from performance of a vendor contract with the party receiving an amount that meets or exceed five percent of the total contract amount.

AFFIRMATION: By signing this form, the vendor's authorized signer affirms and acknowledges under penalty of law for false swearing (W. Va. Code §61-5-3) that neither vendor nor any related party owe a debt as defined above and that neither vendor nor any related party are in employer default as defined above, unless the debt or employer default is permitted under the exception above.

WITNESS THE FOLLOWING SIGNATURE:

Vendor's Name: Stone Strategies, LLC
Authorized Signature: [Signature] Date: 8/7/12

State of West Virginia
County of Marion, to-wit:

Taken, subscribed, and sworn to before me this 7th day of August, 2012
My Commission expires November 3, 2015.

AFFIX SEAL HERE



NOTARY PUBLIC [Signature]

Leslie S. Stone
5294 Dewitt Road, Cross Lanes, WV 25313, 304-769-0224
Stone Strategies, LLC * leslie.stone4@frontier.com*

Resume

Areas of Interest

- Group facilitation and community engagement
- Strategic thinking for results
- Team synergy

Employment History

- Business owner, facilitator, planner, writer and presenter (2005-present)
- Senior Community Development Specialist, West Virginia Governor's Cabinet on Children and Families (1996-2005)
- Community Coordinator, Florence Crittenton Home and Services, West Virginia (1994-96)
- Family Resource Coordination Specialist, West Virginia Governor's Cabinet on Children and Families (1993-94)
- Administrator of Ancillary Services, Action Youth Care, Ripley, WV (1992-93)
- Behavior Disorders Specialist, Jackson County Schools, Ripley, WV (1986-91)
- Teacher of the Gifted, Montgomery County Schools, Mount Sterling, KY (1983-86)

Facilitation Experience

- Strategic thinking and planning with nonprofit organizations, cross-system collaborative, groups, and state government agencies
- Community engagement through forums, discussion groups and task forces on a variety of public issues
- Discussion groups for program research and planning
- Conflict resolution with both single and multiple organizations
- Engaging parents, children and youth in discussions and decisions that affect their lives

Teaching Experience

- Lectures, presentations and workshops to youth, public and professional audiences
- Summer Adjunct Faculty, Leadership in Community Development, Marshall University Graduate College, South Charleston, West Virginia
- Adjunct Faculty, Behavior Disorders, West Virginia College of Graduate Studies
- Behavior Disorders Specialist, public school, grades kindergarten – 12
- Teacher of the gifted, public school, grades 2-5

Education and Honors

- Facilitator training from: International Association of Facilitators Conference; Peggy Stephens Hayden
- Certification: Multi-Party Mediation, Community Mediation Center, Harrisonburg, Virginia
- Certification: Basic Mediation, WV Center for Dispute Resolution
- Certification: Mathematics Education and Research, MATHCAPS, East Tennessee State University, Johnson City, Tennessee
- Certification: Behavior Disorders, WV College of Graduate Studies, Institute, West Virginia
- Certification: Gifted Education, Eastern Kentucky University, Richmond, Kentucky
- Certification: Kindergarten Education, Eastern Kentucky University, Richmond, Kentucky
- Master of Arts in Education: Eastern Kentucky University, Richmond, Kentucky
- Bachelor's Degree in Elementary Education (with distinction): Eastern Kentucky University, Richmond, Kentucky

Selected Recent Group Facilitation and Community Engagement Work

West Virginia Governor's Regional Task Force Meetings on Substance Abuse (2011 and 2012)

West Virginia Asthma Coalition (2007)

Step By Step, Inc. (2010 and 2011)

West Virginia University School of Nursing (2009 and 2011)

Burke Street School Promise Neighborhood Project (2010)

West Virginia Farm2U Collaborative, Cultural Heritage Foods Project (2010)

Selected Recent Organizational Development and Team Synergy Work

Mount Hope Heritage and Hope (2011)

Sisters of Saint Joseph Charitable Fund (2010 and 2011)

Kanawha Valley Community and Technical College Board of Directors (2011)

WV Foundation for Rape Information and Services Board of Directors (2011)

East Lincoln County Crime Watch (2010)

West Virginia Commission on National and Community Service – Volunteer WV (2005 – 2009)

Detailed Experience

- Co-facilitated and designed a public engagement and project development process with local volunteers in 6 regions covering West Virginia. The process led to community implemented solutions to address substance abuse in West Virginia as part of the Governor's Regional Substance Abuse Task Force Initiative. (2010- 2011)
- Designed and facilitated representatives of: state government agencies, the school system; the courts; nonprofit agencies; healthcare; and parents convened by Step by Step to voluntarily work together to address school attendance by generating options, and selecting and completing strategies to increase school attendance in Lincoln County West Virginia. (2010)
- Designed and facilitated a series of planning sessions with area volunteers to develop team operating principles and a plan to work with families in the Burke Street School neighborhood in Jefferson County, West Virginia to strengthen its young children's school success. The Promise Neighborhood Project was modeled on the U.S. Department of Education's Promise Neighborhoods program. (2010)
- Designed and facilitated team conflict mediation and resolution sessions for various nonprofit volunteer boards and staff (2010-2011)
- Designed, developed and conducted a training program for volunteers to serve as facilitators to community groups of volunteers to plan and hold local cooking competitions featuring local foods and local cultural as part of a cultural heritage and community development strategy. (2010)

- Provided community engagement support, planning, evaluation, policy and systems change information to community organizations as staff of the WV Governor's Cabinet on Children and Families, which advised the Governor on children's issues and worked with community organizations to develop local strategies to support families; facilitated the Governor and his Cabinet, the Families First Council and a task force that developed quality indicators for local Family Resource Networks. (1996-2005)
- Supervised, trained and supported over 40 staff in southern West Virginia in the delivery of family-centered, in-home family preservation services to families whose children were at risk of removal for abuse and neglect. Florence Crittenton Home and Services, Wheeling, West Virginia (1994-1996)
- Supervised and trained over 150 paraprofessional staff state-wide in the delivery of family-centered, behavior management services to foster parents of children with behavior disorders and parents whose children were at risk of removal for abuse and neglect. Action Youth Care, Ripley, West Virginia (1992-1993)
- Designed and delivered individualized behavioral and educational services to children and families. Worked with parents of children with behavior disorders to elicit their needs and interests related to child development and parenting. Informal instruction and interactions took place in: coffee shops; truck stops; living rooms; and front yards; on car hoods and railroad ties in rural West Virginia. Worked with the children, grades K-12 in a pull out program serving three elementary, one middle and one high school. Ripley, West Virginia, Jackson County Schools (1986-1992)
- Co-designed, secured funds to establish and taught an interactive, center-based classroom for gifted elementary students in Mount Sterling, Kentucky, Montgomery County Schools (1983-1986)

Selected Research, Writing and Major Presentations

- *Creating Possibilities Forums: A How-To Manual* – Wrote a guide to engaging volunteers to: form teams, establish a common vision; and select and complete projects to improve their local communities. Counties4Development, West Virginia (2008)
- International Conference on Collaboration–Bristol, England – Presenter on the Pyramid of Care – supporting children and families to prevent expensive, intrusive, out-of-home care. (2001)
- Pyramid of Care – Wrote an article based on the content of the above presentation. The article appears in: *Understanding Collaboration: International Perspectives on Theory, Method and Practice* (2002)

- Southern Growth Policies Board (SGPB) – Biloxi, Mississippi – Presenter for SGPB’s innovation award to West Virginia’s Community Collaborative, Inc. (2003)
- The National Learning Circle on Collaboration and Decision Making to Support Families and Communities – Denver, Colorado – Participant in a research project to identify state structures and processes that support family involvement and collaborative systems change. (2003)
- *Evidence Along the Way* (Evaluating Complex Community-based Initiatives)– Participated as part of an evaluation team to refine and pilot the use participatory evaluation (engaging families in the design of tools and processes) to measure the success of family support centers in West Virginia, Colorado and North Carolina. Partner organizations included; The Aspen Institute; University of Illinois; Orelena Hawks Puckett Institute; Colorado Foundation for Children and Families; West Virginia Governor’s Cabinet on Children and Families; and Family Support America (2002-2003)
- *Nobody Asked Us: The WV Welfare Reform Listening Project* - Conducted research through one-on-one interviews with recipients of welfare as part of a state-wide project designed to inform welfare reform in West Virginia as part of ‘welfare to work’, the nation’s welfare reform effort. Rick Wilson, author (1999)
- Annual presentations on a variety of topics selected by West Virginia’s Commission on National and Community Service for volunteers including AmeriCorp and VISTA workers and others involved in voluntary service through community organizations (2004-2010)

SPRING 83

EDF 669	RESEARCH IN EDUCATION	3.0	B
ELE 655	GIFTED & TALENTED YOUTH	3.0	A
EPY 616	TESTS & MEASUREMENTS	5.0	A
CUM	9.00 3.67 EKU CUM 9.00 3.67 TERM	9.00	3.67

DEGREE BS BACHELOR OF SCIENCE 05-14-81
 ELEM EDUC, KINDERGARTEN (I)
 "WITH DISTINCTION"

SUMMER 83

ELE 656	CURR IN GIFTED/TALENTED ED	3.0	A
MAT 670	SEM IN SEC MATH: MICROCOMPUTER	3.0	B
CUM	15.00 3.60 EKU CUM 15.00 3.60 TERM	6.20	3.50

SPRING 85

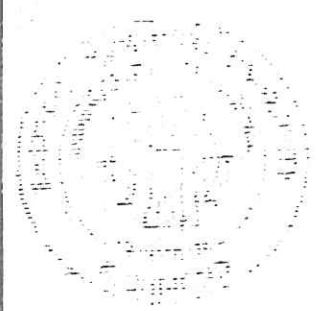
ELE 873	DEV READING IN ELE SC	3.0	A
ELE 810	ELEMENTARY SCHOOL CURRICULUM	3.0	A
CUM	21.00 3.71 EKU CUM 21.00 3.71 TERM	6.20	4.00

SUMMER 85

ELE 857	SEM GIFTED/TALENTED ED	3.0	A
ENG 703	CREATIVE WRITING WORKSHOP	3.0	A
EAD 805	SCHOOL LAW	3.0	A
CUM	30.00 3.80 EKU CUM 30.00 3.80 TERM	9.00	4.00

DEGREE MAED MASTER OF ARTS IN EDUCATION 08-08-85
 ELEM EDUC, GIFTED/TALENT (T)

ISSUED TO STUDENT



MAY 21 1986

OFFICE OF THE
 REGISTRAR
 EASTERN KENTUCKY UNIVERSITY

Bruce E. Decker
1597 Washington Pike, Suite B14-138
Bridgeville, Pennsylvania 15017
724.728.3368
bruce@collectiveimpact.com
www.collectiveimpact.com

PROFESSIONAL PROFILE

- Proven non-profit and for-profit leadership and administration knowledge and skills.
- Experienced in financial resource development and management, strategic planning, training, assessment, and evaluation.
- Demonstrated communication, marketing, public relations, and promotion skills.
- Effective in organizational and community capacity building, system analysis and improvement, service coordination and integration, and cross-system networking and collaboration.
- Self-motivated, dedicated, determined, and creative risk taker with strong work ethic.
- Able to work independently or in a team environment and as an employee or independent consultant.
- Proficient at building networks and relationships among diverse groups of people with natural ability to inspire confidence, trust, and respect.

PROFESSIONAL CAPACITY

Leadership and Administration

- Founder and owner of Collective Impact, LLC - a capacity-building consulting firm.
- Served as Board of Directors member for West Virginia non-profit organization with mission to strengthen community development and sustainable leadership.
- Guide development of organizations and collaborative networks with missions to strengthen communities and improve the quality of life for children, youth, and families.
- Managed the start-up and on-going development of non-profit, multi-site, community-based child welfare and behavioral/mental health services for children, youth, and families.
- Initiated services as a staff of 4 in one county – managed a staff of over 150 in five counties after one year of development.
- In-depth knowledge and expertise in managing organizational change, mediating conflict, utilization of resources, facilitation, and team building.
- Effective in employee motivation, participatory management, and consensus decision making.
- Experienced in recruitment, staffing, training, and development of employees.

Program/Service Development, Implementation, and Oversight

- Experienced in implementing blueprint and evidence-based service delivery models.
- Administered in-home family support/preservation, youth transitional/independent living, counseling and therapy, home study, and therapeutic foster care programs and services.
- Demonstrated proficiency in family support/self-sufficiency principles and practices.
- Implemented behavior management, basic living skills, and crisis intervention services for residents with diagnoses of autism, mental retardation, and chronic mental illness in a group home environment and for adjudicated youth diagnosed with severe behavioral and emotional disorders in a lock-up residential setting.
- Integrated adults formerly placed in state institutions into community-based settings.

Financial Resource Development and Management

- Experienced in financial resource development, oversight, and integrity.
- Provide consultation in grant seeking and fund development strategies for organizations and collaborative networks.
- Guide clients through all phases of the grant seeking process, including program planning, funding research, and grant writing.
- Developed requests for proposals for state initiatives and evaluated submitted proposals.
- Planned, executed, and managed team and district budgets – nearly \$5 million annually.

Teaching, Training, and Technical Assistance

- Demonstrated proficiency in organization and community capacity building, collaborative leadership, service integration, and system improvement.
- Provide capacity building consulting/coaching and technology services for non-profit organizations, government agencies, entrepreneurs, multi-disciplinary groups, and collaborative networks.
- Conduct training and provide technical assistance for diverse audiences. Topics include leadership and management, motivation, communication, marketing, strategic planning, board development, collaboration, outcomes evaluation, etc.
- Guide community groups and organizations through all phases of strategic planning, including assessment, asset mapping, visioning, planning, etc.
- Implement parent advocacy and leadership knowledge and skill development opportunities.
- Coordinated cooperative jobs program and supervised on-the-job training activities.

Communication, Marketing, and Public Relations

- Demonstrated skills in public speaking, team building, consensus decision-making and interpersonal, organization, and interdisciplinary communication.
- Engage in relationship building and networking with local, regional, and state partners.
- Develop and implement communication, marketing, branding, promotion, public relations, and community education and outreach strategies.
- Design and develop Venue Internet-based capacity-building tools and services for organizations and communities.
- Computer competency in Microsoft Office, web-based tools, and Internet research.

Assessment, Outcome Evaluation, and Quality Assurance

- Expertise in results-oriented outcomes evaluation, system analysis, assessment and evaluation, and continuous organizational learning.
- Educate organizations and communities in outcome-based planning and evaluation processes using performance measures and indicators for tracking progress.
- Conduct focus groups, forums, and community needs and resource assessments.
- Collect and analyze primary data through survey and interview research and secondary data review, including relevant literature, socioeconomic data, health statistics, human service information, and program records.
- Interpreted and integrated policies and regulations of funding sources, accrediting bodies, and governmental entities to maintain program compliance.
- Developed and implemented service delivery quality assurance, customer satisfaction, and employee evaluation procedures and resources.

PROFESSIONAL EXPERIENCE

- **Founder – Owner**, Collective Impact, LLC, Bridgeville, Pennsylvania, *September 2001 - present*.
- **Family Service System Reform Technical Assistant Consultant**, Center for Schools and Communities, Lemoyne, Pennsylvania, *January 1998 – September 2001*.
- **Vice-President & District Administrator**, Action Youth Care, Inc., Huntington, West Virginia, *July 1992 - June 1997*.
- **Direct Care Staff**, Autism Services Center, Huntington, West Virginia, *July 1990 – July 1992*.
- **Graduate Teaching Assistant**, Marshall University, Communication Studies Department, Huntington, West Virginia, *August 1990 - May 1992*.
- **Marketing Education Teacher & Cooperative Jobs Coordinator**, Martinsburg High School, Martinsburg, West Virginia, *July 1989 – July 1990*.
- **Cottage Counselor**, Barboursville School - Prestera Mental Health Center, Huntington, West Virginia, *August 1987 - July 1989*.

ACADEMIC BACKGROUND

- **Master of Arts**, Communication Studies – Emphasis in Organizational and Intercultural Communication and Leadership, Marshall University, Huntington, West Virginia, *May 1992*.
- **Bachelor of Arts**, Education - Dual specializations in Marketing Education and Social Studies, minor in geography with a certification in Diversified Cooperative Training, Marshall University, Huntington, West Virginia, *May 1989*.

LICENSES, CERTIFICATES, & PROFESSIONAL AFFILIATIONS

- West Virginia Community Development Network (CDN) member, *2006 - present*
- West Virginia Community Development Hub, Inc., Board member, *2006 - 2009*
- West Virginia Sustainable Communities Training Program (SCTP) alumnus, *2006 - 2007*
- Western Pennsylvania Partnership for Family Support (WPPFS) member, *2002 - 2007*
- Western Pennsylvania Alliance for Family Support member, *1998 - 2001*
- Western Pennsylvania Coalition for Children's Advocacy (CCA) member, *1998 - 2001*
- Western Pennsylvania Regional Children's Team member, *1998 - 2001*
- West Virginia Safe Choices - STD/HIV Prevention Trainer, *1993 - 1998*
- West Virginia Region II Children's Summit member, *1992 – 1998*
- West Virginia Social Work License, *1992 – 1998*
- West Virginia Teaching Certificate, *1989 – 1995*

Marshall University

The West Virginia Board of Regents
upon the recommendation of the faculty of the
College of Education
has conferred upon

Bruce Edward Becker

the degree of

Bachelor of Arts

In Testimony Whereof, the signatures of the duly authorized officers of
the West Virginia Board of Regents and the Faculty of the University
and the seal of the University have been affixed.

Given at Huntington, West Virginia, this thirteenth day of May, 1989.

The West Virginia Board of Regents

Lewis J. Costanzo, III

President

William K. Simmons

Chancellor



Dale W. Nitschke

President of the University

Carole A. Vickers

Dean

Marshall University

The University of West Virginia Board of Trustees
upon the recommendation of the faculty of the
Graduate School

has conferred upon

Bruce Edward Becker

the degree of

Master of Arts

In Testimony Whereof, the signatures of the duly authorized officers of
the University of West Virginia Board of Trustees and the Faculty of
the University and the seal of the University have been affixed.

Given at Huntington, West Virginia, this ninth day of May, 1992.

The University of West Virginia Board of Trustees
upon the recommendation of the faculty of the

Graduate School

has conferred upon

Bruce Edward Becker

the degree of

Master of Arts

in **Anthropology**, the signature of the duly authorized officers of
the University of West Virginia Board of Trustees and the Faculty of
the University and the seal of the University have been affixed.

Witness at Huntington, West Virginia, this ninth day of May, 1957.

By the Board of Trustees
of the University of West Virginia

Walter C. Cline
President of the Board of Trustees



James H. Smith
President of the Faculty

STEVEN B. HEASLEY

P.O. Box 155 • Beverly, West Virginia 26253 • 304-636-3733

E-mail: steveheasley@frontier.com

Experience

Independent Consulting - 2003 to Present

- ❑ Frontier Housing, Morehead Kentucky.
 - ❑ Stakeholders Survey and Strategic Plan.
(Subcontractor with Collective Impact, LLC)
- ❑ West Virginia Affordable Housing Trust Fund
 - ❑ Financing Analysis and Strategic Plan Development
(Subcontractor with Collective Impact, LLC)
- ❑ Butler County, PA.
 - ❑ Drug and Alcohol Needs Assessment.
(Subcontractor with Collective Impact, LLC)
- ❑ Greene County, PA.
 - ❑ Human Services Risk and Resource Assessment.
(Subcontractor with Collective Impact, LLC)
- ❑ Washington County, PA.
 - ❑ Drug and Alcohol Services Needs Assessment.
(Subcontractor with Collective Impact, LLC)
- ❑ *Clay County, WV.*
 - ❑ "Create Clay" Community Development, Assessment, and Planning Project.
 - ❑ Data collection/analysis and development of comprehensive plan for community and economic development.
(Subcontractor with Collective Impact, LLC)
- ❑ *Fayette & Greene Counties, PA.*
 - ❑ Needs Assessment and Plan for Home Visiting Services.
- ❑ *Affordable Housing Trust Fund, Charleston, WV.*
 - ❑ Research and preparation of grant proposal to conduct financing analysis.
(Subcontractor with Collective Impact, LLC)

- *Indiana County, PA.*
 - Evaluation of Integrated Children’s Services Planning initiative. (Subcontractor with Collective Impact, LLC)

- *Fairmont-Morgantown Housing Authority, Fairmont, WV.*
 - Development of five-year Strategic Business Plan. (Subcontractor with Collective Impact, LLC)

- *CommunityWorks in West Virginia, Inc., Charleston, WV.*
 - Evaluation of Internship Program.

- *Greene County Department of Human Services, Waynesburg, PA.*
 - Evaluation of State Incentive Grant for Prevention of Underage Drinking. (Subcontractor with Collective Impact, LLC)

- *TEAM for WV Children, Huntington, WV.*
 - Evaluation of Targeted Campaign to Promote Healthy Lifestyles.

- *CommunityWorks in West Virginia Inc., Charleston, WV.*
 - Statewide Housing Market Analysis and Development of five-year Business Plan. (Subcontractor with Collective Impact, LLC)

- *Personal Solutions Inc., Bedford County, Pennsylvania.*
 - Survey design and analysis to assess youth perception of alcohol, tobacco and other drug use in Bedford County. (Subcontractor with Collective Impact, LLC)

- *West Virginia Department of Criminal Justice Services, Charleston, WV.*
 - Epidemiological analysis of secondary data related to prescription drug use and abuse.

- *Washington County Drug and Alcohol Commission, Washington, PA.*
 - Needs assessment & research - youth alcohol, tobacco, and other drug use. (Subcontractor with Collective Impact, LLC)

- *Prevent Child Abuse West Virginia, Charleston, WV*
 - Evaluation of public awareness campaign related to infant safe sleep and head trauma.

- *Communities for Development, Clarksburg, WV.*
 - Survey design and qualitative evaluation related to citizen engagement in local community development in Lincoln County, WV.

- *Prevent Child Abuse West Virginia*, Charleston, WV.
 - Evaluation of Grant Programs
 - Technical Assistance to local grantees related to evaluation.

- *Greene County Drug & Alcohol Services*, Waynesburg, PA
 - Data analysis, logic model, and drafting of strategic plan and state proposal for local Strategic Prevention Framework project.
(Subcontractor with Collective Impact, LLC)

- *City of Huntington, WV.*
 - “Create Huntington” Community Development, Assessment and Planning Project.
 - Data collection/analysis and development of comprehensive plan for community and economic development.
(Subcontractor with Collective Impact, LLC)

- *West Virginia Development Hub*, Clarksburg, WV.
 - Development of statistical profiles for counties (and cities) in West Virginia and analysis of local community capacity using an on-line survey.

- *Marshall County, WV.*
 - Community Capacity Assessment and Statistical Profile.

- *Wayne County, WV.*
 - Community and Economic Development Analysis and Strategic Planning.
(Subcontractor with Collective Impact, LLC)

- *WV Bureau for Public Health*, Charleston, WV.
 - Five-year strategic plan for addressing asthma in West Virginia.

- *Clearfield County, PA*
 - Human Services System Analysis.
(Subcontractor with Collective Impact, LLC)

- *TEAM for West Virginia’s Children*, Huntington, WV.
 - Evaluation of Reframing Communication Strategies in three WV Communities.

- *Federal Home Loan Bank of Pittsburgh*, Pittsburgh, PA.
 - Development of statistical profiles of communities in West Virginia for the Blueprint Communities Program.

- *Washington County Department of Human Services*, Washington, PA.
 - Human Services System Analysis.

(Subcontractor with Collective Impact, LLC)

- *Greene County Department of Human Services, Waynesburg PA.*
 - Human Services System Analysis to assist human services agencies in reviewing and redesigning county service system.
(Subcontractor with Collective Impact, LLC)
- *TEAM for West Virginia's Children, Huntington, WV.*
 - Design of evaluation protocols for home visiting programs throughout West Virginia and conduct cost-benefit analysis.
- *Community Collaborative Inc., Charleston, WV.*
 - Provided facilitation, proposal development, research and evaluation to support community and economic development efforts in West Virginia.
- *Zero To Three, Washington DC.*
 - Research and analysis to identify exemplary early childhood service systems throughout the United States.
- *West Virginia Division of Primary Care and the Institute for Health Policy Research at West Virginia University.*
 - Research and analysis related to provision of school-based health services.
- *Communities 4 Development, Clarksburg, WV.*
 - Research and analysis of socio-economic data and consulting services related to local economic development in four counties.
- *Advantage Valley ELS®, Charleston, WV.*
 - Assessment of beliefs and values related to entrepreneurship and facilitation of discussions related to development of entrepreneurs.
- *WV Department of Public Health-Office of Maternal, Child & Family Health, Charleston, WV*
 - Qualitative research related to issues of health and safety of young children ages birth to five years of age.
- *FACES on Medicaid, Charleston. WV.*
 - Policy analysis of *West Virginia's Medicaid Redesign Proposal*
- *Marshall University, Huntington, WV.*
 - Research and functional analysis of trends in public expenditures.
- *Family Support America, Chicago, Illinois*
 - Participatory evaluation of family support centers located in three states.

Employment History

Senior Consultant (*Full time position*) 1992 - 2005
Office of the Governor - Governor's Cabinet on Children and Families, Charleston, WV

Major Areas of Work:

- Assisted with management of the budget and program functions of the Cabinet office within the Office of the Governor.
- Prepared annual applications and managed ongoing federal grant programs.
- Prepared briefings for the Governor.
- Conducted policy and budget analysis
- Developed and provided staff support to a *Citizens Advisory Council* to the Cabinet.
- Convened and facilitated task teams and cross-agency work groups.
- Provided technical assistance in areas related to community development, planning, financing, evidence based practice, and public policy to local communities throughout West Virginia, and to state and national organizations.
- Facilitated various community groups, task teams, and local organizations to develop strategic plans and evaluation systems resulting in improved abilities to achieve desired outcomes.
- Supervised and provided consultation to the Cabinet Technical Assistance Team.
- Advised and provided consultation to the Director of the Cabinet and other state officials.
- Designed financing strategies and worked with federal and state government officials to provide financial support to local community organizations and Cabinet initiatives.
- Prepared grant proposals and secured governmental and private foundation support for Cabinet level initiatives.
- Conducted analysis of federal and state funding streams and budgets.
- Conducted public policy analysis and prepared reports.
- Developed state-level accountability systems.
- Designed evaluation methodologies for multiple Cabinet initiatives.
- Represented the Cabinet at national meetings and conferences.
- Provided training and workshops in areas of early childhood systems and financing, evaluation, community change processes, and other areas resulting in increased skills and capacities at the local and state levels.
- Developed resource manual and other materials for local community based organizations (Family Resource Networks).

Associate Director

1987 - 1992

Appalachian Community Health Center - Elkins, WV

Major Accomplishments:

- Successfully managed all service programs of a regional community mental health center with an annual budget exceeding five million dollars.
- Developed program budgets for over thirty distinct program units.
- Provided supervision and support to twelve division directors and over two hundred staff.
- Developed Medicaid-funded services within agency resulting in a more diversified funding base.
- Rewrote personnel policies and developed personnel classification system.
- Worked with state and local agencies to expand community based programming.

Director of Children's Programs

1981 - 1987

Appalachian Community Health Center - Elkins, WV

Major Accomplishments:

- Administratively managed and provided supervision for all children and family programs within the agency.
- Developed preschool programs and provided oversight in moving programs to public education system.
- Designed and implemented an innovative, community-based, multi-service program for severely emotionally disturbed children and their families serving a statewide population.
- Expanded community-based services by securing grant funding to develop family support programs in West Virginia
- Wrote the State Plan for Emotionally Disturbed Children under a contract with the WV Department of Health.

Child and Family Specialist

1978 - 1981

Appalachian Community Health Center - Elkins, WV

Major Accomplishments:

- Provided group, individual, and family therapy to approximately 500 children and families.
- Secured grant funding and developed a therapeutic foster care program and an alternative school for troubled youth resulting in expanded options for effective community-based services.
- Developed an interagency collaborative agreement to provide mental health services within public schools.

Director of Children's Services

1976 - 1978

West Virginia Department of Health - Spencer and Lakin, WV

Major Accomplishments:

- Designed, administered, and directly supervised residential treatment programs for emotionally disturbed children and adolescents at both Spencer and Lakin Hospitals.

Special Education Teacher

1974 - 1976

West Virginia Department of Health - Spencer, WV

Major Accomplishments:

- Provided instruction at an on-grounds school for developmentally disabled and emotionally disturbed children at Spencer State Hospital.

Education

West Virginia College of Graduate Studies/Marshall University
Master of Arts, Behavior Disorders - 1977

West Virginia University
Graduate Studies, Sociology - 1971-72

West Virginia University
Bachelor of Physics - 1970

Skill Areas

- Research and Report Writing
- Evaluation
- Survey Development and Analysis
- Theory of Change Approach to Strategic Planning
- Program Development
- Building Collaborative Service Systems
- Development of Citizen-Based Community Organizations
- Community and Economic Development
- Policy Analysis
- Federal and State Financing Streams and Budget Analysis
- Federal and Private Foundation Grants and Proposal Development
- Participatory Evaluation Design
- Financing Strategies and Integrative Financing Models
- Results-Based Accountability Systems
- Organizational Development
- Technical Assistance and Training to Community-Based Organizations

- Working With Federal, State, and Local Agencies
- Focus Groups, Interviews and Qualitative Research
- State-Local Relations
- Systems Therapy - Groups and Families
- Agency Management and Budgeting

Appointments and Professional Committees

- Gubernatorial Transition Team for Governor Joe Manchin – 2004-05
- West Virginia Partnership to Promote Community Well Being (gubernatorial appointment) - 2004 to 2010
- Board of Directors of the West Virginia Welfare Reform Coalition - 2002 to 2004
- Board of Directors of the West Virginia Rural Research and Policy Institute - 2001 to 2005
- West Virginia Prevention Resource Center Management Board - 1999 to 2003
- Steering Team for the Community Voices Project of the W. K. Kellogg Foundation - 1997 to 2001
- Welfare Reform Impact Initiative Collaborative - 1997 to 1998
- Governmental Inter-Relations Team for Welfare Reform - 1996 to 1998
- White House Domestic Policy Council - Partnerships for Stronger Families Working Group - 1996 to 1998
- Education First Goals 2000 Advisory Group - 1995
- Rural Health Advisory Council - 1994 to 1995
- West Virginia Rural Development Council Governing Board - 1995 to 1999
- West Virginia School Health Advisory Committee - 1994
- Medicaid Managed Care Work Group - 1994
- National Steering Committee for the Alliance of Statewide Family Resource and Support Initiatives - 1994 to 2002
- Legislative Interim Committee on Medicaid Financing - 1992
- Legislative Task Force on Uncompensated Health Care and Medicaid - 1991
- Medicaid Rate Adjustment General Board (gubernatorial appointment) - 1991 to 1993
- Children's Services Planning Group of the West Virginia Department of Health and Human Resources - 1990 to 1993
- West Virginia State Mental Health Planning Council - 1989 to 1993
- Advisory Committee to the Governor's Task Force on Children, Youth and Families - 1989
- Advisory Committee to the State Council for Children's Services - 1987
- Child and Adolescent Service System Task Force - 1986 to 1988
- Adolescent Chemical Dependency Task Force - 1986
- Protection and Advocacy Mental Health Advisory Board - 1986 to 1990

- ❑ Governor's Committee on Crime Delinquency and Correction (gubernatorial appointment) - 1985 to 1990
- ❑ Founding Member and Member of Board of Directors Children's Policy Institute of West Virginia - 1983 to 1994
- ❑ West Virginia State Advisory Group for Juvenile Justice and Delinquency Prevention (gubernatorial appointment) - 1977 through 1990

National Presentations

- ❑ Family Support Program Evaluation - Kauffman Foundation Symposium, Kansas City, Missouri - 2004
- ❑ Participatory Evaluation 10th Biennial National Conference - Family Support America, Chicago, Illinois - 2002
- ❑ Collaborative Structures and Community Capacity Building Pre-conference session - 9th Biennial National Conference - Family Support America, Chicago, Illinois - 2002
- ❑ Understanding Community Change presented at: The Biennial National Conference "Family Support the Time Has Come!" - 2002, and The Integrated County Planning Forum for Child/Family Service - State of New York, Albany, New York - 2001.
- ❑ A Family Support Typology for Evaluation presented at the Thought Leaders Meeting held by the Robert Wood Johnson Foundation, Princeton, New Jersey - 2001
- ❑ Toward a National Family Support Policy presented at the national conference on child welfare issues held by Family Support America, Jacksonville, Florida - 2001
- ❑ Developing Community and State Indicators of Well-Being presented at the National Meeting of CBFERS Grantees, Washington DC - 2000
- ❑ Address to National Meeting on Family Support Policy presented at West Palm Beach, Florida - 2000
- ❑ The West Virginia Outcomes Project presented at meeting of thirteen states at Chapin Hall Center for Children at the University of Chicago, Chicago, Illinois - 2000
- ❑ National Policy and Family Support presented at the Family Resource Coalition of America National Conference, Chicago, Illinois - 2000
- ❑ Community Collaborative Structures - Family Resource Networks in West Virginia presented at the National Networks Meeting of the Family Resource Coalition of America, St Louis, Missouri - 1999
- ❑ Roundtable Discussion on Innovative Financing presented at meeting hosted by The Georgia Academy, Atlanta Georgia - 1998
- ❑ Evaluating Family Resource and Support Programs presented at National meeting of the Alliance for Statewide Family Resource and Support Programs, Des Moines, Iowa - 1998

West Virginia University

THE COLLEGE OF ARTS AND SCIENCES

THIS DIPLOMA MAKES KNOWN THAT THE WEST VIRGINIA BOARD OF REGENTS UPON THE RECOMMENDATION OF THE FACULTY AND BY AUTHORITY OF THE STATUTES OF THE STATE HAS BY ITS OFFICERS SPECIALLY AUTHORIZED HERETO CONFERRED THE DEGREE

Bachelor of Science (Physics)

UPON

Steven Byron Heasley

WHO IS ENTITLED TO ENJOY ALL THE RIGHTS, HONORS AND PRIVILEGES PERTAINING TO THAT DEGREE

IN TESTIMONY WHEREOF WE HAVE HEREUNTO SUBSCRIBED OUR NAMES AND CAUSED THE CORPORATE SEAL OF THE UNIVERSITY TO BE AFFIXED AT MORGANTOWN THIS NINETEENTH DAY OF DECEMBER, NINETEEN HUNDRED SEVENTY.



James S. Harlow
PRESIDENT OF THE UNIVERSITY

John C. Wright
DEAN OF THE COLLEGE

Earle T. Andrews
PRESIDENT, WEST VIRGINIA BOARD OF REGENTS

Prince Woodard
CHANCELLOR, WEST VIRGINIA BOARD OF REGENTS

West Virginia College of Graduate Studies Institute, W. Va. 25112

NAME OF: HEASLEY, Steven B.

STUDENT NO.: 233-78-3380

ADDRESS: Route 1 Box 40
Reedy, WV 25270

DIVISION: Behavioral Studies

MAJOR OR PROGRAM: Special Education (0816)


DATE OF BIRTH: Feb. 16, 1948 SEX: M

ADMISSION STATUS: DEGREE

ENTERED: Summer 1975

GRE-VERB: QUAN: GMAT:

GRADING SYSTEM		
Grade	Quality of Achievement	Points per Sem. Hr.
A	Distinction	4
B	Acceptable	3
C	Below Expected Standards	2
D	Far Below Expected Standards	1
F	Failure	0
W	Official Withdrawal	—
I	Incomplete	—
S	Satisfactory	—
U	Unsatisfactory	—
R	Audit	—
N	No Grade Reported	—

COURSE TITLE	DEPT.	COURSE	SEM. HRS.	GR.	LINE	COURSE TITLE	DEPT.	COURSE	SEM. HRS.	GR.
SECOND SEMESTER 1974-75						DEGREE GRANTED				
CHAR OF IND WITH BD	SP ED	503	3	A		MA-August 12, 1977				
SP ED IN TRANSITION	SP ED	500	3	A						
PROF DEVEL SPECIAL EDUC 1 ST SEM 1975-76										
DIAG & REM OF COGNITIVE ASPECTS	SP ED	550	3	A						
CREATIVE CRAFTS FOR EXCEP CHILD	SP ED	570	3	B						
PROF DECEL SPECIAL EDUC 2ND SEM 1975-76										
SELEC & DEV OF SP ED MATERIALS	SP ED	511	3	A						
DIAG & REM OF AFFECTIV E ASPECTS	SP ED	551	3	A						
PROF DEVEL SPECIAL EDUC 1ST SEM 1976-77										
SEMINAR-BEHAVIORAL DISORDERS	SP ED	603	3	S						
PROF DEVEL SPECIAL EDUC 2ND SEM 1976-77										
PROB SOLVING-BEHAV DISORDERS	SP ED	613	3	S						
ANCE STANDING-WEST VIRGINIA UNIVERSITY, MORGANTOWN, WV										
2nd SEM 1971-72										
SEMINAR	SOC	391	3	A						
STATISTICAL METHODS	STAT	311	3	B						
ANCE STANDING-NORTHERN ILLINOIS UNIVERSITY, ILLINOIS										
1ST SEM 1975										
CURRI DEV MR	SP ED	515	3	A						
ED DIAG-EXCEPTIONAL CHILD	SP ED	509	3	A						
COMPREHENSIVE EXAMINATION										
E										
PROF DEVEL SPECIAL EDUC SUMMER 1977										
SP TP-SOCIOMETRICS IN SPECIAL ED	SP ED	585	3	S						
HRS 3 HRS PASS 3 GRD HRS 0	PTS	0	GPA	.00						
SEP -7 1977										
THIS IS A CERTIFIED COPY OF THE RECORD FOR THE ABOVE STUDENT										
										
DIRECTOR OF ADMISSIONS AND RECORDS										