

Kathy Malone

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Objective

Consultant projects within criminal justice field, assisting both government and private social service agencies with grant development, writing, and/or review; program assessment, development and evaluation; and project and /or personnel management utilizing skills developed by 30+ years of challenging public service.

Profile

Motivated social services professional with multiple college degrees, additional training and a successful 30+year record of direct service and administrative juvenile justice work in a public social service agency. Successful in obtaining grant funding and integrating resultant new programming and policies into system of supervision and treatment services. Experienced in training on DMC, diversion programming and other juvenile justice issues. Experienced in working with both government and non-profits on grant development, evidence-based practices and both personnel and program management. Demonstrated history of producing complex and timely documents for policy makers, grantors, Judges, and other elected officials.

Diplomatic and tactful with professionals and non-professionals at all levels. Accustomed to handling sensitive, confidential issues as well and records. A relationship builder with excellent communication skills and experienced in managing staff, program development, monitoring, and evaluation.

Flexible, likes a challenge and is able to maintain a sense of humor and work/produce under pressure.

Skills Summary

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| ♦ Overall Project Management | ♦ Facilitator on DMC | ♦ Trainer on evidence-based |
| ♦ Report Preparation | and other juvenile | programs & grant writing |
| ♦ Agency & Court Policy | justice & court issues | ♦ Personnel management |
| Development | ♦ Program evaluation | ♦ Computer Savvy |
| ♦ Program/grant development | ♦ Budget preparation | |

Professional Experience

JUVENILE JUSTICE PROGRAMS: DEVELOPMENT/IMPLEMENTATION/ EVALUATION

- ♦ Targeted sub-groups in juvenile justice population for specific focused intervention using both direct service and contracted community agencies. (Examples: girls; first offenders; detainees; high risk & firearm offenders)
- ♦ Developed agency policies/procedures for programming as well as established evaluation parameters for each.
- ♦ Successfully developed and managed grants for some new funding of initiatives. (EXAMPLES: Re-entry pilot; implementation of GAIN assessment process; JDAI issues.)
- ♦ Drastically reduced correctional placements through new, successful programming for serious offenders, such that policy makers re-invested some saved \$\$'s into expanding successful diversion programming.
- ♦ Managed an annual RFP and contract process to obtain qualified community partners for services.
- ♦ Hired outside evaluators to determine needs, issues, etc., for program development and evaluation.
- ♦ Participated on several state-wide planning and policy committees.
- ♦ Appointed to Governor's Juvenile Justice Commission in 2011 and 2012.

JUVENILE JUSTICE POLICY ANALYSIS & DEVELOPMENT

- ♦ Managed several initiatives including Milwaukee County's DMC initiative from 2002 to 2007 that created a strong local collaborative producing both policy changes and a diversion from incarceration alternative for high risk males.
- ♦ Completed a detailed review of all judicial detention admission policies and departmental practices by examining hundreds of prior admissions and releases identifying sub-groups with disproportionate outcomes and trends, resulting in new policies, tools, and priorities.
- ♦ Worked with Judges, law enforcement, community partners and trained intake and supervision staff on new judicial admission policies; created procedures and accompanying new RAI tools; set up ongoing monitoring process.

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- ◆ Implemented a variety of court improvement policies through new forms, procedures, etc. (EXAMPLES: Access to a variety of programming; in-court supervision reviews; and development of preliminary and supplemental court orders)

MANAGEMENT OF TRADITIONAL INTAKE AND COURT-ORDERED SUPERVISION SERVICES

- ◆ Managed all aspects of day-to-day operations of a large social service operation including a 120-bed detention facility within a juvenile court complex.
- ◆ Augmented standard supervision with contracted community support services. (EXAMPLES: group home; AODA assessments; high intensity monitoring for high risk youth.)
- ◆ Simplified access to paid, individually specific services for youth and their families through a network of community and neighborhood providers (EXAMPLES: Mentoring; tutoring recreational experiences; competency evaluations)
- ◆ Developed an orientation process for all youth new to supervision requirements.

OPERATIONS & PERSONNEL MANAGEMENT

- ◆ Provided oversight and supervision of juvenile justice division; over 180 staff including trained intake, probation, supervisory, detention, contract, and support persons.
- ◆ Performed all personnel functions including hiring, discipline etc.,
- ◆ Created work schedules, vacation, coverage policies, and supervised commodity purchases.
- ◆ Developed/presented detailed reports, including an annual budget and ancillary funding requests to policy makers; State SAG and others.

CONSULTANT SERVICES--DEVELOPMENT OF POLICIES, GRANTS, DOCUMENTS & PROJECTS

- ◆ Successfully produced grant applications for additional revenue/ projects for several non-profit local agencies serving both adult and juvenile offenders,
- ◆ Assisted with both program development and evaluation for adults with co-occurring disorders requiring cognitive and psycho-education intervention and employment services
- ◆ Developed and coordinated a structured, evidence-based training experience for local providers serving runaway youth, and,
- ◆ Provided training to various start-up agencies in the areas of personnel policy, program development and evaluation, logic model construction and board development.

Employment History

Independent justice consultant and State of Wisconsin Licensed Clinical Social Worker, working with both public and private non-profit agencies assisting them with overall adults and/or juvenile justice system management services, including grant research/development and writing; and evidence-based program development and evaluation services. **Owner/operator, 2007 to present**

Administrator for the Milwaukee County Social Services' Juvenile Court intake/probation department. Milwaukee County, the largest county in Wisconsin serves about 3500 youth and their families annually in juvenile court services; **1983-2007.**

Prior to the administrative position, supervisory and direct serve work in both juvenile justice and child welfare; **1968—1983.**

Education

University of Wisconsin – Milwaukee
MSW (May, 1975)
Bachelor's Degree in Social Welfare (May, 1967)

References

Provided upon request.