

# Kala M. Adams, MSW, CSW

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## Education

### **BACKCHELORS OF ARTS DEGREE IN SOCIAL WORK | MAY 2005 | UNIVERSITY OF KENTUCKY**

- Major: Bachelors of Arts in Social Work
- Minor: Sociology

### **MASTERS DEGREE IN SOCIAL WORK | AUGUST 2008 | UNIVERSITY OF KENTUCKY**

- Major: Masters Degree in Social Work
- Related coursework: Mental Health Policy, Psychopathology for Social Work Practice, Substance Misuse and Violence, Research Design, Adult Assessment and Treatment, Administration and Supervision in Social Work Assessment, Child Assessment and Integrative Seminar.

## License

- Licensed Clinical Social Worker- CSW; 5313 12/2007-Current. Stat of Kentucky, Kentucky Board of Social Work
- Supervising Licensed Independent Social Worker- I.1303520.SUPV- 4/2015-11/2021. Ohio Counselor, Social Work and Marriage and Family Therapist Board.

## Experience

### **INFECTIOUS DISEASE AND PREPAREDNESS MANAGER | LEXINGTON-FAYETTE COUNTY HEALTH DEPARTMENT | OCTOBER 2022-CURRENT**

- Responsible for planning, day-to-day operation, evaluation and management of the Infectious Disease, Environmental Health, and Public Health Preparedness work units.
- Plans, operates, evaluates and manages the infectious disease activities for the department, including epidemiology, targeted prevention (investigation of new syphilis and HIV cases, identification of individuals who would benefit from STD testing due to contact with a case or engaged in high risk behaviors, HIV outreach, linkage of HIV cases not currently receiving care to treatment resources and STD testing), vital statistics, public health preparedness and environmental health.
- Manages the infectious disease component of health department including epidemiological and clinical evaluations of cases, clusters and outbreaks of infectious disease and other conditions
- Coordinates as needed with public health clinic to provide appropriate services to infectious disease clients
- Maintain effective operations relationships with staff, other elements of the department, local health agencies and providers and outside groups such as Kentucky Department for Public Health, Center for Disease Control and academic entities.
- Establishes and evaluates short and long range goals and objectives for assigned programs and activities for targeted preventions, epidemiology, vital statistics, environmental health and public health preparedness programs.
- Evaluates efficiency of program processes and implements process improvement projects as needed. Directs and implements decisions for problem resolution, program direction and staff guidance and

incorporates into program strategic planning. Reports quarterly on progress of program strategic plans to Community Health Officer.

- Prepares and manages annual and mid-year budget for the Infectious Disease and Preparedness work unit.

### **HANDS PROGRAM TEAM LEADER | LEXINGTON-FAYETTE COUNTY HEALTH DEPARTMENT | MARCH 2017-OCTOBER 2020**

- Performs duties related to supervising the daily administration, operations and staff supervision of the Health Access Nurturing and Development Services (HANDS) program.
- HANDS provides early childhood education and support services to eligible clients involving infant and toddlers from birth up to three years of age and or referrals to other agency health care programs and social service agencies.
- Prepares statistical program reports, maintains the fidelity to the HANDS model to include quality assurance/compliance and assure that applicable standards are met.
- Assist with budget development and monitoring for trends/variances.
- Promotes program service delivery through collaboration with community programs/agencies.
- Develops and maintains a strategic marketing plan to maintain a strong community referral base for families that are eligible for participation in the HANDS Program.
- Prepares detailed and comprehensive written reports and recommendations, program plans and evaluations
- Participate in Public Health related activities and events.
- Ensures program management via implementation of policies and procedures, operational assessments, planning, development, administration and evaluation of clinical teams.
- Performs, prepares, analyzes, reviews and monitors the budget for HANDS Program (2017-2018; \$1,052,984 Medicaid; \$307,546 State General Funds-Tobacco; \$172,750 State General Funds-Multigravida).
- Makes decisions on personnel policy matters affecting assigned staff including performance monitoring and evaluation of staff.
- Participates in the selection, hiring and orientation process of new employees to ensure best use of time and resources.
- Attends training conferences, conducts and facilitates meetings and trainings for staff in a way that is effective and efficient.
- Provide program expertise to services providers and staff.
- Assists or assigns staff to help resolve billing problems, determine family eligibility and benefits or appropriate services and referrals
- Prepares and reviews detailed statistical data of the clinical management program reports and conducts quality assurance audits to oversee/monitor the program records and quality of care.
- Coordinate program services with internal and external entities to ensure that providers and staff understand the program guidelines.
- Services as a resource person in defining program goals and objectives and establish methods and measures of accomplishing program based objectives.
- Serves as a liaison between staff, state and federal officials regarding services and ensures that performance measures and standards for the program/services are met.
- Conduct parent visit assessments and home visits as needed.
- Shadow staff as required to ensure quality of services are being delivered and provide feedback to staff.
- Supervises 5-15 employees in the HANDS Program and is responsible for the overall direction, coordination and evaluation of this unit.

**INTAKE AND ONGOING SUPERVISOR | MONGTOMERY COUNTY JOB AND FAMILY SERVICES, CHILDREN SERVICES DIVISION | NOVEMBER 2015-MARCH 2017**

- Management responsibilities for the delivery of case work services to children, families and foster families through a unit of direct staff and support service staff
- Responsible for training and supervising a unit of workers in a specialized area in a social service program.
- Responsible for training and providing orientation of new case workers on program area job descriptions, responsibilities and all necessary program activities.
- Additional duties may include handling difficult cases in addition to supervisor duties or handling other cases in a social service program.
- Supervises methods and techniques used by workers to deliver services, teach and model case work methods, and evaluates worker performance
- Maintains regular communication and feedback with other district supervisors, district managers and assistant director.
- Monitor monthly contact, documentation timeliness as well as state and federal guidelines with regards to CAPTA and CAPMIS.
- Advises staff regarding resources, treatment plans, diagnoses, prognosis, legal mandates, court procedures and related case activities.
- Ensures staff is appropriately utilizing supportive services both internally and external from the agency.
- Participate in investigation and analysis of cases as they are screened into the agency and assigned to workers.
- Makes analysis and assessment of the unit operation in relation to overall program operation within the department
- Analyzes trends and contributes to the program development.
- Sets unit priorities for delivery of services and best practices.
- Creates opportunities for staff to provide input into planning and services provided by direct staff
- Participates and collaborates in inter/intra agency and community meetings and events
- Interprets agency policy and relays policy and implementation to supervisee's
- Conducts regular individual and unit conferences and documents as necessary
- Responsible for monthly reports, timesheets, correspondence and other documentary paperwork
- Participate in agency and community meetings and work to continue to maintain and build working relationships with other community partners such as juvenile court and other service providers.
- Assumes the responsibility, in the absence of the program manager, for providing technical leadership through consultation and problem-solving activities with other program staff.
- Maintain confidentiality as well as follow mandated reporting laws.
- Maintain Ohio Social Work licensure as well as ongoing continuing education that meets both agency policy as well as the Ohio Counselor, Social Worker and Marriage & Family Therapist Board.

**INTAKE AND ONGOING CASE WORKER | MONGTOMERY COUNTY JOB AND FAMILY SERVICES, CHILDREN SERVICES DIVISION | AUGUST 2010-NOVEMBER 2015**

- Under supervision utilizing a team approach, provides direct clinical casework services to children, birth families, kinship caregivers and foster families.
- Provides intake, investigation and assessment at the initial level of a case. Assess risk to children who are potentially dependent, neglected and or abused. Then makes necessary recommendations (ie. Clinical, mental health, substance abuse) based on a thorough assessment. Develops a plan with the

family if one can be made and or goes through necessary legal steps to place children in the custody of the agency due to serious harm that has or potentially can occur.

- Provides ongoing casework services to families in which children may be dependent, neglected or abused; secures protection for children from potentially abusive environments; visits foster homes on an ongoing basis ensuring proper care of children.
- Assesses risk to children, assesses family functioning and available supports in order to establish a plan for services which assists in increasing the stability and or the conditions which originally place children at risk.
- Implements services, which promote family preservation, placement stabilization, family reunification, concurrent planning and permanency for children.
- Supports and develops a team approach in working with birth families, kinship caregivers and foster families to ensure a wraparound approach. Enables families and children to utilize appropriate community resources and makes appropriate and necessary referrals.
- Develops and/or maintains constructive relationships with other agencies involved with children and families which serves as a link in the wraparound approach and provides the children and families with additional support.
- Maintains contact with service team members, i.e. treatment specialist, schools, hospitals, attorneys, probation offices, magistrates, judges, Montgomery County Prosecutors Office and other court personnel to ensure that services are being maintained and followed as recommended by a specific specialist and through court mandated services.
- Provides services to foster families in which they maintain children in their placement while supporting and facilitating timely reunification with biological families or kinship caregivers; provides an alternative permanent plan as a last resort when reunification is not able to happen.
- Performs required record keeping functions and required paperwork; prepares written assessment reports and all other related documentation as required; attends staff meetings, case conferences, workshops, in-service training sessions and meetings.
- Ensures that cultural issues are addressed in client case plans, as well as making the necessary updates in order for clients to fully understand what the case plan consists and what is being expected of them by having documents translated if needed, as well as providing an interpreter as well.
- Provides specific services to foster families to enhance their foster care experience, understanding of the placement process, their roles and responsibilities, their capacity to accept and maintain a child or children and how they can support the reunification process as well as how they can assist in building a relationship with birth families and act as a role model for them.
- Advocate for both natural/birth families as well as foster families.
- Contributes to decision making for the matching of children with their foster homes based on the clinical needs of the child as well as any special needs the child may have. Responsible for the coordination of placements including pre and post placement activities.
- Responsible to prepare necessary court and legal paperwork in order to maintain the safety of children. Responsible for organizing information for the Montgomery County Prosecutors Office as well as testifying to this information and ensuring that it is accurate and detailed.
- Detailed skilled knowledge of the following: Detailed knowledge of current social, economic, and health problems. Detailed knowledge of individual and group behavior, environment, socio-economic status, and values and how this affects parenting, family roles and parenting. Detailed knowledge of the methods of treating social problems in a home based setting as well as in a therapeutic setting. Detailed knowledge of family dynamics and therapy with families, adults, teenagers, and children as well as child development. Detailed knowledge of foster parent programs in order to assist with foster children and working with families as well as providing support as needed. Ability to enable foster parent involvement in the agency programs as well as with our families we work with. Ability to

establish positive working relationships with clients, collateral persons and other staff from diverse cultural backgrounds. Ability to handle sensitive contacts with the public, community and news press. Ability to write effectively and to speak effectively in public as well as during court proceedings and interviews. Established record of successful casework and counseling/therapy with families and children from diverse backgrounds. Familiarity with court procedures and laws of evidence; familiarity with procedures of preparing petitions, and helping witnesses organize their testimony.

- Maintain confidentiality as well as follow mandated reporting laws to the appropriate agencies.
- Monthly and ongoing supervision through direct one on one supervision as well as thorough case conference, unit meetings and case staffing.
- Maintain Ohio licensure as well as ongoing continuing education that meets both the agency policy as well as with the Ohio Counselor, Social Worker and Marriage & Family Therapist board.
- Maintain a valid State of Ohio Driver's license and provide proof as needed.

#### **THERAPIST | SAMARITAN BEHAVIORAL HEALTH | APRIL 2009-AUGUST 2010**

- Therapist provides services for youth and their families at the Montgomery County Children's Services offices who are experiencing mental health and or substance abuse problems or may be victims of abuse, neglect or who are dependent. Provide mental health assessments and ongoing therapy for youth ages 7-21 that are being removed from their homes and placed in alternate settings such as foster care or kinship care.
- Assist with creating and implementing the new contract with Montgomery County Children Services by developing a system in which to document, contact and provide mental health treatment in a timely manner for children who are being removed from their current home and are at risk of disruption in a new home. Work with team members through team meetings in tracking how each new system is working and make changes as needed.
- Participate in Montgomery County Children Services Disruption Conferences' to prevent further disruption for youth that are currently in foster home due to negative or unwanted behaviors in that placement. Provide therapeutic interventions to foster families and children to decrease the amount of disruptions occurring with our youth in the foster homes.
- Participate in Montgomery County Children Services residential reviews and make appropriate clinical recommendations based on the child's needs for residential services due to mental health issues and concerns as well as abuse, neglect, and maltreatment.
- Enroll clients into the agency system as well as provide initial paperwork with regards to the agencies policies, rules and client rights and responsibilities and the agencies rights and responsibilities.
- Provide detailed mental health assessments and ongoing therapy if needed as an outpatient therapist to children and families who present with needs that warrant ongoing therapy. Provide mental health therapy and treatment that is evidenced based as well as utilizing tools and scales such as the Connors Rating Scale, Vanderbilt, and the Ohio Scales.
- Provide school based mental health services to Vandalia Butler Schools and Dayton Public Schools. Therapist provides assessment and therapy services to children identified in Individualized Education Plans (IEP) as in need of additional mental health services in the school based setting. Coordinate and assist school personnel in developing and implementing IEP's and providing appropriate mental health services to those children in the elementary school, middle school and high school through evidenced based treatments as well as utilizing appropriate scales such as the Connors Rating Scale, Vanderbilt, and the Ohio Scales.
- Participate in regular supervision with supervisor as well as with other treatment team members, staff cases, keep updated on agency rules, regulations and policies. Maintain confidentiality as well as follow mandated reporting laws to the appropriate agencies.

- Maintain Ohio Social Work licensure as well as ongoing continuing education that meets both the agency policy as well as with the Ohio Counselor, Social Worker and Marriage & Family Therapist board.

### **CRONEY AND CLARK | MAY 2003-NOVEMBER 2008**

#### **CLINICIAN/THERAPIST | CRONEY AND CLARK | FEBRUARY 2007-NOVEMBER 2008**

- **The Individual Therapist:** Responsibilities include: a multiaxial assessment that includes a description of the behaviors or symptoms upon which any diagnosis is based, documentation of the date of a recipient's initial diagnosis, a description of the impact of the diagnosis over time, a description of all systems for which the recipient needs coordination of services; and be provided by a behavioral health professional, result in specific treatment recommendations. Complete psychosocial Assessment and updates, complete CBCL, Connors Rating Scales for diagnostic process. Collaborate with Service team to design a plan of care for services to children and their families designed to target behaviorally specific goals for the child and family as well as service delivery goals for other Croney and Clark team members (Collateral, Case Manager, and Therapeutic Child Support Worker). Goals for the client and caretakers should address areas of symptom reduction and skill development, which will reduce the severity of the client's problem(s) and facilitate continued residence in the community. Each goal should include objectives for achieving the goal Assist with maintaining client in the community based on safety and treatment planning. The IT is responsible for establishing risk levels in situations involving potential harm to the client, or harm by the client to another person. Risk levels should be noted in weekly service tickets, and should be updated, using behaviorally specific data, on the Psychosocial Updates. The IT is responsible for conveying changes in risk level to other members of the service team. Continuing Education required 3 hours per month.
- **The Collateral Therapist:** The Collateral Therapist performs face-to-face behavioral health consultation or service planning with a parent, legal representative, school personnel, or other person with custodial control of the client. Treatment delivered by the Collateral Therapist is directed to these parties, and is intended to facilitate achievement of goals in the client's individualized Treatment Plan.

#### **CASE MANAGER/SERVICE COORDINATOR | CRONEY AND CLARK | NOVEMBER 2005-FEBRUARY 2007**

- Coordinated service assessment, documented multi-axial assessment, documented description of all systems for which the client needs coordination of services, and assisted in developing, coordinating, and accessing services in the collaborative service plan.
- Coordinated collaborative team meetings to develop, modify, and review a service plan, facilitated the implementation of a care plan, document contacts with client and family, monitor the client's progress and compliance with treatment, advocated that the client receives appropriate, timely, and effective support services, participated in the development of other human service plans for a client, develop a plan of transition from IMPACT Plus services for a client nineteen years of age or older.
- Initiated regular contact with each team member, completed all paperwork within the specified timeline, completed and submit case notes and progress notes by agency deadline, made contact with new clients, attended service coordinator supervision, and sought supervision regarding cases needing assistance.
- Scheduled and facilitated assigned Service Team Meetings and updated the progress of each case regularly.
- Completed case management training program, received weekly face-to-face supervision by a behavioral health professional, and kept abreast of current and new regulatory policies and procedures.
- Maintained confidentiality of clients, follow reporting laws, maintained client rights, followed risk management policies, followed emergency procedures, and maintained current driver's license and automobile insurance.

#### **THERAPUTIC CHILD SUPPORT PROFESSIONAL | CRONEY AND CLARK | MAY 2003-NOVEMBER 2005**

- Assessed a recipient's aptitude for vocational or skill training, monitored a recipient's progress toward transition, assisted with developing skills and emotional readiness for an independent living setting.

- Implemented a behavioral management plan that will correlate with goals and objectives set forth by the client's Individual Therapist, provided individual instruction for a recipient or parent, guardian, or caregiver on recognizing or coping with a recipient's disruptive behavior, and trained the recipient and parent, guardian, or caregiver about appropriate behavior and supportive adult intervention.
- Regular Supervision.

## **Programs and Committees**

### **KENTUCKY PUBLIC HEALTH EMERGING LEADERSHIP INSTITUTE (KY-PHELI) | LEXINGTON-FAYETTE COUNTY HEALTH DEPARTMENT| 2023-2024**

- Participation in an 8 month leadership training provided by Region IV Public Health Training Center, headquartered at Emory University and partnering with J.W.Fanningg Institute for Leadership Development at the University of Georgia.
- Engage in adaptive and strategic leadership skills to support multi-sector vision setting and leadership necessary to address social, community-based and economic determinants of health.
- Identify personal leadership strengths
- Address leadership challenges through self-directed adaptive approach
- Engage in peer consulting with Kentucky colleagues
- Apply leadership competencies in the context of public health.

### **EMPLOYEE ASSOCIATION COMMITTEE | LEXINGTON-FAYETTE COUNTY HEALTH DEPARTMENT| 2022-CURRENT**

### **LEADERSHIP PROGRAM | MONTGOMEREY COUNTY CHILDREN SERVICES| 2015**

- Participate in bi-weekly meetings to enhance leadership skills and knowledge.
- Developing a proposal and budget to implement and organize a "Back to School Bash". This provided supplies, backpacks, games, prizes, and information about the community to families that are being served through in home services by Montgomery County Children Services.

### **DIVERSITY AWARENESS COMMITTEE (DAC) | MONTGOMEREY COUNTY CHILDREN SERVICES| 2015-2017**

### **WORKER ADVISORY PANEL | MONTGOMEREY COUNTY CHILDREN SERVICES| 2015**

### **SPECIAL OLYMPICS/BATTLE OF THE BUSINESS | MONTGOMEREY COUNTY JOB AND FAMILY SERVICES/ CHILDREN SERVICES| 2014-2017**

- Participate, plan, budget and implement events to raise money for the Greater Dayton Special Olympics
- Organize teams at Montgomery County Job and Family Services.
- Participate and organize others who are participating in sporting events to continue to raise money for Special Olympics during battle week.