

Therese Roe Lund

Education and Certification

B.A., Social Work, University of Wisconsin, 1975
M.S.S.W., University of Wisconsin, 1977
Wisconsin Certification as an Independent Social Worker

Professional Experience

Senior Staff Associate,

ACTION for Child Protection, 11/1/97 – present

Provide training, consultation, evaluation and technical assistance services to agencies around issues including organizational development, clinical and decision-making aspects of child welfare and youth services case practice, assessment of foster and adoptive homes, and management of staff and workload. Develop training curricula and design workshops and strategies for staff development. Assist agencies with implementation of programming, including policy development and methods for evaluation.

Director, Bureau of Milwaukee Child Welfare,

Wisconsin Department of Health and Family Services, 9/95 – 11/97

Designed, planned and developed the program and budget for a new child welfare system in Milwaukee County for which the state assumed direct responsibility in 1998. Directed and managed the necessary transition planning to assure a successful transfer of responsibility. Provided leadership and direction regarding all aspects of this initiative, including legislative actions, lawsuit negotiations, community development and coordination, personnel recruitment and training, policy development, automation development, and fiscal management. Administered, managed and assured the quality of a publicly and privately provided child welfare organization comprised of approximately 700 staff.

Child Protective Services Division Manager,

Rock County Human Services Department, 8/91 - 9/95

Provided administration and management of program areas of child protective services, child welfare, and out-of-home care, including 65 professional and paraprofessional staff and 9 supervisory staff. Successfully developed programs and policies that assured quality service delivery, adherence to state and federal mandates, and restored public confidence following a significantly negative evaluation of the program in 1990. Prepared budget plans and formulated strategies for resource development. Analyzed data to develop initiatives and to evaluate program effectiveness. Coordinated efforts to educate and collaborate with the community on

issues of child welfare. Developed comprehensive strategies to increase staff participation in and ownership of program objectives, initiatives, and decisions.

Child Welfare Services Planner,

Bureau for Children, Youth and Families, Wisconsin Department of Health and Social Services, 3/90 - 8/91

Provided analysis of child welfare services planning issues to formulate Bureau positions. Identified and formulated strategies to improve statewide programming. Provided program coordination, consultation, technical assistance and training to county departments of social services. Assured accurate interpretation and implementation of state and federal laws and regulations. Served as liaison to federal child welfare staff. Developed and coordinated new program and policy initiatives in child welfare and child protective services. Directed the process and wrote the results of the Department's organizational evaluation of a county agency with significant program and policy problems.

Social Work Supervisor,

Dane County Department of Human Services, 3/85 - 3/90

Supervised social workers and paraprofessionals providing family based social services to families experiencing stresses leading to maltreatment, chemical dependency, school, community, mental health, and legal problems. Collaborated on and approved casework decisions. Provided training to staff and developed plans to enhance staff competency. Provided training to community on agency responsibilities and on child welfare issues. Assisted in yearly budget preparation and in development of short and long range program goals.

Child Protective Services Specialist,

Bureau for Children, Youth and Families, Wisconsin Department of Health and Social Services, 12/87 - 3/89 (inter-governmental exchange)

Provided training in child protective services decision-making and skill enhancement to approximately 1000 Wisconsin county social workers and supervisors. Identified child protective services program needs across Wisconsin. Coordinated child protective services policies, procedures and legislation, and assured county compliance. Provided consultation to county agencies in child protective services.

Family Court Counsellor,

Dane County Family Court Counseling, 5/83 - 12/84

Provided mediation services to pre- and post-divorce couples deciding custody and physical placement issues. Provided counseling for couples and children adjusting to divorce. Provided custody and physical placement evaluations for family court litigation. Provided expert witness testimony. Facilitated groups for divorcing couples on the legal, emotional and parenting issues of divorce.

Social Worker,

Dane County Department of Human Services, 5/78 - 5/83; 12/84 - 3/85

Conducted child protective services assessments; provided services to families with multiple problems of maltreatment, delinquency, school, chemical dependency, emotional and mental health concerns and developmental disabilities. Developed case plans with families designed to ameliorate problems. Provided case management and direct treatment services, and coordinated the use of community resources. Provided expert witness testimony and reports to the juvenile court.