

Theresa Costello

EDUCATION

1982 - Hubert H. Humphrey Institute of Public Affairs, University of Minnesota, Minneapolis; M.A. in Public Affairs; G.P.A. 4.0; Concentrations: Energy and Environmental Policy and Quantitative Analysis.

1980 - University of Denver, Colorado; B.A.; G.P.A. 3.9; Majors: Political Science and Spanish; Graduated Summa Cum Laude with High Honors in Political Science.

POSITIONS/EXPERIENCE

Deputy Director, ACTION for Child Protection, Albuquerque, New Mexico, August 1995 to present.

Current responsibilities include management of programs, marketing, organizational planning and direction. Continued responsibility for training, consultation, curriculum development, research and evaluation design and execution as detailed below.

Associate Director, National Resource Center on Child Maltreatment, October 2001 to present.

Responsibilities include management of federal regional office relationships on behalf of NRCCM, management of selected leadership initiatives, direct provision of training and technical assistance to states and tribes and general administrative responsibilities related to overall grant management.

Senior Staff Associate, National Resource Center on Child Maltreatment, October 1996 – September, 2001.

Responsible for provision of technical assistance and training to states and tribes. Participation in leadership initiatives.

Program Coordinator, ACTION for Child Protection, Albuquerque, New Mexico, July 1985 to July 1995.

Responsibilities included project management of ACTION contracts; training on risk assessment, the youth assessment and treatment system, foster family assessment and adoption family assessment; consultation to local agencies implementing assessment systems; curriculum development; design of evaluation methodology for implementation projects or programs; design of research and evaluation tools such as surveys and evaluations; preparation of research reports and presentation of research findings; development of tools for workload management

as well as consultation to local agencies on self-assessment of workload management needs and implementation of methods.

Senior Research Analyst, Child Welfare Project, Children and Youth Program, National Conference of State Legislatures, Denver, Colorado. November 1984 to June, 1985.

Responsibilities included the coordination of information requests received by the Children and Youth Program, and responding to information requests with primary responsibility for child welfare issues. Further duties included performing research, and assisting in the delivery of state technical assistance efforts and conference and seminar logistics.

Staff Associate, Children's Division, American Humane Association, Denver, Colorado; February, 1983 to October, 1984.

Duties included responding to data and other information requests on child maltreatment in the United States, and planning and management of the Denver headquarters Advocacy program. Activities in the Advocacy program included responsibility for the mailing list, the Professional Membership program and the Children's Division Information Clearinghouse as well as editorial duties for the Division newsletter, Protecting Children.

Initial responsibilities included research and data analysis on the National Study on Child Neglect and Abuse Reporting and on the Analysis of the Family Advocacy Program, Department of the Navy.

Project Assistant for Ira Schwartz, Research Fellow, policy research project, "Rethinking Juvenile Justice." Hubert H. Humphrey Institute of Public Affairs, Minneapolis, Minnesota, September, 1981 to June, 1982.

Duties included data retrieval, analysis and compilation, research and writing.

Teaching Assistant - Policy Analysis I and Quantitative Methods for Policy Analysis, Hubert H. Humphrey Institute of Public Affairs, Minneapolis, Minnesota, September 1981 to June, 1982.

Duties included grading and meeting individually with students. Quantitative methods course required teaching Minitab statistical computing system.

Research Intern, St. Paul Area Chamber of Commerce, St. Paul, Minnesota, January, 1982 through March, 1982.

Worked on project which examined opportunity areas for more efficient and cost effective delivery of service in Ramsey County, Minnesota.

Intern, Minnesota Energy Agency, St. Paul, Minnesota; Minnesota Energy Conservation Service Program, September, 1981 through December, 1981.

Environmental Intern Program Northeast, Boston, Massachusetts, May 1981 to August, 1981.

Competitively awarded intern position with Massachusetts Port Authority, Boston, Massachusetts; Intern in the Planning Department, worked on several energy conservation projects at Logan International Airport and other Massport facilities.

PUBLICATIONS/REPORTS/CURRICULA

SAFE – Safety Assessment and Family Evaluation, A Safety Intervention Model, ACTION for Child Protection, 2000

Milwaukee County Child Welfare Needs Assessment, Final Report and Appendices. Wisconsin Department of Health and Social Services, 1996.

West Virginia, Family Options Initiative. West Virginia Department of Health and Human Resources and ACTION for Child Protection, unpublished documents, 1996.

West Virginia Family Options Initiative, Final Pilot Evaluation Report, 1998.

Wisconsin Child Welfare Worker Training Needs Assessment. ACTION for Child Protection 1995, with Holder.

Wisconsin Risk Management System (WisRMS) On-the-Job Training Program. ACTION for Child Protection, 1994.

Child Protective Services Workload Management Model: A Do-It-Yourself Handbook. ACTION for Child Protection, 1994, with Holder.

A Coordinated Response to Child Sexual Abuse Cases - Advanced training for social workers and law enforcement officers in Alabama (curriculum), ACTION for Child Protection, 1994.

A Coordinated Response to Child Sexual Abuse Cases - Training for social workers and law enforcement officers in Alabama (curriculum), ACTION for Child Protection, 1993.

West Virginia Workload Analysis and Workload Standards for Caseworkers and Supervisors; Child Protective Services, Adult Services, Day Care, Foster Care, Adoption, Homefinders, Juvenile Probation. Unpublished document, ACTION for Child Protection, December 1992.

Youth Assessment and Treatment System: A Decision Making Handbook. ACTION for Child Protection, February 1992.

Youth Assessment and Treatment System: Forms and Instructions. ACTION for Child Protection, February 1992.

Youth Assessment and Treatment System Curriculum. ACTION for Child Protection, February 1992.

Foster Family Assessment System. ACTION for Child Protection, 1991, with Holder and Corey.

Adoption Family Assessment System. ACTION for Child Protection, 1991, with Holder and Corey.

Competency Based Interviewing in CPS (curriculum/program). ACTION for Child Protection, 1988.

Field Testing of the Child at Risk Field System. American Public Welfare Association Second National Roundtable on CPS Risk Assessment, July 1988.

Evaluation Results: South Carolina and Wisconsin, Child at Risk Field Implementation. Unpublished document, ACTION for Child Protection, 1988.

Findings: Pilot Test of Safety Determination and Response Instrument, Anne Arundel County, Maryland. Unpublished document, ACTION for Child Protection, March 1988.

On the Job Learning Model. Nebraska Department of Social Services, with Holder, 1987.

On the Job Learning Program Curriculum. Nebraska Department of Social Services, with Holder, 1987.

Team Building Program. Oklahoma Department of Human Services and ACTION for Child Protection, with Holder, 1987.

Child Protective Services Risk Management: A Decision Making Handbook. ACTION for Child Protection, co-editor with DePanfilis, 1986.

Final Report: Oklahoma Risk Management Project. Unpublished document, ACTION for Child Protection, November 1986.

West Virginia Statewide Child Protective Services Program Evaluation. Unpublished document, ACTION for Child Protection, November 1985.

Directory, State Legislative Children and Youth Committees. Denver, Colorado: National Conference of State Legislatures, May 1985.

Navy Family Advocacy Program: The Management and Utilization of Program Information. Denver, Colorado: American Humane Association, September, 1984, co-author with Suski, Schene, Fluke and Bycer.

Navy Family Advocacy Program: The Demographics of Family Violence in the Navy and Marine Corps. Denver, Colorado; American Humane Association, July 1984, co-author with Bycer, Suski, Schene and Fluke.