

Wayne M. Holder

EDUCATION

1970 - Master of Social Work Degree, Ohio State University, Columbus, Ohio.

1967 - Bachelor of Science Degree, Psychology and Sociology, Wayland Baptist University, Plainview, Texas.

POSITIONS/EXPERIENCE

Director, ACTION for Child Protection, Denver, and Charlotte, 1984 to present.

Directs and administers a private, non-profit national organization which addresses child abuse and neglect and the improvement of child protective services. In addition to directing ACTION, consults, trains, publishes and advocates in areas associated with child maltreatment and child protective services, and occasionally maintains a small clinical practice.

Co-Director, National Resource Center on Child Maltreatment, 1996 – Present.

In conjunction with the Child Welfare Institute, co-directs a national consultation, education and technical assistance resource center funded by the National Center on Child Abuse and Neglect. Oversees the planning, development and implementation of state-of-the-art child welfare training and technical assistance support to state and local child welfare agencies and Indian tribes. Maintains routine collaboration and communication with federal regional offices and states with respect to identifying need and delivering services.

Director, Children's Division, American Humane Association, Denver, 1982 to 1984.

Directed a national agency whose purpose is to prevent and reduce child maltreatment; managed a multi-disciplinary staff working in research, evaluation, advocacy, consultation and education programs; designed practice and program models, developed training curriculum, provided consultation and training services and published related literature.

Associate Director, Children's Division, American Humane Association, Denver, 1978 to 1982.

In addition to internal management and direction, provided consultation and education on a national basis in both administrative and program areas; developed, authored, edited and distributed professional publications; provided public relations and acted as liaison to federal, state and private organizations and agencies; prepared grant proposals.

Author and Project Director, Family Resource Center, New Mexico Health and Social Services Department, Albuquerque, 1975 to 1978.

Administered a highly professional evaluation and treatment staff in a federal demonstration program to serve abusive and neglectful families; designed and established a comprehensive and sophisticated service delivery system; designed and implemented a highly structured multi-disciplinary team decision making approach; organized and conducted a statewide child protection curriculum/training field test; other responsibilities included community and political organization, federal and state liaison, program evaluation, client population research, grant writing and management and clinical practice.

CONCURRENT POSITIONS

Field Operations Manager, District III, New Mexico Health and Social Service Department, 1973 to 1975.

Responsible for all administrative functions associated with social service programs in the largest department region in New Mexico, including budget preparation and management procurement, recruiting and hiring, and staff development and training; addressed the needs of varied cultural groups including the Navajo tribe; designed and implemented child protective services workload standards and formula statewide; in addition, participated in statewide planning and decision making as related to all aspects of social service programming.

Bernalillo County Director (Albuquerque Metropolitan Area), New Mexico Health and Social Services Department, Albuquerque, 1973 to 1975.

Directed a staff of one hundred designated to provide a wide range of social services in a metropolitan area; responsibilities included budget preparation and maintenance, hiring and maintenance of staff, staff development and training, procurement, operational management, program development and implementation, public relations and community organization.

Director of Social Service Programs, Bernalillo County, New Mexico Health and Social Services Department, Albuquerque, 1971 to 1973.

Established and provided direction for all social service programs; consulted with other administrators in the provision of social service programs; responsible for development, planning and evaluation of service programs.

Staff Development Specialist, New Mexico Health and Social Service Department, Albuquerque, 1971.

Designed and implemented statewide training programs for department personnel; developed

curriculum and training resources; provided specialized training to supervisors and child protective casework staff.

Coordinator of the New Careers Program, Bernalillo County, New Mexico Health and Social Services Department, Albuquerque, 1970 to 1971.

Implemented and managed a federal manpower program in a public agency; included screening, selecting and training personnel; consulted and coordinated with department management and university personnel who collaborated with the program; counseled high risk program personnel.

Instructor, New Careers Undergraduate School of Social Work, Ohio State University, 1970.

Taught social work practice to para-professionals.

Child Welfare Supervisor, Bernalillo County New Mexico Health and Social Services Department, Albuquerque, 1969.

Supervised a child welfare unit composed of six BA caseworkers handling intake/investigation and ongoing services with protective cases and foster care cases.

Child Welfare Caseworker, Bernalillo County, New Mexico Health and Social Services Department, Albuquerque, 1967 to 1969.

Provided social services to a multi-problem, child welfare caseload including problem assessment and resolution with physical and sexual abuse and neglect cases; provided casework to children in foster care; collaborated with other community professionals in the delivery of services.

PUBLICATIONS

Wayne Holder, "Planning a Protective Service Program", *Los Ninos*, Vol. 1, Special Issue, 1976.

Wayne Holder, "Recipe for the CPS Administrator: Some Necessary Ingredients", *National Child Protective Services Newsletter*, The American Humane Association, Denver, August, 1978.

Wayne Holder and Patricia Schene, *Understanding Child Neglect and Abuse*, The American Humane Association, Denver, 1978.

Wayne Holder and Larry Brown, "Epidemiology: The Nature and Extent of Sexual Abuse in

the Contemporary American Family", *Proceedings from Incest: In Search of Understanding*, Chicago, 1979.

Wayne Holder, "Addressing the Problem of Child Abuse and Neglect: Now and Future", a position paper, *The Congressional Record*, 1977.

Wayne Holder and Cynthia Mohr, Editors, *The Nationwide Survey on Child Protective Services*, The American Humane Association, Denver, 1979.

Wayne Holder and Cynthia Mohr, Editors, *Helping in Child Protective Services: A Casework Handbook*, The American Humane Association, Denver, 1979.

Wayne Holder, "Colorado CPS Worker Recounts Conviction of Official Misconduct: An Interview", *National Child Protective Services Newsletter*, The American Humane Association, Denver, Winter, 1979.

Wayne Holder, "Attitudes: Are They the Foundation for Effective Child Protective Services?", The American Humane Association, Denver, Spring, 1980.

Wayne Holder, Editor, *Sexual Abuse of Children: Implications for Treatment*, The American Humane Association, Denver 1980.

Wayne Holder, *Child Protection Multidisciplinary Teams*, unpublished manuscript.

Wayne Holder, *Burnout and Staff Morale in Child Protective Services*, unpublished.

Wayne Holder and Kathleen Hayes, *Malpractice and Liability in Child Protective Services*, Bookmakers Guild, Longmont, Colorado, 1984.

Wayne Holder and Diane DePanfilis, *Supervisory Guide for Assessing Casework Effectiveness*, The American Humane Association, Denver, 1984.

Wayne Holder, *Child Protective Services Casework*, A Training Curriculum, Alberta Department of Social Services and Community Health, Alberta, Canada, 1984.

Wayne Holder, *The Child at Risk Field*, ACTION for Child Protection, Charlotte, 1985.

Wayne Holder, *Program Management and Supervision in Child Protective Services: A Workshop*, A Training Curriculum, ACTION for Child Protection, Charlotte, 1986.

Wayne Holder and Michael Corey, *Child Protective Services Risk Management: A Decision Making Handbook*, ACTION for Child Protection, Charlotte, 1986.

Wayne Holder, Michael Corey and Eric Oleson, *Child Sexual Abuse Investigation: A*

Protocol, ACTION for Child Protection, 1986.

Wayne Holder, *Safety Determination and Response*, Edna McConnell Clark Foundation and ACTION for Child Protection, 1987.

Wayne Holder and Theresa Costello, *On the Job Learning Model*, Nebraska Department of Social Services and ACTION for Child Protection, 1987.

Wayne Holder, et. al., Diane DePanfilis, ed., *Enhancing Child Protective Services Competency: Selected Readings*, ACTION for Child Protection, 1987.

Wayne Holder and Michael Corey, *Foster Family Assessment*, ACTION for Child Protection, 1992.

Wayne Holder and Michael Corey, *Adoption Family Assessment*, ACTION for Child Protection, 1992.

Wayne Holder and Theresa Costello, *Youth Assessment Treatment System*, ACTION for Child Protection, 1992.

Wayne Holder, *Child Protective Services Workload Management Model*, ACTION for Child Protection, 1993.

Wayne Holder, *Treatment Outcome Planning System*, ACTION for Child Protection, 1993.

Wayne Holder and Theresa Costello, Trainer's Curriculum "*A Coordinated Response to Child Sexual Abuse Cases*", ACTION for Child Protection, 1993.

Wayne Holder and Michael Corey, *Child Sexual Abuse Assessment and Treatment Training*, West Virginia Department of Human Services, 1993.

Wayne Holder, *SUCCESS Model*, ACTION for Child Protection, 1996.

Wayne Holder and Teresa Roe Lund, "Translating Risks to Positive Outcomes: Outcome Oriented Case Management from Risk Assessment Information", *The APSAC Advisor*, 8 (4), 20-24, 1995.

Wayne Holder, *Child Protective Services Outcomes*, ACTION for Child Protection, 1997.

Wayne Holder, *Family Assessment Change Strategy*, ACTION for Child Protection, 1998.

Wayne Holder and Thomas Morton, *Designing a Comprehensive Child Safety Model*, The National Resource on Child Maltreatment, 1999.

Wayne Holder, et. al., "*Case Conference*," *APSAC Advisor*, American Professional Society

on the Abuse of Children, Spring, 1999.

Wayne Holder, et. al. *SAFE Safety Assessment Family Evaluation*. ACTION for Child Protection, Inc. 2000.

CURRICULUM DEVELOPMENT

Wayne Holder and Cynthia Mohr, Editors, *Child Protection Certification Curriculum*, The American Humane Association, Denver, 1979.

Wayne Holder, *West Virginia Comprehensive Curriculum for CPS*, WV Department of Human Services and American Humane Association, 1979.

Wayne Holder, *Rhode Island Comprehensive Curriculum for CPS*, RI Department of Social Services and American Humane Association, 1979.

Wayne Holder, Tom Cruthirds, Shirley Fitz-Ritson and Michael Corey, *Supervision in Child Protective Services: The Teaching Role*, SC Department of Social Services and American Humane Association, 1979.

Wayne Holder and Larry Brown, *Comprehensive Curriculum for CPS: Training Trainers*, SC Department of Social Services and American Humane Association, 1979.

Wayne Holder, Tom Cruthirds, Shirley Fitz-Ritson and Oliver Salisbury, *Supervision in Child Protective Services*, WV Department of Human Services and American Humane Association, 1979.

Wayne Holder, *Vermont Comprehensive Curriculum for CPS*, Vermont Department of Social Services and American Humane Association, 1980.

Wayne Holder, *Alberta Comprehensive Curriculum for CPS Certification*, Alberta Department of Social and Community Services and American Humane Association, 1981.

Wayne Holder, Tom Cruthirds and Michael Corey, *Alberta Supervisory Curriculum*, Alberta Department of Social and Community Services and American Humane Association, 1981.

Wayne Holder, *Saskatchewan Comprehensive Curriculum for CPS*, Saskatchewan Department of Social Services and American Humane Association, 1982.

Wayne Holder and Jules Riley, *Alberta Training Trainers*, Alberta Department of Social and Community Services and American Humane Association, 1982.

Wayne Holder, *Workshop on Sexual Abuse Intervention: A Trainer's Manual*, A Training Curriculum, The American Humane Association, Denver, 1982.

Wayne Holder, *Nevada Comprehensive Curriculum for CPS*, Nevada Department of Welfare

and American Humane Association, 1982.

Wayne Holder, *Kentucky Comprehensive Curriculum for CPS Certification*, KY Department of Human Resources and American Humane Association, 1982.

Wayne Holder, *New Mexico Comprehensive Curriculum for CPS*, NM Social Services Agency and American Humane Association, 1983.

Wayne Holder, *Alberta CPS Treatment Curriculum*, Alberta Department of Social and Community Services and ACTION for Child Protection, 1984.

Wayne Holder and Diane DePanfilis, *Wisconsin Comprehensive Curriculum for CPS*, University of WI, WI Department of Health and Social Services and ACTION for Child Protection, 1985.

Wayne Holder, *Wisconsin Supervisors/Managers Curriculum*, University of WI, WI Department of Health and Social Services and ACTION for Child Protection, 1985.

Wayne Holder and Michael Corey, *Ohio Risk Assessment Curriculum*, Ohio Department of Social Services and ACTION for Child Protection, 1985.

Wayne Holder, Michael Corey and Diane DePanfilis, *The Child at Risk Field Decision Making Curriculum*, ACTION for Child Protection, 1986.

Wayne Holder and Theresa Costello, *On the Job Learning Program Curriculum*, NE Department of Social Services and ACTION for Child Protection, 1987.

Wayne Holder, Michael Corey and Diane DePanfilis, *The Child at Risk Field Decision Making Curriculum for Supervisors*, ACTION for Child Protection, 1987.

Wayne Holder and Eric Oleson, *Treatment of Physically Abusive Families: Individual, Group and Family*, SC Department of Social Services and ACTION for Child Protection, 1987.

Wayne Holder and Theresa Costello, *Team Building*, OK Department of Human Resources and ACTION for Child Protection, 1987.

Wayne Holder and Michael Corey, *The Child at Risk Field Decision Making Curriculum for Trainers*, ACTION for Child Protection, 1987.

Wayne Holder and Michael Corey, *Oklahoma Risk Assessment Curriculum*, OK Department of Human Resources and ACTION for Child Protection, 1988.

Wayne Holder and Theresa Costello, *Competency Based Interviewing in CPS*, ACTION for Child Protection, 1988.

Wayne Holder and Michael Corey, *Wisconsin Risk Assessment Curriculum*, Wisconsin

Bureau for Children, Youth and Families, 1990.

Wayne Holder and Peter Pecora, *National Child Protective Services Competency Based Training Project*, University of Utah School of Social Work and ACTION for Child Protection, 1990.

Wayne Holder and Michael Corey, *West Virginia Risk Assessment Curriculum*, West Virginia Department of Human Services, 1991.

Wayne Holder ed., *Alabama Standard Guidelines for Developing Local Community Protocols for Interventions in Child Sexual Abuse*, Alabama Criminal Justice Task Force, 1991.

Wayne Holder and Michael Corey, *Child Sexual Abuse Training - Trainer's Curriculum*, West Virginia Department of Human Services, 1993.

Wayne Holder, *Child Protective Services - Family Based Services Integrated On The Job Learning Curriculum*, ACTION for Child Protection, 1994.

Wayne Holder and Theresa Costello, ed., *Workload Management in Child Protective Services*, ACTION for Child Protection, 1994.

Wayne Holder and Reed Holder, *Colorado Knowledge and Skills Workshop Curriculum*, ACTION for Child Protection, 1997.

Wayne Holder, Nora Rannenberg and Emily Hutchinson, *Intake and Initial Assessment Training for Supervisors and Managers Curriculum*, Milwaukee Child Welfare Agency, 1997.

Wayne Holder, *Intake, Investigation and Ongoing CPS Services*, Milwaukee Bureau of Child Welfare, 1997.

Wayne Holder, *Safety Services Curriculum*, Milwaukee Bureau of Child Welfare, 1998.

Wayne Holder, *Confirming Safe Environments*, Colorado Department of Social Services, 1999.

Wayne Holder, *Change Bases CPS Intervention*, ACTION for Child Protection, Inc. 2000.

EXPERT CONSULTATION

Gibson vs. Ginsberg, Expert Review and Consultation, West Virginia, 1980-1982.

Child Fatalities Inquiry Work Group, Panel of Experts - Child Fatality Protocol, NCCAN, 1982.

McHenry County Mental Health Board, Expert Review of Malpractice, Illinois, 1982.

Jensen vs. Conrad, Expert Opinion, South Carolina, 1983.

National Bank of South Dakota, Guardian Ad litem for Debbie Carstensen and Bonnie McCoy vs. Richard L. Leir, Kay Streeter, Annamae Blume, Noreen Lemery, Glenn Franklin Brown and Iva Brown, AKA Ivy Brown, Expert Opinion and Case Evaluation, South Dakota, 1983.

South Carolina Department of Social Services, Program Evaluation, 1984.

Louisiana - Illinois Joint Project on Study of Fatalities, Expert Review and Case Consultation, 1984.

West Virginia Department of Human Services, Program Evaluation, 1985.

Scott County Civil Cases, Expert Evaluation and Opinion, Minnesota, 1986.

Television Special Report "Child Protection," Case Evaluation and Opinion, Minnesota, 1987.

DeShaney vs. Winnebago County, Case Evaluation, Wisconsin, 1988.

Manitowoc County Department of Social Services, Expert Witness, Wisconsin, 1990.

RC Consent Decree, Alabama, 1994.

Milwaukee Bureau of Child Welfare Design, Wisconsin, 1996.

Roe vs. Staple, Court Monitoring Panel Chairman Mediator and Consultant, Ohio, 1991 – 1999.

Child Safety Audit, Delaware Department for Children, Youth and Their Families, 1999.

Intake and Screening, New Mexico Department of Children, Youth and Families 1999; Oregon State Office for Services to Children Youth and Families, 2001.

Policy Development, Alabama Department of Human Resources, 1998 – 2001.

Family Centered Practice, South Dakota Department of Social Services, 1998-2000.

Defining Physical Injury. Arizona Department of Economic Security, 2001.

Roe vs. Staple, Court Monitoring Panel Chairman Mediator and Consultant, Ohio, 1991-2001.