

ANDREA ADERTON, MSA, MSW, LMSW

(816) 324-5582

dsaamc@stjoelive.com

Clinical Coordinator for University of Missouri Off Campus Social Work Program

PROFILE & VALUE

Effective and accountable in high-profile executive roles- Overcome complex obstacles in design, evaluation and delivery of social services and make high-stakes decisions using experienced-backed judgment. Highly respected in community as a proponent of empowerment and accountability coupled with compassionate leadership, strong work ethic and integrity.

Leadership and vision- Driven by desire to continually evaluate programs and services from basis of effectiveness in empowerment of individuals served with a focus on efficient use of both financial and human resources. Innate drive to succeed despite adverse circumstances or complacency.

Respect and leverage human capital- motivate, mentor and lead talented professionals. Live by a culture of competency and lead by example. Direct diverse teams to achieve organizational objectives maximizing individual contributions to the success of the organization.

Strong orientations in operations and finance- Manage multi-departmental agency budget with efficient fiscal control.

QUALIFICATIONS & EXPERTISE

Visionary, Strategy Execution & Leadership

Articulate Communication, Written and Verbal,
Experience in Public Speaking and Training

Exceptional Public and Stakeholder Relationship
Building Skills

Advocacy for Systemic Change on Behalf of
Marginalized or Underserved

Extensive knowledge of juvenile
court operations and systems

Excellence in Public and Private Fiscal
Management Strategies

Experienced in Federal Grants (SAMSHA)

Quality and Continuous Improvement

Organizational Risk Management & Policy
Development to Maximize Agency Stability

PROFESSIONAL EXPERIENCE

Healthy Transitions Initiative, Project Director (.5 FTE) October 2012 to present

PROJECT DIRECTOR

Provide grant management with four community mental health centers and community organizations in Jackson County Missouri to improve access and outcomes for young adults with mental health challenges.

Management and Leadership Successes

- Assumed grant leadership after three years of funding to increase identification of policy barriers, develop a state manual for program replication and the development of a state expansion plan.
- Developed communication pathways and processes to clarify barriers for s state transitional age youth multidisciplinary team.
- Develop training for effective implementation and enhanced developmentally appropriate practices for young adults with mental health challenges in services affecting critical life domains.

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**Circle of HOPE, Project Director (.5 FTE)
Federal grant with a total budget of \$9,000,000**

October 2006 to June 2013

PROJECT DIRECTOR

Provide executive leadership to a children's mental health system of care project with six infrastructure staff positions, contracted service providers and partners in 15 community child serving agencies in Andrew and Buchanan County Missouri.

Management and Leadership Successes

- Provided leadership for the development of a strategic plan to increase the access and outcomes for services to families with children with emotional and behavioral challenges.
- Implemented activities to support program goals to expand and enhance the array of services and supports based on data driven decision making.
- Identified community needs and worked with community partners to develop and implement supports.
- Analyzed data to determine needs for evidence based practices and coordinated systems to utilize these practices (High Fidelity Wraparound and Trauma Informed systems and clinical services).
- Increased integration of primary and behavioral health services by supporting colocation of a social worker and supporting the medical home model.
- Incorporated parents and youth involved in mental health services as active partners in planning, implementing and monitoring the service system.
- Developed a structured and organized process to include community agencies in the planning and implementation process.
- Synthesized information from the committees to develop yearly goals and work plans to address the identified goals.
- Responsible for planning, providing approval and financial oversight for a budget ranging from \$1 to \$ 2 million dollar annual budget.
- Completed documentation requirements including reapplication and progress reports to the federal funder thoroughly and timely.
- Developed sustainability plan for supports, services and infrastructure through utilization of existing funding and the development of alternative funding methods including foundation and grant dollars.

**Family Guidance Center for Behavioral Healthcare; May 1998 to September 2006
501 Francis, St. Joseph MO**

CHILDREN AND YOUTH SERVICES DEPARTMENT DIRECTOR

Provide executive leadership to the department with 50 employees in four locations with an annual budget exceeding \$2,000,000 and serving 1,200 children annually.

Management and Leadership Successes

- Designed and implemented programs and services for children identified as having a severe emotional disorders including day treatment programs, case management, hospital diversion programs, and respite care.
- Developed a training curriculum for new employees to promote quality practices.
- Expanded department staff from eight to 50 through the expansion of the array of services.
- Developed a department policy and procedure manual to meet standards for accreditation of Commission on Accreditation of Rehabilitation Facilities.
- Designed a process to monitor quality of services and documentation to meet the requirements of funders including Medicaid and the Department of Mental Health.
- Designed alternative education school program cooperative with the St. Joseph Public School District for children with behavioral challenges.
- Collaborated with community agencies and schools to co-locate case managers to promote access.
- Provided leadership to the agency executive team on administrative issues related to finances, human resources and organizational policies.

**Division of Family Services
Lafayette, Ray and Buchanan Counties MO**

August 1983 to April 1998

Employed as a children's service worker and promoted to supervisory positions after three years to administrative roles.

Social Service Supervisor III 1993 to 1998

Provided program leadership and development for six supervisors and 40 child welfare staff providing direct services in a multi-county area.

Management and Leadership Successes

- Provided leadership and training for the implementation of family-centered services into child welfare practices.
- Expanded services by developing funded positions based in the school district and juvenile court.
- Developed strategies to implement life skills training for children in alternative placements in a 31 county area.

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- Established collaborative relationships with the juvenile court, school district, residential treatment providers, foster parents, mental health providers and other community agencies to connect resources to assist families.
- Analyzed data to determine trends and recommended program changes to respond.
- Evaluated responses to request for proposals to identify contracted providers.
- Provided area-wide leadership for special project including intensive in home services, develop foster care camps, documentation reviews and quality monitoring assessments.

EDUCATION & CREDENTIALS

MSW -Masters of Social Work, University of Missouri: Columbia, MO (2009)

MSA- Masters of Science in Administration, University of Central Michigan (2001)

BS- Bachelor of Science, Sociology, Missouri Western State University (19983)

LICENSURE

Licensed Master Social Worker- September, 2011

PROFESSIONAL AFFILIATIONS & MEMBERSHIPS

The Center, Samaritan Counseling, Board of Directors

Addiction Awareness, LLC, Board of Directors

Families Offering Children Unified Support (FOCUS), Board of Directors

Federation of Families for Children's Mental Health, member

Missouri Juvenile Justice Association, member

Saint Joseph Youth Alliance, Board of Directors (former), member