

**PROFILE** Twenty years' experience working in the capacity of teacher, counselor and consultant. Skilled in developing trusting relationships that are grounded in accountability and mentoring, particularly working with diverse populations.

**EXPERTISE** Creating safe spaces using a unique therapeutic style of engagement entitled R.A.M. (Relationships-Accountability-Mentoring) that allows individuals from multiple social identities to feel seen, heard and valued as a unique human being.

**EDUCATION**

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2012                    **Master of Arts**  
Counseling Psychology  
University of San Francisco

2008                    **Doctorate of Education**  
International Multicultural Education  
University of San Francisco

2004                    **Single Subject Credential**  
Social Science  
San Francisco State University

2001                    **Master of Arts**  
Education  
San Francisco State University

1992                    **Bachelor of Arts**  
Sociology  
San Francisco State University

1990                    **Associate of Arts**  
Education  
City College of San Francisco

## **CERTIFICATIONS**

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- 2012                    **Marriage and Family Therapist Registered Intern**  
Board of Behavioral Sciences  
University of San Francisco
- 2016                    **Child and Adolescents Needs and Strengths (CANS)**  
The John Praed Foundation  
Lincoln

## **PROFESSIONAL AFFILIATIONS**

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- American Association for Marriage and Family Therapy
- American Educational Research Association
- Alpha Phi Alpha Fraternity Incorporated

## **TEACHING EXPERIENCE**

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- 2016- Present            California State University East Bay  
**Adjunct Professor**  
Educational Psychology Department
- Teach Cross Cultural course to graduate students and school counseling trainees.
  - Supervise social justice projects that are currently being implemented within the school counseling internships.
  - Create unique group experiences that allow school counseling interns to practice specific counseling techniques.
- 2015-Present            University of San Francisco  
**Adjunct Professor**  
Counseling Psychology Department
- Teach Cross Cultural course to graduate students and counseling trainees.
  - Facilitate social justice discussions and projects that are used within the graduate students' traineeship.
  - Create tailor-made group experiences that enhance the critical discussions of multiculturalism.

**TEACHING EXPERIENCE CONTINUED**

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- Fall 2014                      Santa Clara University  
**Adjunct Professor**  
Education Department
- Taught Psychological Foundations course to graduate students and K-12 teaching interns.
  - Supervised classroom discussions on the importance of mental health awareness in the K-12 classroom.
  - Modeled examples of evidence based pedagogical practices for K-12 teachers.
- 2013-2014                      3<sup>rd</sup> Street Youth Center and Clinic  
**Mental Health Clinician**  
Youth Enrichment Program
- Taught Life Skills workshops to San Francisco Unified K-12 students.
  - Facilitated classroom discussions on the importance of community safety and mental health awareness.
  - Modeled examples of effective violence prevention strategies for K-12 students.
- 2013-2014                      University of San Francisco  
**Adjunct Professor**  
Upward Bound Program
- Taught Life Skills workshops to San Francisco Unified K-12 students.
  - Facilitated classroom discussions on the importance of community safety and mental health awareness.
  - Modeled examples of effective violence prevention strategies, including R.A.M. (Relationships-Accountability-Mentoring).
- 2005-2007                      San Francisco State University  
**Adjunct Professor**  
Department of Secondary Education
- Supervised K-12 student teacher interns throughout multiple San Francisco Unified School District schools.
  - Facilitated classroom discussions on the importance multicultural teaching principles in the K-12 classroom.
  - Modeled examples of effective K-12 teaching practices that increase classroom participation and awareness.

**TEACHING EXPERIENCE CONTINUED**

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- 2003-2014      Brainstorm  
**Educational Consultant**  
Family Mosaic Project
- Taught Life Skills workshops to San Francisco Unified K-12 students.
  - Facilitated family discussions on intersectionality awareness and social justice regarding safety for the K-12 classroom.
  - Implemented effective community safety prevention strategies, including R.A.M. (Relationships-Accountability-Mentoring).
- 2003-2004      San Francisco Unified School District  
**Social Studies Teacher**  
Galileo High School
- Taught World History to 10<sup>th</sup> grade San Francisco Unified high school students.
  - Facilitated life skills workshops on the importance of organizational awareness.
  - Co-facilitated Individual Educational Planning (I.E.P.) meetings for designated students.
- 1997-1998      West Contra Costa Unified School District  
**Healthy Start Program Coordinator**  
Peres Elementary School
- Created and taught multifaceted Life Skills Curriculum for K-6 grade students.
  - Facilitated classroom discussions on the importance of community safety.
  - Implemented Positive Behavioral Intervention and Support Strategies (PBIS) for K-6 grade students.
- 1997-1998      San Francisco Educational Services  
**Social Studies Teacher**  
Aria Non-Public Day School
- Taught World History to 10<sup>th</sup> grade San Francisco Unified high school students.
  - Facilitated classroom discussions on the importance of community safety and violence prevention using Social Justice Curriculum.
  - Implemented Positive Behavioral Intervention and Support Strategies (PBIS) for high school students.

**TEACHING EXPERIENCE CONTINUED**

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- 1990-1994                      Hickman Homes Incorporated  
**Counselor**  
Harold House
- Taught World History to San Francisco Unified high school students.
  - Facilitated classroom discussions on the importance of community safety and violence prevention using Social Justice Curriculum.
  - Taught Life Skills workshops to San Francisco Unified high school students regarding organizational awareness and development.

**COUNSELING EXPERIENCE**

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- 2014-Present                      Lincoln Child Center  
**Wraparound Program Clinician**  
Project Permanence
- Conducted assessments, diagnoses, treatment plan development and case management plans for clients and families.
  - Facilitated monthly child and family team meetings that provide detailed progress reports for clients and families.
  - Provided individual and family counseling, clinical case management, advocacy, and referral and linkages to resources for clients and families.

- 2013-2015                      Sankofa Holistic Counseling Services  
**Marriage and Family Therapist Intern**  
Private Practice
- Conducted assessment, diagnosis, and treatment plans for clients and families.
  - Provided weekly individual and group therapy for clients and families.
  - Facilitated monthly mental health awareness trainings for clients and families.

**COUNSELING EXPERIENCE CONTINUED**

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- 2013-2014      Community Health Programs for Youth  
**Marriage and Family Therapist Intern**  
School and Community Based Therapy Programs
- Conducted assessment, diagnoses, and treatment plans for adolescents and young adults.
  - Provided weekly individual and group therapy for clients and families.
  - Created and implemented life skills, trauma and grief groups for adolescents and young adults.
- 2012-2014      Children's Council of San Francisco  
**Mental Health Consultant**  
Family Child Care Program
- Conducted mental health observations for San Francisco Unified School District (SFUSD) pre-kindergarten schools.
  - Provided mental health, teaching and curriculum recommendations for administration, staff, and teachers.
  - Facilitated monthly mental health awareness trainings for the Family Child Care consultants.
- 2011-2012      Youth Justice Institute  
**Marriage and Family Therapist Trainee**  
San Francisco Juvenile Justice Center (JJC)
- Conducted assessment, diagnoses, treatment plan development and case management plans for clients and families.
  - Provided individual psychotherapy for incarcerated and probationary clients.
  - Implemented a therapeutic tool (Horn Accountability Instrument H.A.I.) as a means to guide all of the clinical work at the YJI.
- 2003-2014      Brainstorm  
**Case Manager**  
Family Mosaic Project
- Advocated for K-12 San Francisco Unified School District (SFUSD) clients and their families by attending school, community and mental health meetings.
  - Case managed SFUSD K-12 clients and families by linking parents to resources in the community and serving as a family liaison.
  - Provided life skills workshops that addressed the organizational development needs of SFUSD K-12 clients and their families.

**COUNSELING EXPERIENCE CONTINUED**

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- 1998-2003            United States Army  
**Army Airborne Paratrooper**  
Battalion Liaison
- Advised incoming soldiers about battalion way of life.
  - Assisted incoming families with international lifestyle transition.
  - Provided Case management services to children and families of deployed infantrymen during long-term battalion missions.
- 1997-1998            West Contra Costa Unified School District  
**Healthy Start Coordinator**  
Peres Elementary School
- Facilitated monthly parent meetings concerning educational support for low performing students.
  - Provided clients with referrals for needed services.
  - Coordinated interagency activities for clients' specific needs.
- 1994-1997            San Francisco Educational Services  
**Program Support Specialist**  
San Francisco Unified School District
- Created and implemented intake and enrolment procedures do clients in the after-school programs.
  - Provided clients with referrals for academic and mental health services.
  - Case managed K-12 clients by providing integral community-based services for children exposed trauma.
- 1990-1994            Hickman Homes Incorporated  
**Residential Counselor**  
Group Home
- Served as a liaison to residents by attending supervised family, community, and school meetings.
  - Facilitated daily check-in groups that addressed the social-emotional needs of the residents.
  - Provided life skills workshops that addressed academic and professional development needs of the residents.

## **COACHING EXPERIENCE**

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- 2014-Present      Lincoln Child Center  
**Executive Coaching**  
Clinical Intake Coordinator
- Provide individual coaching to Clinical Intake Coordinator to develop effective methods for managing clinical procedures.
  - Facilitate monthly check-ins to track and employ goals and objectives using the Horn Accountability Instrument (H.A.I.) to guide sessions.
  - Create tailor-made coaching tools to support with developing highly-effective organizational procedures.
- 2010-Present      Horn Development Consulting (HDC)  
**Founder and CEO**  
Professional Coaching Services
- Provide individual, business and behavior coaching using the Horn Accountability Instrument (H.A.I.) to guide services.
  - Facilitate monthly check-ins to local and international clients regarding the implementation of designated goals and objectives.
  - Advocate and provide coaching support for families with disabilities and mental health issues.
- 2008-Present      University of San Francisco  
**Volunteer Academic Coach**  
School of Education
- Advise doctoral candidates on program expectations including USF graduate school requirements.
  - Provide monthly individual coaching sessions concerning thesis development for doctoral candidates.
  - Evaluate candidates' academic performance through videotaped presentations and periodic thesis reviews.
- 2003-Present      Nexgenegirls  
**Executive Coaching**  
Chief Executive Officer
- Provide individual coaching to CEO to help create and maintain basic concepts and principles for managing an effective non-profit business.
  - Facilitate monthly check-ins to track and employ goals and objectives.
  - Create tailor-made coaching tools to support CEO with organizational development and logistical planning.



**COACHING EXPERIENCE CONTINUED**

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- 2005-2010            San Jose State University and University of San Francisco  
**Executive Coaching**  
School of Social Work and School of Education
- Provided individual coaching to a tenure track professor using the Horn Accountability Instrument (H.A.I.) to guide sessions.
  - Facilitated weekly check-ins to track and employ goals and objectives.
  - Created and implemented tailor-made coaching tools which supported professor with organizing tenure-track documents.
- 2003-2010            San Francisco State University  
**Executive Coaching**  
Graduate College of Education
- Provided individual coaching to a tenure track staff using the Horn Accountability Instrument (H.A.I.) to guide sessions.
  - Facilitated monthly check-ins to track and employ goals and objectives related to obtaining tenure employment.
  - Created and implemented specific coaching tools that supported staff with organizing important employment related documents.
- 1992-2005            Alpha Phi Alpha Fraternity Incorporated  
**Volunteer Active Member**  
San Francisco State University
- Recruited and screened potential members to perform social justice and public service volunteer work.
  - Provided monthly coaching sessions for members involving fraternity operations and logistics.
  - Facilitated life skills workshops for members regarding professional development for potential employment opportunities.

**AWARDS**

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- 2015                    **Griffin Award**  
Alumni of the Year  
University of San Francisco
- 2015                    **Principles of Care Award**  
Respect  
Lincoln

**AWARDS CONTINUED**

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- 2012                    **California Marriage and Family Therapy Stipend**  
Balboa Teen Health Center  
Phillips Graduate University
- 2012                    **Community Mental Health Scholarship**  
Youth Justice Institute  
University of San Francisco
- 2011                    **Graduate Merit Scholarship**  
Counseling Psychology  
University of San Francisco
- 2007                    **Graduate Merit Scholarship**  
International Multicultural Education  
University of San Francisco
- 2004                    **Associated Students Award**  
College of Education  
San Francisco State University
- 1998                    **Community Advocate Award**  
College of Education  
San Francisco State University
- 1994                    **Minority in Speech Advocate Award**  
Department of Special Education  
San Francisco State University

## **PUBLICATIONS**

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Horn, A. & Flannes, J. (2016). *Thoughts from The Road: Inside the minds of two community mental health clinicians*. Manuscript in preparation.

Horn, A. (2015). *The Beauty of R.A.M. Deepening Human Connections through Relationships, Accountability and Mentoring*. Amazon.com

Horn, A. (2013). *I Got' Cho Back. Improving Relationships with Young Black Males..* Amazon.com

Horn, A. (2010). *The Role of Father-Like Care in the Education of Young Black Males*. New York, NY: Edwin Mellen Press.

Horn, A. (2008). Language of the Yoruba People. *Journal of Global Education Review*,1,1-26.

## **MANUSCRIPT REVIEWER**

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- |      |   |
|------|---|
| 2015 | <b>Edwin Mellen Press</b><br>“Black People with White People in Their Families and Vice-Versa: A False Self-Identity among Black, Negro, Colored, and White People in the United States.” |
| 2012 | <b>Edwin Mellen Press</b><br>“The Cry of Black Rage: Exploring the Anger of Frederick Douglass and Beyond.”   |
| 2012 | <b>Edwin Mellen Press</b><br>“The Freedom March from Selma to Montgomery, Alabama.”   |
| 2012 | <b>Edwin Mellen Press</b><br>“African American Community Development: A Plan for Self Determination.”   |
| 2011 | <b>Edwin Mellen Press</b><br>“A Sociology of Black Clergy in the State of Illinois.”  |

## **MEDIA**

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University of San Francisco (2015). **Edward J. Griffin Award and Professional Achievement Award.**

[https://www.youtube.com/watch?v=k0TVAK\\_7liU](https://www.youtube.com/watch?v=k0TVAK_7liU)

Blogtalkradio.com, March 12, 2013. **“Discussing Dr. Horn’s concept of R.A.M. (Relationships, Accountability, and Mentoring.” Stop Bullying System, Shakeel Ali.**

Blogtalkradio.com, March 12, 2013. **“How Families can create a Bully Free Zone in Their Homes and Communities.” Stop Bullying System, Shakeel Ali.**

USF Magazine, Summer 2012. **“Teaching Accountability.” Alumni Section, Monica Villavicencio.**

## **PRESENTATIONS**

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2015

### **Lincoln Child Center**

*Cultural Humility Awareness*

New Hire Workshop

- Provided participants with a conceptual understanding of culturally sensitive and competent practices with underserved clients.
- Facilitated dyad discussions on issues of class, vulnerability, discrimination, oppression, and disempowerment.
- Conducted a cultural self-assessment to help participants to recognize their own cultural identity and cultural biases

2015

### **City College of San Francisco**

*Social Justice and Multicultural Awareness*

Black Lives Matter Symposium

- Presented concepts from published qualitative research regarding the lived experiences of African American males.
- Discussed personal experiences of being impacted by racial micro-aggressions.
- Provided individual coaching for San Francisco Unified School District (SFUSD) teachers and staff on multicultural awareness.

**PRESENTATIONS CONTINUED**

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- 2014                      **Oakland Military Institute**  
*Professional Development for High School Athletes*  
Athletic Department
- Presented the concept of Relationships-Accountability-Mentoring (R.A.M.) to high school athletes.
  - Facilitated discussions on the importance of using mutual trusting relationships to provide high standards of academic performance.
  - Provided teachers and students with a professional development training tool to assist with increasing student achievement.
- 2013                      **University of San Francisco**  
*Effective Qualitative Research for Graduate Students*  
School of Education
- Presented the process of creating and implementing effective qualitative research methods.
  - Discussed the various qualitative research methodologies using a variety of qualitative research scholars.
  - Provided sample logistical procedures regarding the planning and implantation of qualitative research.
- 2013                      **Nexgenegirls**  
*Self-Care: A process for developing Professional Goals*  
Science Enrichment Program
- Presented to middle and high school students about the importance of practicing healthy self-care to establish career goals and objectives.
  - Facilitated discussions on practical self-care awareness activities.
  - Provided experiential and personal experiences about using self-care to develop and obtain professional goals and objectives.
- 2013                      **Children's Council of San Francisco**  
*Self-Care: Tools for Caregiving Professionals*  
Family Daycare Program
- Presented to Family Daycare staff and consultants about the importance of practicing healthy self-care.
  - Facilitated discussions on practical self-care awareness activities.
  - Provided Family Daycare staff and consultants with a self-care packet of evidence based self-care exercises.

**PRESENTATIONS CONTINUED**

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- 2013                    **3<sup>rd</sup> Street Youth Center and Clinic**  
*From High school to College: Academic Life and Student Transitions*  
High School Youth Program
- Presented on the transitional process of leaving high school and becoming acclimated to a college environment.
  - Facilitated a dialogue on the various ways to create and maintain highly effective college preparation techniques.
  - Provided students with the Horn Accountability Instrument (H.A.I.) as a tool for maintaining organizational efficiency during college.
- 2013                    **Santa Clara University**  
*Intersectionality Awareness for Mental Health Clinicians*  
Education Department
- Presented on the importance of being aware of Intersectionality as a mental health clinician.
  - Facilitated a cultural awareness dialogue and reflection activity.
  - Provided a Lifespan Development Scale of normative socio-emotional issues that occur among some clients of color.
- 2013                    **University of San Francisco**  
*Experience Academic Life at the University of San Francisco*  
Graduate Retention and Recruitment Department
- Presented personal experience as a full time graduate student.
  - Provided tangible college transition techniques used to manage a full time graduate schedule and class load.
  - Communicated the professional impact of being a School of Education alumni working in the fields of education and counseling.
- 2012                    **Santa Clara University**  
*Intersectionality Awareness for Mental Health Clinicians*  
Education Department
- Presented on the importance of being aware of Intersectionality as a mental health clinician.
  - Facilitated a cultural awareness dialogue and reflection activity.
  - Provided a Lifespan Development Scale of normative socio-emotional issues that occur among some clients of color.

**PRESENTATIONS CONTINUED**

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- 2012                    **University of San Francisco**  
*Intersectionality Awareness for Undergraduate Psychology Students*  
College of Arts and Sciences
- Presented on the importance of being aware of Intersectionality as a mental health clinician.
  - Facilitated a cultural awareness dialogue and reflection activity.
  - Provided a Lifespan Development Scale of normative socio-emotional issues that occur among some clients of color.
- 2012                    **University of San Francisco**  
*Experience Academic Life as a Counseling Psychology Graduate Student*  
College of Arts and Sciences
- Participated in a panel discussion about the experiences of being a graduate student in the counseling psychology department.
  - Facilitated a critical reflection activity on the decision making processes involved in deciding potential graduate schools.
  - Discussed personal experiences of being the only African American male graduate student in the counseling psychology department.
- 2010                    **University of San Francisco**  
*Effective Qualitative Research for Graduate Students*  
School of Education
- Presented the process of creating and implementing effective qualitative research methods.
  - Discussed the various qualitative research methodologies using a variety of qualitative research scholars.
  - Provided sample logistical procedures regarding the planning and implantation of qualitative research.
- 2008  
2009                    **University of San Francisco**  
*Experience Academic Life at the University of San Francisco*  
Graduate Retention and Recruitment Department
- Presented personal experience as a full time graduate student.
  - Provided tangible college transition techniques used to manage a full time graduate schedule and class load.
  - Communicated the professional impact of being a School of Education alumni working in the fields of education and counseling.

**PRESENTATIONS CONTINUED**

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- 2008                      **University of San Francisco**  
*The Importance of Black English Vernacular in Education*  
School of Education
- Presented concepts of published dissertation regarding the significance of understanding Black English vernacular in education.
  - Discussed the importance of including children's native language and cultural experiences to improve K-12 pedagogical learning.
  - Demonstrated K-12 lesson plans using Black English Vernacular as a means to improve the comprehension of the lecture.
- 2008                      **University of Reno, Nevada**  
*From Military to Civilian: Life Transition Processes of the American Soldier*  
Student Services and Administration Department
- Presented on the transitional process from leaving active military duty and adjusting to the daily lifestyle of civilian life.
  - Facilitated a dialogue on the importance of social capital as the primary means for adjusting to civilian life.
  - Provided personal examples of military to civilian life transition obstacles and success stories.
- 2008                      **University of California, Berkeley**  
*The Importance of Black English Vernacular in Education*  
School of Education
- Presented concepts of published dissertation regarding the significance of understanding Black English vernacular in education.
  - Discussed the importance of including children's native language and cultural experiences to improve K-12 pedagogical learning.
  - Demonstrated K-12 lesson plans using Black English Vernacular as a means to improve the comprehension of the lecture.



## **PRESENTATIONS CONTINUED**

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2007

### **San Francisco State University**

*The Importance of Black English Vernacular in Education*  
Department of Secondary Education

- Presented concepts of published dissertation regarding the significance of understanding Black English vernacular in education.
- Discussed the importance of including children's native language and cultural experiences to improve K-12 pedagogical learning.
- Demonstrated K-12 lesson plans using Black English Vernacular as a means to improve the comprehension of the lecture.

## **CONFERENCE PRESENTATIONS**

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Redwood Chapel Community Church, (March 8, 2014). *Coaching Parents to be Disciplers*. Presented for the Bass Church Workers Convention, Castro Valley, CA.

University of Pennsylvania, (February 27, 2009). *The Impact of Care: Young African American Males' Perceptions of In-home, One-on-One Tutoring*. Presented for the Ethnography in Education Conference, Philadelphia, PA.

## **TRAININGS**

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2014-Present

### **Lincoln Child Center**

*Professional Development Training for New Employees*  
Project Permanence Department

- Present on the concept of Relationships-Accountability-Mentoring (R.A.M.) to incoming staff.
- Facilitate discussions on the importance of using mutual trusting relationships to provide high standards of professionalism.
- Provide incoming staff with professional development training tools to assist with workplace transitioning.

2014

### **Ask Academy**

*Mandated Reporter Training*  
After school Enrichment Programs

- Presented to educators on how to report child endangerment issues.
- Discussed the various reportable child endangerment categories using the California Penal code as a professional reference.
- Facilitated a discussion on potential mandated reporting issues using child endangerment vignettes.

**TRAININGS CONTINUED**

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- 2013                    **Children's Council of San Francisco**  
*Organizational Development: Tools for Daycare Providers*  
Family Daycare Program
- Presented on the concept of providing quality daycare using well-researched organizational methods.
  - Facilitated a dialogue on the various ways to create and maintain organizational standards.
  - Provided instruction to staff using the Horn Accountability Instrument (H.A.I.) as a tool for maintaining organizational efficiency.
- 2013                    **University of San Francisco**  
*Professional Development Training for Counselors*  
School of Education
- Presented the concept of Relationships-Accountability-Mentoring (R.A.M.) to graduate school students in the counseling department.
  - Facilitated discussions on the importance of using mutual trusting relationships to provide high standards of mental health counseling.
  - Provided graduate department with a professional development training tool to assist with increasing academic achievement.
- 2013                    **Children's Council of San Francisco**  
*Self-Care: Tools for Caregiving Professionals*  
Family Daycare Program
- Presented to Family Daycare staff and consultants about the importance of practicing healthy self-care.
  - Facilitated discussions on practical self-care awareness activities.
  - Provided Family Daycare staff and consultants with a self-care packet of evidence based self-care exercises.
- 2013                    **Children's Council of San Francisco**  
*Maintaining Professional Boundaries in the Childcare Profession*  
Family Daycare Program
- Presented a hybrid professional code of ethics using guidelines from various care giving professions.
  - Facilitated a discussion on basic ethical principles for childcare professionals.
  - Practiced having one-on-one dialogues to discuss potentially harmful ethical issues using childcare ethical boundaries vignettes.

**TRAININGS CONTINUED**

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- 2013                      **University of San Francisco**  
*Professional Development Training for Teachers*  
School of Education
- Presented the concept of Relationships-Accountability-Mentoring (R.A.M.) to graduate students in the teacher education department.
  - Facilitated discussions on the importance of using mutual trusting relationships to provide high standards of K-12 teaching.
  - Provided graduate department with a professional development training tool to assist with increasing academic achievement.
- 2013                      **Children’s Council of San Francisco**  
*Intersectionality Awareness for Childcare Professionals*  
Family Daycare Program
- Presented on the importance of being aware of Intersectionality as a childcare professional.
  - Facilitated a cultural awareness dialogue and reflection activity.
  - Provided an Erick Erickson Lifespan Development Scale highlighting the 0-5 normative issues that occur among most children.
- 2010                      **University of San Francisco**  
*Critical Pedagogy Methodologies for K-12 Teachers*  
School of Education
- Presented on the significance of using concepts of Paulo Freire’s Critical Pedagogy techniques to enhance K-12 teaching practices.
  - Demonstrated a Freirian teaching technique using active listening, dialogue, and reflection activities.
  - Provided real world examples of how to effectively create, plan and implement critical pedagogy within the K-12 classroom.
- 2006                      **San Francisco State University**  
*Professional Development Training for Teachers*  
Department of Secondary Education
- Presented the concept of Relationships-Accountability-Mentoring (R.A.M.) to graduate students in the teacher education department.
  - Facilitated discussions on the importance of using mutual trusting relationships to provide high standards of K-12 teaching.
  - Provided graduate department with a professional development training tool to assist with increasing academic achievement.

## **TRAININGS CONTINUED**

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- 2005                    **Brainstorm**  
*Professional Development Training for Educational Consultants*  
In-Home After School Enrichment Programs
- Presented the concept of Relationships-Accountability-Mentoring (R.A.M.) for K-12 educational consultants.
  - Discussed the importance of using R.A.M. in the K-12 curriculum.
  - Provided consultants with a professional development training tool to assist with increasing academic achievement.
- 1995                    **Supportive Housing Project**  
*Staff Relations Training*  
Community Housing Programs
- Presented the concept of Relationships-Accountability-Mentoring (R.A.M.) for community resource providers.
  - Discussed the importance of using R.A.M. in the training curriculum.
  - Provided consultants with team building activities to increase staff morale and collaboration.

## **DEVELOPMENT**

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- 2013-2015            **Sankofa Holistic Counseling Services**  
*Resource Development*
- Developed community resources to assist organization with supporting underserved families with effective community resources.
  - Provided monthly training to intern staff regarding Board of Behavioral Science (BBS) licensure requirements.
  - Created and implemented organizational procedures for Chief Executive Officer and staff.
- 2010-Present        **Horn Development Consulting (HDC)**  
*Organizational Development*
- Create and implement the concept, mission, and goals to establish a for-profit coaching organization.
  - Focus strategic direction of the organization to establish and implement goals on a monthly basis with experienced consultants.
  - Asses the organizational strengths, weaknesses and opportunities by building collaborative support networks.

**DEVELOPMENT CONTINUED**

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2003-2014

**Brainstorm**

*Curriculum Development*

- Created and implemented a K-12 dialogical curriculum that encourages student dialogue and promotes understanding.
- Facilitated activities which allowed students to develop their questioning and listening skills.
- Introduced students' native language and cultural experiences within the reading, writing and classroom activities.

2013

**Community Programs for Youth**

*Curriculum Development*

- Created, implemented and facilitated a comprehensive mental health life skills group curriculum for high-risk high school students.
- Created, implemented and facilitated a comprehensive mental health peer relationship group curriculum for pregnant teenagers.
- Infused key reflection topics within each curriculum module, including physical, intellectual, social, emotional, and spiritual.
- 

2010-2012

**University of San Francisco**

*Program Development*

- Co-created and implemented the concept, mission and goals to establish a support group for students of color.
- Provided weekly confidential group meetings to students and staff.
- Created and implemented a mental health college group curriculum that encouraged exploration of students' voice and identity.

1998-2003

**United States Army**

*Program Development*

- Created and implemented a secure tracking method to maintain soldiers' documents while serving on long-term deployments.
- Provided weekly family meetings to families of deployed soldieries.
- Created and implemented life skills curriculum for new soldiers.

**DEVELOPMENT CONTINUED**

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1994-1998

**San Francisco State University**

*Curriculum Development*

- Co-created and implemented a K-12 training curriculum that encouraged student dialogue and promoted understanding.
- Facilitated activities during lectures demonstrating with teachers on developing their K-12 students' questioning and listening skills.
- Introduced the Four Stage Rocket curriculum to teachers and school staff which focused on developing students leadership skills.

1990-1994

**Hickman Homes Incorporated**

*Curriculum Development*

- Created, implemented and facilitated a comprehensive mental health life skills group curriculum for high-risk teenagers.
- Created, implemented and facilitated a comprehensive mental health peer relationship group curriculum for high-risk teenagers.
- Infused key reflection topics within each curriculum module, including physical, intellectual, social, emotional, and spiritual.

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