

AUDREY TOUSANT SHELBY, MSW

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EDUCATION

2008

MASTER OF SOCIAL WORK, UNIVERSITY OF SOUTHERN CALIFORNIA

2005

BACHELOR OF ARTS - SOCIOLOGY, UNIVERSITY OF CALIFORNIA, RIVERSIDE

Professional Certificates

- **2016 Certified Trainer**, Academy for Professional Excellence, San Diego State University
- **2016 Certified Coach**, Academy for Professional Excellence, San Diego State University
- **2014 Nonprofit Management Certificate**, Center for Nonprofit Management
- **2010 Certified Social Work Field Instructor**, University of Southern California

PROFESSIONAL EXPERIENCE

2022 – PRESENT

ASSISTANT PROFESSOR OF SOCIAL WORK PRACTICUM EDUCATION,
UNIVERSITY OF SOUTHERN CALIFORNIA

- Coordinated the Public Child Welfare Stipend program to prepare social work students to enter the public child welfare workforce.
- Teach in the Master of Social Work program.
 - Courses taught include:
 - Applied Learning in Practicum Education I
 - Applied Learning in Practicum Education II
 - Applied Learning in Practicum Education III
 - Applied Learning in Practicum Education IV
 - Virtual Practicum
 - Title IV-E Stipend Child Welfare Specialized Trainings
- Develop curriculum for both asynchronous and synchronous learning.
- Provide counseling to students regarding career path and professional development.
- Act as a field liaison with internship placement organizations to ensure student success and maintain community partnerships.
- Co-lead the Continuous Quality Improvement Committee for Practicum Education
- Serve as co-faculty advisor for the Black Social Work Caucus student organization
- Serve on the Antiracist, Diversity, Equity and Inclusion Collaborative for Practicum Education
- Collaborate with the Associate Dean and Director to ensure department goals and objectives are met.

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2020 - 2022

CHILDREN SERVICES ADMINISTRATOR II, DEPARTMENT OF CHILDREN & FAMILY SERVICES, LA COUNTY

- Serve as Chief of Staff to the Chief Deputy Director of the organization.
- Project management and oversight of the countywide implementation of best practices including pilot projects, operations, prevention programs, and state policy.
- Supported the implementation of various equity practices to address the disproportionate and disparate experiences of children of color in the child welfare system.
- Provided strategic support and project management to the Office of Equity around practice implementation and equity policy recommendations.
- Provided administrative support to the Executive Team including meeting coordination, scribing of minutes, and briefings.
- Drafted speeches and remarks for the Chief Deputy Director for speaking engagements and meetings.
- Collaborated with external partners and department staff, including members of the Executive Team regarding policy, training, practice, and overall service delivery.
- Worked with Board of Supervisor deputies regarding service delivery by DCFS staff in their respective supervisorial districts.
- Coordinated community engagement forums to support the implementation of the organization's strategic plan.
- Was responsible for performance management and coaching for direct reports including regular performance reviews.

2019 – 2022

ADJUNCT FACULTY, AZUSA PACIFIC UNIVERSITY

- Taught part-time in the Master of Social Work and Bachelor of Social Work programs.
 - Courses taught include:
 - Introduction to Child Welfare Practice
 - Practicum Seminar
 - Diversity and Social Justice
- Developed curriculum.
- Provided counseling to students regarding career path and professional development.
- Collaborated with the program director to ensure department goals and objectives were met.

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2019 – PRESENT

CONTRACT TRAINER, SAN DIEGO STATE UNIVERSITY RESEARCH FOUNDATION

- Facilitate instructor-led foundational and advanced practice training content for county social workers and leaders, and develop and modify curriculum.
 - Training Expertise:
 - Child Welfare Simulation
 - Quality Supervision
 - Interviewing & Engagement with Families
 - Fairness & Equity in Child Welfare Practice
 - Coaching for Child Welfare Leaders
 - Field-Based Coaching

2018 – 2020

SUPERVISOR, CASEY FAMILY PROGRAMS

- Supervise social work team including, coaching, case assignments, performance management, and review all clinical documentation and consult on treatment plan direction.
- Served as Field Instructor for MSW student interns providing support regarding skills development, career advising, supervision, coaching, and the development of individual learning plans.
- Developed training curriculum for special initiatives such as Eradicating Racial Disparity and Disproportionality in Child Welfare.
- Facilitated training for county partners, including curriculum development and field- based coaching.
- Provided strategic consultation to Los Angeles County Department of Children and Family Services (DCFS) around system change and business process reengineering.
- Teamed with DCFS to identify ways to improve outcomes for children in foster care.
- Coach direct service staff to help families move towards permanency and ensure child safety.
- Facilitate Group Supervision and provide clinical supervision for direct service staff to ensure clinical continuity and effective coordination of client services.
- Coach County Supervisors on best practices and business process reengineering.
- Conduct comprehensive assessments of youth and families to identify specific needs and strengths using the Child & Adolescent Needs and Strengths assessment tools (CANS).

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2014 – 2018

COUNTY CONSULTANT, SAN DIEGO STATE UNIVERSITY RESEARCH FOUNDATION

- Facilitated training for Social Workers and Probation Officers, including blended- learning approaches incorporating instructor-led facilitation, web-based learning, and coaching.
- Curriculum development and revision.
- Managed training budget to ensure resources are expended as earmarked and modified budget as necessary for programming.
- Oversaw county training contract and coordinated training deliveries including recruitment of trainers and subject matter experts.
- Provided project management for multiple special projects, including representing the university on statewide child welfare committees, and working with executive leadership.
- Established and maintained relationships with stakeholders including county leadership, state partners, and the university to meet the goals and objectives of the organization.

2008 - 2014

CHILD WELFARE ADMINISTRATOR, SHIELDS FOR FAMILIES (2014-2011)

- Managed \$3.5M in contracts for the Child Welfare Division, including budget development, modification, and expenditures to ensure utilization of resources align with program and agency goals.
- Field Instructor for MSW students including the development of individual learning plans, weekly supervision, evaluation, and assignment of projects and cases.
- Supervised management team including direct supervision, performance evaluation, and management, and addressed personnel matters.
- Oversaw and responsible for division training and compliance in all relevant areas of practice including clinical risk management, cultural competence, evidence-based practice, and integrated service delivery.
- Developed child welfare programs from prevention to adoption support. services, to prevent the removal of children and maintain the family unit.
- Developed extensive community partnerships to leverage resources and support available to youth and families.

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PROGRAM MANAGER, SHIELDS FOR FAMILIES (2008-2011)

- Oversaw day-to-day operations of the Family Resource Center program including four locations and \$1.5M operating budget.
- Provided clinical supervision to direct service staff.
- Field Instructor for Master of Social Work and Bachelor level students including case assignment, clinical supervision, and coordinating with university liaisons.
- Facilitated training of staff including clinical risk management, family visitation, family-centered services in child welfare, Strengthening Families (Protective Factors), and agency policies and procedures.
- Conducted internal program audits and oversaw contract compliance for subcontractors.
- Facilitated case conferences to ensure clinical continuity and effective coordination of client services.

WEBINARS & PODCASTS:

Hughes, A. & Shelby, A.T. (2020). Social Work, Social Services and the Heuristic Nature of Supporting Our Communities, Session 1, Episode 10. Insufferable Academics. <https://www.insufferableacademics.com/tag/season-one/>

Jaffe, A. & Shelby, A.T. (2017.) Resource Family Approval (RFA) T4T Reflections on 3.0 Curriculum Podcast. <https://youtu.be/TGa3oweQWs0>

Bedwell, K. & Shelby, A.T. (2017) Simulation 101: Engagement and Interviewing Webinar. <https://theacademy.sdsu.edu/pcwtacurriculum/simulation-101-engagement-interviewing-webinar/>

Shelby, A. T. [Stephanie]. (2015) Child and Family Team Meetings. <https://www.youtube.com/watch?v=GEEEdzhel50>

PUBLICATIONS

Shelby, A (2024). Pray without Ceasing. Bloomington: WestBow Press.

Shelby, A. (2023, October). Keeping Black Families Together: A Focus on Equity in LA County. *NASW specialty practice sections: Social Connections, Fall/Winter, pages 2-5.*

PUBLISHED CURRICULUM:

PACIFIC OAKS COLLEGE

- MSW Program SW525 -HBSE II: Social Dimensions of Human Behavior, August 2020

AZUSA PACIFIC UNIVERSITY

- SOCW 351: Child Welfare, Fall 2019 and Spring 2020

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ACADEMY FOR PROFESSIONAL EXCELLENCE, SDSURF

- Common Core 3.0: Fairness & Equity - Virtual Curriculum Modification, May 2020
- Simulation 101: Engagement & Interviewing Contributing Author, June 2018
- Jaffe, A. & Shelby, A.T. (2017) Resource Family Approval (RFA) T4T Reflections on 3.0 Curriculum Podcast. Retrieved from <https://youtu.be/TGa3oweQWs0>
- Coaching Fundamentals for Child Welfare Field Advisors, October 2016
- Shelby, A. T. [Stephanie]. (2015) Child and Family Team Meetings. Retrieved from <https://www.youtube.com/watch?v=GEEEdzhel50>

UNPUBLISHED CURRICULUM

CASEY FAMILY PROGRAMS

- Cultural Broker Training: Engaging African American Families, May 2019

CALIFORNIA SOCIAL WORK EDUCATION CENTER

- California Child Welfare Supervisor Core Training Curriculum Revision, July 2018 (Unawarded)

PRESENTATIONS & SPEAKING ENGAGEMENTS

May – July, 2024. **“Summer Series on Inclusive Teaching Practices.”** USC, Los Angeles, CA

February, 2024. **“Homelessness and Transition Age Youth.”** The Next Generation Partnership Program Initiative. USC. Los Angeles, CA.

February, 2024. **“Black History Daily.”** Belkin. El Segundo, CA.

February, 2024. **“Introduction to Professional Self-Care for LA County DCFS Social Workers.”** Department of Children and Family Services Title IV-E Child Welfare Training Program. USC. Whittier, CA.

October, 2023. **“Overcoming Barriers to Preparing Child Welfare Students for Anti-racist Practice Using Simulation.”** Council for Social Work Education Annual Program Meeting. Atlanta, GA.

COMMITTEES

State of California Mandated Reporting to Mandated Supporting Taskforce, Training and Curriculum Development Committee Member, 2023 – Present

Los Angeles County Thriving Families Safer Children Committee, Committee Member, 2020 - Present