

SUSAN B. ETHERIDGE

SUMMARY

Award winning Licensed Master Social Worker/Program Director committed to providing evaluations that meet or exceed state and national standards. Decades of child welfare experience guarantee a thorough understanding of child and family dynamics.

EXPERIENCE

12/2007 to 01/2018

Executive Director

CASA of Collin County — McKinney, TX

- Accountable for \$1.2M budget while simultaneously building new partnerships in the community to increase revenue year over year.
- Implemented new fundraising techniques and cost savings measures that built revenue from approximately \$550,000 in 2007 to \$1.2M in 2017.
- Successfully oversaw 1.2M Capital Campaign resulting in a zero debt balance for current building.
- Spearheaded such a successful program, that it resulted in being asked to provide training for both National and Texas CASA and consistently called on to mentor CASA programs having difficulty.
- Directly responsible for ensuring that 100% of abused and neglected children in Collin County removed from their homes for abuse and/or neglect receive services.
- Effectively partnered with the judicial system to oversee each individual child's case.
- Initiated and developed innovative programming to simultaneously meet each child's needs while inspiring and developing a staff of 13 employees through innovative personnel policy, development of active board and extensive work with local, state and federal elected officials.
- Responsible for representing CASA of Collin County through numerous and varied public speaking engagements.
- Carefully selected, developed and retained qualified staff, as well as directly responsible for training 100 CASA volunteers annually.
- Expertly planned, coordinated and organized the writing of grants to help achieve budget objectives.

08/2004 to 11/2007

Executive Director

Collin County Children's Advocacy Center — Plano, Texas

- Responsible for the management and development of a \$3.0 million budget.
- Recruited, managed and mentored a team of 17 employees who provide safety, healing, and justice to children victimized by abuse or neglect in

Collin County.

- Successfully oversaw 2.5M Capital Campaign resulting in no debt owed for current building.
- Negotiated key partnerships that furthered the mission of the center, increased the board and further educated the community on the best way to partner and support the advocacy center.
- Extremely effective in identifying areas of growth and recommending changes to existing policy to generate more revenue while simultaneously protecting the children of Collin County who were served by the Advocacy Center.

09/2002 to Current

Adoption Consultant

McKay Keller, Inc – Dallas, Texas

- Accountable to provide complete, thorough home studies that exceed domestic and international standards.
- Enhance the adoption process by providing guidance, recommendations and counseling to current adopting families.
- Provide education and direction to prospective families seeking to adopt.

04/1999 to 08/2004

Program Administrator

Child Protective Services – Dallas, Texas

- Developed, recruited and managed a staff of 400 employees who were delivering child protective services to Dallas County.
- Liaison responsible for extensive community development to increase programs and county budget for CPS.
- Ensure permanency planning for all children and families, which includes risk assessment for all children referred to CPS.

01/1995 to 04/1999

Program Director

Child Protective Services – Plano, Texas

- Managed 100 employees who were delivering child protective services in four counties in North Texas.
- Responsible for the permanency planning for all children in substitute care while also maintaining the budget and developing new programs.

05/1988 to 01/1995

Supervisor

Child Protective Services – Dallas, Texas

- Supervised 11 staff who performed both investigation and ongoing services to families where abuse and neglect was reported.
- Managed all court related work, foster and adoption services.

09/1984 to 05/1988

Child Protective Services Specialist

Child Protective Services – Dallas, Texas

- Responsible for the assessment of abuse dynamics in families while offering services to families where children have been removed and the family is attempting to regain custody.
- Worked closely with both civil and criminal courts.

- 03/1982 to 08/1984** **Supervisor Director**
Crisis Pregnancy Center — Dallas, Texas
- Supervise volunteer counselors providing services to women seeking alternative to abortion.
 - Worked closely with the community to develop families to provide homes for these women.
- 01/1977 to 05/1981** **English Instructor**
Dallas Independent School District. Bryan Adams High School
- Developed interesting course plans to meet academic, intellectual and social needs of students.
 - Used variety of teaching techniques to encourage student critical thinking and discussion in English Literature course.
- 09/1970 to 08/1972** **English Instructor**
Hillcrest High School
- 09/1967 to 08/1968** **English Instructor**
L.V Stockard Junior High School

AWARDS AND HONORS

- Recipient of Children's Hero Award for 2017 from TexProtects.
- Provide subject matter expert testimony before Legislative Committees regarding child abuse 2007 through 2017.
- Recipient of Joseph Gagin Leadership Award 2015.
- Continually serve on numerous local and state boards and committees (State and Local Child Fatality Review Team, State Child Safety Committee, TexProtects Policy Committee, Collin County Child Protective Services Board, Citizens Review Team, Committee to produce, "Growing up in the North Texas Corridor" publication).
- Developed a successful local program to assist in permanent placement for children languishing in the foster care system which was honored by both National and Texas CASA and won the Promising Practices Award.

EDUCATION AND TRAINING

University of North Texas — Denton

- Graduated with honors, receiving a Bachelor of Science in English
- State of Texas Teacher Certification

University of Texas — Arlington

- Graduated with high honors, receiving a Masters in Social Work
- Social Work License (LMSW #015521, State of Texas)
- Child Protective Services Supervisor certification