

CURRICULUM VITAE

James Freeman, MA, CYC-P

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EXECUTIVE SUMMARY

Child and youth care practitioner with background in organizational development & training with over 25 years working with marginalized & at-risk young people & families

EDUCATION

Master of Arts, Organizational Leadership

Biola University (La Mirada, CA)

PROFESSIONAL EXPERIENCE

Casa Pacifica Centers for Children & Families (Camarillo, CA)

Senior Director, Training & Development (November 2005 – current)

Reporting to: Chief Executive Officer (CEO)

- Oversee implementation of federally-funded Title IV-E child welfare training grants in partnership with public higher education & human service organizations
- Oversee training initiatives across organization including contractual & continuing education requirements of multiple disciplines
- Facilitate contract training & technical assistance on relational care topics across variety of practice settings
- Collaborate on program implementation & quality improvement initiatives in residentially-based/community child and youth care programs
- Co-chair biennial statewide conference on child, youth and family services

International Disability Center (Agoura Hills, CA)

National Director, Family Camps & Conferences (January 2000 – November 2005)

Reporting to: President & Chief Operating Officer (COO)

- Oversee operations of camp & conference programs for families affected by disability
- Coordinate program development & leadership training across 14 national sites
- Design volunteer training curriculum & facilitate training-of-trainers for regional directors

Shepherd Christian School (Port Hueneme, CA)

Principal (May 1995 – June 1998)

Reporting to: Board of Directors

- Oversee daily operations of K-8 school of 100+ students & ensure quality of programming for social, emotional & academic development of students
- Coordinate supervision & professional development of teachers & support personnel
- Facilitate relationships & communication with students, staff, parents & community

Pacific Camps & Family Resources (Camarillo, CA)

Associate Director, Out-of-School Time Programs (May 1990 – January 2000; Summer & out-of-school terms 1995-1998)

Reporting to: Executive Director

- Oversee out-of-school time programs including program design & implementation
- Design & implement training & development of program staff & support personnel
- Facilitate family engagement & youth mentoring programs

COMMUNITY LEADERSHIP & SERVICE

Relational Child & Youth Care Practice (ISSN 0840-982X)

Advisor, Editorial Board (July 2015 – current)

International Child & Youth Care Network (Cape Town, South Africa)

Member, Board of Governors (October 2014 – current)

Co-editor, CYC-Net (August 2015 – current)

American Association of Children's Residential Centers (Milwaukee, WI)

Advisor, Board of Directors (April 2014 – current)

Co-chair, Membership Committee (August 2015 - current)

Child & Youth Care Certification Board (College Station, TX)

Member, Board of Directors (July 2010 – July 2012)

President (July 2012 – current)

Association for Child & Youth Care Practice (Milwaukee, WI)

Competency Review Committee (October 2009 – October 2010)

Advisor, ex-officio (July 2012 – current)

International Sports Coalition (Orlando, FL)

Global Facilitator, Children & Disabilities Workgroup (December 2001 – March 2006)

Jenkins Christian Academy (Santa Paula, CA)

Interim Administrator (December 1998 – June 1999)

Mexican Christian Mission (Autlán, Jalisco, Mexico)

Intern, Community Development Program (August 1990 – February 1991)

CERTIFICATIONS

TransformAction International (Rosemère, Quebec)

Senior Trainer, The Meaningful Use of Daily Life Events

Life Space Crisis Intervention Institute (Hagerstown, MD)

Master Trainer, Life Space Crisis Intervention

Academy for Competent Youth Work (College Station, TX)

Certified Instructor, Child & Youth Care Basic Course

The PersonBrain Model (Chattanooga, TN)

Certified Instructor, The PersonBrain Model: A Neuro-Relational Approach

PROFESSIONAL ASSOCIATIONS

Greenleaf Center for Servant Leadership (Westfield, IN)

Professional Member

Association for Child & Youth Care Practice (Milwaukee, WI)

Individual Member

HONORS & AWARDS

Manager of Distinction (March 2015)

Casa Pacifica Centers for Children & Families

President's Award (April 2014)

Association for Child & Youth Care Practice

Employee of the Year (March 2008)

Casa Pacifica Centers for Children & Families

INDEPENDENT COURSEWORK & CONTINUING EDUCATION

Child & Youth Care: Basic Course (Training for Trainers Course)

Frank Eckles, CYC-P, LCCA (Academy for Competent Youth Work)

Choice Theory: Basic Intensive Training

William Glasser, M.D. & Carleen Glasser, M.Ed.

**Creating Connections: A Transformational Approach to Brain-Based Presenting
(Instructor Certification Program)**

Special topics: Beyond Poverty, Rethinking ADHD, Battling the Bully, Understanding & Teaching Executive Function Skills, Gender Differences & Learning

Frank Kros, MSW, JD (The Children's Guild/UpsideDown Organization)

Leadership & Creating High Performing Organizations

Ken Blanchard, Ph.D.

Positive Practices in Behavioral Support Through Nonlinear Applied Behavior Analysis

Gary LaVigna, Ph.D., BCBA-D & Thomas Willis, Ph.D.

Relationship Awareness & Strength Deployment Inventory (Instructor Certification Course)

Ronald Smedley (Synergistic Resource Associates/Personal Strengths USA)

TOTAL Learning: Transfer of Training & Adult Learning

Dale Curry, Ph.D. (Kent University)

Using Powerful New Capacity Assessment Tools: Identifying Gifts, Talents & Skills

Bruce Anderson (Community Activators)

Youth Thrive: Protective & Promotive Factors for Healthy Adolescent Development (Training for Trainers Course)

Jean Carpenter-Williams, MS, CYC-P (National Resource Center for Youth Services/Center for the Study of Social Policy)

PUBLICATIONS

Freeman, J. (in press). Trauma and relational care: Integrating an awareness of trauma into the characteristics of relational child and youth care. *Journal of Child and Youth Care Work, 25*, xx-xx.

Freeman, J. (in press). Hope in moments of pain. *Child & Youth Care Online, 200*, xx-xx.

Freeman, J. (2015). Changing scenes in California's system for youth in care. *Child & Youth Care Online, 199*, 22-26.

Freeman, J. (2015). Lingering in the moment. *Child & Youth Care Online, 198*, 23-25.

Freeman, J. (2015). Time for tea: Finding meaning in the rhythm of mealtime experiences. *Child & Youth Care Online, 197*, 38-40.

Freeman, J. (2015). Sacred moments. *Child & Youth Care Online, 196*, 53-55.

Freeman, J. (2015). How to show up and be present in conversation. *Child & Youth Care Online, 195*, 20-24.

Freeman, J. (2015). Respect, love, and system change. *Child & Youth Care Online, 194*, 26-30.

Freeman, J. (2015). The unfolding of transitional moments. *Relational Child & Youth Care Practice, 28*(1), 17-18.

- Freeman, J. (2015). Meaningful development of social interaction skills. *Child & Youth Care Online, 193*, 22-25.
- Freeman, J. (2015). Developing social skills and relationships. *Reclaiming Children and Youth, 23*(4), 48-51.
- Freeman, J. (2015). Being with families in moments of opportunity. *Child & Youth Care Online, 192*, 45-46.
- Freeman, J. (2015, January 30). What having certified child and youth care workers means to our organization. *Youth Today*, p.5.
- Hoffmann, M. & Freeman, J. (2015). Examining the organizational impact of training in relational child & youth care. *Relational Child & Youth Care Practice, 27*(4), 43-48.
- Hoffmann, M. & Freeman, J. (2015). Supporting transfer of learning for staff in relational practice. *Relational Child & Youth Care Practice, 27*(4), 36-40.
- Freeman, J. (2015). Ten CYC hacks to maximize your impact. *Child & Youth Care Online, 191*, 26-28.
- Freeman, J. (2014). Experiencing joy in childhood. *Child & Youth Care Online, 190*, 43-46.
- Freeman, J. (2014). Care, rhythm & presence: Remembering Mark Krueger. *Child & Youth Care Online, 189*, 18-20.
- Freeman, J. (2014). The simplicity of relational care. *Child & Youth Care Online, 188*, 29-30.
- Freeman, J. (2014). Suicide and relational care. *Child & Youth Care Online, 187*, 9-12.
- Freeman, J. (2014). Power in the relational exchange. *Child & Youth Care Online, 186*, 11-13.
- Freeman, J. (2014). The irreplaceable value of colleagues in relational care. *Child & Youth Care Online, 185*, 10-14.
- Freeman, J. (2014). Taking child & youth care outdoors: How nature experiences impact development. *Child & Youth Care Online, 184*, 30-33.
- Freeman, J. (2014). The personal gain of working in relational care. *Child & Youth Care Online, 183*, 27-28.
- Freeman, J. (2014). What I want for my kids in their early years. *Child & Youth Care Online, 182*, 16-17.
- Freeman, J. (2014). Organizational accreditation: How training on the therapeutic use of daily life events meets behavior support standards and promotes relational practice. *Child & Youth Care Online, 181*, 12-18.
- Freeman, J. (2014). A multi-level evaluation of the impact of training on the therapeutic use of daily life events. *Child & Youth Care Online, 180*, 30-37.

- Freeman, J. & Garfat, T. (2014). Being, interpreting, doing: A framework for organizing the characteristics of a relational child and youth care approach. *Child & Youth Care Online*, 179, 23-27.
- Freeman, J. (2013). Embracing conflict in child and youth care. *Relational Child & Youth Care Practice*, 26(4), 23-25.
- Freeman, J. (2013). The use of sensory activity in de-escalation. *Relational Child & Youth Care Practice*, 26(4), 72-73.
- Sodergren, T. & Freeman, J. (2013). Report on the 2013 California Behavioral Services Conference. *Child & Youth Care Online*, 178, 9-10.
- Freeman, J. (2013). Recognition and naming of human strengths. *Child & Youth Care Online*, 177, 7-11.
- Freeman, J. (2013). The value and practice of self care. *Child & Youth Care Online*, 176, 25-27.
- Freeman, J. (2013). Reflections on daily life events in child & youth care. *Relational Child & Youth Care Practice*, 26(2), 18-21.
- Freeman, J. (2013). Developing a sense of place and time. *Child & Youth Care Online*, 175, 23-25.
- Freeman, J. (2013). Moments of growth in child & youth care. *Child & Youth Care Online*, 174, 5-7.
- Freeman, J. (2013). The field of child and youth care: Are we there yet? *Child & Youth Services*, 34(2), 100-111.
- Freeman, J. (2013). Optimism and the future of child and youth care. *Child & Youth Care Online*, 173, 35-37.
- Freeman, J. (2013). Living more connected lives: Applications of Glasser's Choice Theory in child and youth care. *Child & Youth Care Online*, 171, 9-12.
- Freeman, J. (2011). From coercion to connection: Shifting an organizational culture. *Relational Child & Youth Care Practice*, 24(1&2), 128-132.
- Freeman, J. (2011). Using the outdoors to boost brain power. *BrainWaves*, 4(4).
- Freeman, J. (2010). *Safe environments for learning and growth: Instructor reference guide*. Raleigh, NC: Lulu Press.
- Flavin, M., Flores, R., Freeman, J., Hoffmann, M., Reyes, T., & Sloyan, M. (2009). *Safe environments for learning and growth: Participant guide*. Raleigh, NC: Lulu Press.
- Freeman, J. (2005). A breath of fresh air: Joy through unique retreats for families affected by disability. *CampSight*, 1(1), 20-23.
- Freeman, J. (2003). *Volunteer field guide & CD-ROM*. Agoura Hills, CA: International Disability Center.

Freeman, J. (2003). *KidsGames manual IV: Including children with disabilities*. Hornsby, Australia: KidsGames Workgroup.

PRESENTATIONS

Freeman, J. (2015, September). *The meaningful use of daily life events*. Youth Work Seminar. University of Milwaukee-Wisconsin School of Continuing Education & State of Wisconsin Office of Youth Services. Milwaukee, WI.

Vashon, W., Modlin, H., Shaw, K. & Freeman, J. (2015, July). *Perspectives on child and youth care professionalization*. Biennial Conference. National Association of Child Care Workers. Cape Town, South Africa.

Freeman, J. (2015, June). *Legislative changes and the future of residential care in California*. Professional Development Network. National Association of Social Workers, California Region. Ventura, CA.

Reyes, T. & Freeman, J. (2015, June). *Relational child & youth care in residential care*. Staff Development Workshop. Cherry Gulch Therapeutic Boarding School. Emmett, ID.

Delano, F., Mulvey, K. & Freeman, J. (2015, June). *Making the transition to supervisor: navigating the road to supervisory excellence*. Scottish Institute for Residential Child Care National Conference. Centre for Excellence for Looked After Children in Scotland. Glasgow, Scotland.

DeMonte, A., Freeman, J., Gaitens, C., Garfat, T., Leggett, A. & Sago, H. (2015, May). *The joy of child and youth care practice*. Caring connections gathering. CYC Now Central Eastern Ontario. Peterborough, ON.

Freeman, J. (2015, April). *Characteristics of relational care*. Annual conference. Wisconsin Association of Child & Youth Care Professionals. Milwaukee, WI.

Korsmo, J, Freeman, J., Kelly, C., Sapien, H. & Milanov, A. (2015, April). *Saving the saviors from themselves: Mutual benefits of internationalizing our practice*. Annual conference. Wisconsin Association of Child & Youth Care Professionals. Milwaukee, WI.

Freeman, J. (2015, April). *Characteristics of relational care*. National conference. American Association of Children's Residential Centers. Savannah, GA.

Freeman, J. (2015, March). *Motivations for working with today's young people*. Higher Education Summit on the Child & Youth Care Workforce. University of Pittsburgh. Pittsburgh, PA.

Elson, S. & Freeman, J. (2015, February). *Reputation, culture & crisis management*. Winter Executive Conference. California Alliance of Child & Family Services. Napa, CA.

Freeman, J. (2014, October). *Interpersonal communication skills for child and youth care workers*. Trainer Development Workshop. Academy for Competent Youth Work. North Hollywood, CA.

- Freeman, J. (2014, September). *Engaging the senses in de-escalation*. Ignite Conference. Allambi Care. Hunter Valley, New South Wales, Australia.
- Fulcher, L. & Freeman, J. (2014, September). *The therapeutic use of daily life events*. Ignite Conference. Allambi Care. Hunter Valley, New South Wales, Australia.
- Delano, F., Mulvey, K., Rice, O., Shaw, K. & Freeman, J. (2014, June). *Leadership & learning*. Scottish Institute on Residential Child Care National Conference. University of Strathclyde. Edinburgh, Scotland.
- Sago, H., Freeman, J. & Garfat, T. (2014, June). *The therapeutic use of daily life events*. Provincial Conference. Ontario Association of Child & Youth Counsellors. Kingston, Ontario, Canada.
- Freeman, J. (2014, June). *Professional certification in child & youth care*. Provincial Conference. Ontario Association of Child & Youth Counsellors. Kingston, Ontario, Canada.
- Freeman, J. (2014, May). *Leading culture change in youth & family serving organizations*. Leadership teleconference seminar. AK Child & Family. Anchorage, AK.
- Freeman, J. (2014, April). *Multi level training evaluation*. National conference. American Association of Children's Residential Centers. San Francisco, CA.
- Freeman, J. (2014, March). *Professional certification in child & youth care*. National wraparound conference. National Center for Innovation and Excellence. Cocoa Beach, FL.
- Freeman, J. (2013, September). *Life space crisis intervention: Certification course*. Release Ministries. Omaha, NE.
- Freeman, J. (2013, September). *Training & development of child & youth care practitioners*. Fall Executive Conference. California Alliance of Child & Family Services. Del Mar, CA.
- Freeman, J. (2013, June). *Connecting training & practice*. World conference. Child & Youth Care Association of Newfoundland & Labrador. St. John's, Newfoundland & Labrador.
- Freeman, J. (2013, June). *From conflict to coping: Listening & connecting to facilitate self-awareness*. World conference. Child & Youth Care Association of Newfoundland & Labrador. St. John's, Newfoundland & Labrador.
- Freeman, J. (2013, April). *Best practices for reducing restraint & seclusion*. National conference. American Association of Children's Residential Centers. New York, NY.
- Mastroianni, S. & Freeman, J. (2012, April). *Moving from classroom management to connection & engagement*. Annual convention. Council for Exceptional Children. San Antonio, TX.
- Freeman, J. (2011, May). *Building developmental assets*. Dark to Dawn Foster Care Network. Thousand Oaks, CA.

- Freeman, J. (2011, March). *Reducing restraint & seclusion: Strategies for culture change in the residential education setting*. National conference. Coalition on Residential Education. Hershey, PA.
- Freeman, J. (2011, January). *Organizational culture change*. Annual leadership conference. National Association of Private Special Education Centers. Captiva, FL.
- Freeman, J. (2010, June). *No child left inside: Intentional use of outdoor activities*. Dark to Dawn Foster Care Network. Thousand Oaks, CA.
- Freeman, J. (2009, May). *Developing a relational culture*. Annual conference. California Mental Health Advocates for Children & Youth. Pacific Grove, CA.
- Freeman, J. (2008, October). *Created for connection*. Dark to Dawn Foster Care Network. Thousand Oaks, CA.
- Freeman, J. (2008, September). *Seclusion & restraint reconsidered*. Fall Executive Conference. California Alliance of Child & Family Services. Indian Wells, CA.
- Freeman, J. (2008, March). *Reducing restraint: A multi-modal approach*. National conference. American Association of Children's Residential Centers. San Diego, CA.
- Freeman, J. (2003, March). *Inclusion of young people affected by disability in youth sport programs*. International Sports Coalition. Athens, Greece.
- Freeman, J. (2002, March). *Inclusion of children affected by disability in youth development programs*. International Sports Coalition. Stellenbosh, South Africa.
- Freeman, J. (2001, December). *Working with families affected by disability*. Annual Conference. Christian Camping Association. Colorado Springs, CO.
- Freeman, J. (2001, February). *Inclusion of children affected by disability in youth development programs*. International Sports Coalition. Orlando, FL.