

Board Office Use: Legislative File Info.	
File ID Number:	14-0147
Introduction Date:	02/26/2014
Enactment Number:	
Enactment Date:	



Memo

To: Board of Education

From: GARY YEE, EdD, ACTING SUPERINTENDENT; By: MARIA SANTOS, Deputy Superintendent

Board Meeting Date: 02/26/2014

Subject: Professional Service Contract

Contractor: Sarah Warner of Oakland, CA

Services for: 975-PROGRAMS FOR EXCEPTIONAL

Board Action Requested and Recommendation: Ratification by the Board of Education of a Professional Services Contract between the District and Sarah Warner, Oakland, CA, for the latter to provide: Contractor will provide professional development training to Counseling Enriched Special Day Class (CESDC) program staff (Teachers, Instructional Assistants/Intervention Specialist, and Social Workers). The programs' design is to promote academic achievement through helping students overcome socio-emotional barriers that hinder educational success in school. Contractor will provide weekly training in the areas of behavior management, classroom design/structure, positive reinforcements, communication and team building strategies. This includes learning to work with challenging behaviors and understanding the continuum of behaviors. Contractor will provide ongoing implementation guidelines and collaborate with school and district administration on the effectiveness of this training in the CESDC classroom. for the period of 10/22/2013 through 05/15/2014 in an amount not to exceed \$7,800.00.

Background:
(A one paragraph explanation of why the consultant's services are needed.)

OUSD is purchasing a Professional Development Consultant/Trainer who will perform the following Tasks:

1. Complete a 5 week professional development training series on educating students with emotional, behavioral, social and cognitive deficits in mental health programs.
2. Provide PD training on PBIS to teachers, classified staff and social workers in the CESDC programs.
3. Consult on how to maintain and gather confidential IEP records and collaborate with team members per IDEIA regulations.
4. Facilitate individual, group and administration consultation to ensure correct implementation of an effective Behavior Management program.
5. Prepare CESDC teams to create safe, predictable, positive and validating classroom environments.
6. Conduct monthly meetings for school teams to monitor implementation of behavioral strategies, model practices, and evaluate teams' success.

Discussion:
(QUANTIFY what is being purchased.)

Contractor will provide professional development training to Counseling Enriched Special Day Class (CESDC) program staff (Teachers, Instructional Assistants/Intervention Specialist, and Social Workers). The programs' design is to promote academic achievement through helping students overcome socio-emotional barriers that hinder educational success in school. Contractor will provide weekly training in the areas of behavior management, classroom design/structure, positive reinforcements, communication and team building strategies. This includes learning to work with challenging behaviors and understanding the continuum of behaviors. Contractor will provide ongoing implementation guidelines and collaborate with school and district administration on the effectiveness of this training in the CESDC classroom.

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Fiscal Impact: Funding resources below not to exceed \$7,800.00

\$7,800.00 SE-IDEA BASIC GRANT PL94-142

Attachments: Professional Services Contract including Scope of Work
Waiver Summary
Resume / Statement of Qualifications
EPLS Search Results Page
Insurance Certification (if no Waiver was granted)

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OAKLAND UNIFIED SCHOOL DISTRICT

PROFESSIONAL SERVICES CONTRACT 2013-2014

This Agreement is entered into between Sarah Warner (CONTRACTOR) and Oakland Unified School District (OUSD). OUSD is authorized by Government Code Section 53060 to contract for the furnishing of special services and advice in financial, economic, accounting, engineering, legal, and administrative matters with persons specially trained, experienced, and competent to perform such services. CONTRACTOR warrants it is specially trained, experienced, and competent to provide such services. The parties agree as follows:

- Services:** CONTRACTOR shall provide the ("Services" or "Work") as described in **Exhibit "A,"** attached hereto and incorporated herein by reference.
- Terms:** CONTRACTOR shall commence work on 10/22/2013, or the day immediately following approval by the Superintendent if the aggregate amount CONTRACTOR has contracted with the District is below \$83,400.00 in the current fiscal year; or, approval by the Board of Education if the total contract(s) exceed \$83,400.00, whichever is later. The work shall be completed no later than 05/15/2014.
- Compensation:** OUSD agrees to pay CONTRACTOR for services satisfactorily rendered pursuant to this Agreement. The compensation under this Contract shall not exceed Seven thousand eight hundred Dollars (\$7,800.00) [per fiscal year], at an hourly billing rate not to exceed \$100.00 per hour. This sum shall be for full performance of this Agreement and includes all fees, costs, and expenses incurred by Contractor including, but not limited to, labor, materials, taxes, profit, overhead, travel, insurance, subcontractor costs, and other costs.

If CONTRACTOR will be compensated hourly for services provided under this Contract, CONTRACTOR shall describe in Exhibit "A," attached hereto, the specific scope of services to be delivered on an hourly basis to OUSD.

OUSD shall not be liable to CONTRACTOR for any costs or expenses paid or incurred by CONTRACTOR in performing services for OUSD, except as follows: No Reimbursements.

Payment for Work shall be made for all undisputed amounts in monthly installment payments within forty-five (45) days after CONTRACTOR submits an invoice to OUSD for Work actually completed and after OUSD's written approval of the Work, or the portion of the Work for which payment is to be made.

The granting of any payment by OUSD, or the receipt thereof by CONTRACTOR, shall in no way lessen the liability of CONTRACTOR to correct unsatisfactory work, although the unsatisfactory character of that work may not have been apparent or detected at the time a payment was made. Work, which does not conform to the requirements of this Agreement, may be rejected by the District and in that case must be replaced by CONTRACTOR without delay.

- Equipment and Materials:** CONTRACTOR shall provide all equipment, materials, and supplies necessary for the performance of this Agreement *except:* NONE, which shall not exceed a total cost of \$0.00.
- CONTRACTOR Qualifications / Performance of Services:**
CONTRACTOR Qualifications: CONTRACTOR warrants it is specially trained, experienced, competent and fully licensed to provide the Services required by this Agreement in conformity with the laws and regulations of the State of California, the United States of America, and all local laws, ordinances and/or regulations, as they may apply.
Standard of Care: CONTRACTOR warrants that CONTRACTOR has the qualifications and ability to perform the Services in a professional manner, without the advice, control, or supervision of OUSD. CONTRACTOR's services will be performed, findings obtained, reports and recommendations prepared in accordance with generally and currently accepted principles and practices of its profession for services to California school districts.
- Invoicing:** Invoices furnished by CONTRACTOR under this Agreement must be in a form acceptable to OUSD. All amounts paid by OUSD shall be subject to audit by OUSD. Invoices shall include, but not be limited to: Contractor name, Contractor address, invoice date, invoice number, purchase order number, name of school or department service was provided to, period of service, name of the person performing the service, date service was rendered, brief description of services provided, number of hours of service, hourly rate, total payment requested.
- Notices:** All notices and invoices provided for under this Agreement shall be in writing and either personally delivered during normal business hours or sent by U.S. Mail (certified, return receipt requested) with postage prepaid to the other party at the address set forth below:

OUSD Representative:

Name: SHEILAGH ANDUJAR
Site /Dept.: 975-PROGRAMS FOR EXCEPTIONAL
Address: 2850 West Street
Oakland, CA 94608
Phone: 510-874-3700

CONTRACTOR:

Name: Sarah Warner
Title: Owner
Address: 3880 Greenwood Ave
Oakland, CA 94602
Phone: 510-926-1891

Notice shall be effective when received if personally served or, if mailed, three days after mailing. Either party must give written notice of a change of address.

8. **Status of Contractor:** This is not an employment contract. CONTRACTOR, in the performance of this Agreement, shall be and act as an independent contractor. CONTRACTOR understands and agrees that it and all of its employees shall not be considered officers, employees, agents, partner, or joint venture of OUSD, and are not entitled to benefits of any kind or nature normally provided employees of OUSD and/or to which OUSD's employees are normally entitled, including, but not limited to, State Unemployment Compensation or Worker's Compensation. CONTRACTOR shall assume full responsibility for payment of all Federal, State, and local taxes or contributions, including unemployment insurance, social security and income taxes with respect to CONTRACTOR's employees. In the performance of the work herein contemplated, CONTRACTOR is an independent contractor or business entity, with the sole authority for controlling and directing the performance of the details of the work, OUSD being interested only in the results obtained.

9. **Insurance:**

- 1. Unless specifically waived by OUSD, the following insurance is required:
 - i. If CONTRACTOR employs any person to perform work in connection with this Agreement, CONTRACTOR shall procure and maintain at all times during the performance of such work, Workers' Compensation Insurance in conformance with the laws of the State of California and Federal laws when applicable. Employers' Liability Insurance shall not be less than One Million Dollars (\$1,000,000) per accident or disease.

Check one of the boxes below:

- CONTRACTOR is aware of the provisions of Section 3700 of the Labor Code which require every employer to be insured against liability for workers' compensation or to undertake self-insurance in accordance with the provisions of that code, and will comply with such provisions before commencing the performance of the Work of this Contract.
- CONTRACTOR does not employ anyone in the manner subject to the workers' compensation laws of California.

- ii. CONTRACTOR shall maintain Commercial General Liability insurance, including automobile coverage with limits of One Million Dollars (\$1,000,000) per occurrence for bodily injury and property damage. The coverage shall be primary as to OUSD and shall name OUSD as an additional insured. Evidence of insurance must be attached. Endorsement of OUSD as an additional insured shall not affect OUSD's rights to any claim, demand, suit or judgment made, brought or recovered against CONTRACTOR. The policy shall protect CONTRACTOR and OUSD in the same manner as though each were separately issued. Nothing in said policy shall operate to increase the Insurer's liability as set forth in the policy beyond the amount or amounts shown or to which the Insurer would have been liable if only one interest were named as an insured.
- iii. If CONTRACTOR is offering OUSD professional advice under this Contract, CONTRACTOR shall maintain Errors and Omissions insurance or Professional Liability insurance with coverage limits of One Million Dollars (\$1,000,000) per claim.

OR

- iv. CONTRACTOR is not required to maintain any insurance under this agreement. (Completed and approved Waiver of Insurance Form is required.) Waiver of insurance does not release CONTRACTOR from responsibility for any claim or demand.

- 10. **Licenses and Permits:** CONTRACTOR shall obtain and keep in force all licenses, permits, and certificates necessary for the performance of this Agreement.
- 11. **Assignment:** The obligations of CONTRACTOR under this Agreement shall not be assigned by CONTRACTOR without the express prior written consent of OUSD.
- 12. **Non-Discrimination:** It is the policy of OUSD that in connection with all work performed under Contracts there be no discrimination because of race, color, ancestry, national origin, religious creed, physical disability, medical condition, marital status, sexual orientation, gender, or age; therefore, CONTRACTOR agrees to comply with applicable Federal and California laws including, but not limited to, the California Fair Employment and Housing Act beginning with Government Code Section 12900 and Labor Code Section 1735 and OUSD policy. In addition, CONTRACTOR agrees to require like compliance by all its subcontractor(s). CONTRACTOR shall not engage in unlawful discrimination in employment on the basis of actual or perceived; race, color, national origin, ancestry, religion, age, marital status, pregnancy, physical or mental disability, medical condition, veteran status, gender, sex or sexual orientation.

13. **Drug-Free / Smoke Free Policy:** No drugs, alcohol, and/or smoking are allowed at any time in any buildings and/or grounds on OUSD property. No students, staff, visitors, CONTRACTORS, or subcontractors are to use controlled substances, alcohol or tobacco on these sites.
14. **Indemnification:** CONTRACTOR agrees to hold harmless, indemnify, and defend OUSD and its officers, agents, and employees from any and all claims or losses accruing or resulting from injury, damage, or death of any person, firm, or corporation in connection with the performance of this Agreement. CONTRACTOR also agrees to hold harmless, indemnify, and defend OUSD and its elective board, officers, agents, and employees from any and all claims or losses incurred by any supplier, contractor, or subcontractor furnishing work, services, or materials to CONTRACTOR in connection with the performance of this Agreement. This provision survives termination of this Agreement.
15. **Copyright/Trademark/Patent/Ownership:** CONTRACTOR understands and agrees that all matters produced under this Agreement shall become the property of OUSD and cannot be used without OUSD's express written permission. OUSD shall have all right, title and interest in said matters, including the right to secure and maintain the copyright, trademark, and/or patent of said matter in the name of OUSD. CONTRACTOR consents to use of CONTRACTOR's name in conjunction with the sale, use, performance and distribution of the matters, for any purpose and in any medium. These matters include, without limitation, drawings, plans, specifications, studies, reports, memoranda, computation sheets, the contents of computer diskettes, artwork, copy, posters, billboards, photographs, videotapes, audiotapes, systems designs, software, reports, diagrams, surveys, source codes or any other original works of authorship, or other documents prepared by CONTRACTOR or its Sub-CONTRACTORs in connection with the Services performed under this Agreement. All works shall be works for hire as defined under Title 17 of the United States Code, and all copyrights in those works are the property of OUSD.
16. **Waiver:** No delay or omission by either party in exercising any right under this Agreement shall operate as a waiver of that or any other right or prevent a similar subsequent act from constituting a violation of the Agreement.
17. **Termination:** OUSD may at any time terminate this Agreement upon written notice to CONTRACTOR. OUSD shall compensate CONTRACTOR for services satisfactorily provided through the date of termination. In addition, OUSD may terminate this Agreement for cause should CONTRACTOR fail to perform any part of this Agreement. In the event of termination for cause, OUSD may secure the required services from another contractor. If the cost to OUSD exceeds the cost of providing the services pursuant to this Agreement, CONTRACTOR shall pay the additional cost.
18. **Conduct of CONTRACTOR:** CONTRACTOR will adhere to the following staff requirements and provide OUSD with evidence of staff qualifications, which include:
 1. **Tuberculosis Screening:** CONTRACTOR is required to screen employees who will be working at OUSD sites for more than six hours. CONTRACTOR affirms that each employee has current proof of negative TB testing on file and TB results are monitored.
 2. **Fingerprinting of Employees and Agents.** The fingerprinting and criminal background investigation requirements of Education Code section 45125.1 apply to CONTRACTOR's services under this Agreement and CONTRACTOR certifies its compliance with these provisions as follows: "CONTRACTOR certifies that CONTRACTOR has complied with the fingerprinting and criminal background investigation requirements of Education Code section 45125.1 with respect to all CONTRACTOR's employees, subcontractors, agents, and subcontractors' employees or agents ("Employees") regardless of whether those Employees are paid or unpaid, concurrently employed by OUSD, or acting as independent contractors of CONTRACTOR, who may have contact with OUSD pupils in the course of providing services pursuant to the Agreement, and the California Department of Justice has determined that none of those Employees has been convicted of a felony, as that term is defined in Education Code section 45122.1. Contractor further certifies that it has received and reviewed fingerprint results for each of its Employees and Contractor has requested and reviews subsequent arrest records for all Employees who may come into contract with OUSD pupils in providing services to the District under this Agreement.

In the event that OUSD, in its sole discretion, at any time during the term of this contract, desires the removal of any CONTRACTOR related persons, employee, representative or agent from an OUSD school site and, or property, CONTRACTOR shall immediately, upon receiving notice from OUSD of such desire, cause the removal of such person or persons.
19. **No Rights in Third Parties:** This Agreement does not create any rights in, or inure to the benefit of, any third party except as expressly provided herein.
20. **OUSD's Evaluation of CONTRACTOR and CONTRACTOR's Employees and/or Subcontractors.** OUSD may evaluate CONTRACTOR's work in any way that OUSD is entitled to do so pursuant to applicable law. The OUSD's evaluation may include, without limitation:
 1. Requesting that OUSD employee(s) evaluate the CONTRACTOR and the CONTRACTOR's employees and subcontractors and each of their performance.
 2. Announced and unannounced observance of CONTRACTOR, CONTRACTOR's employee(s), and/or subcontractor(s).
21. **Limitation of OUSD Liability:** Other than as provided in this Agreement, OUSD's financial obligations under this Agreement shall be limited to the payment of the compensation provided in this Agreement. Notwithstanding any other provision of this Agreement, in no event, shall OUSD be liable, regardless of whether any claim is based on contract or tort, for any special, consequential, indirect or incidental damages, including, but not limited to, lost profits or revenue, arising out of, or in connection with, this Agreement for the services performed in connection with this Agreement.
22. **Confidentiality:** CONTRACTOR and all CONTRACTOR's agents, personnel, employee(s), and/or subcontractor(s) shall maintain the confidentiality of all information received in the course of performing the Services. CONTRACTOR understands that student records are confidential and agrees to comply with all state and federal laws concerning the maintenance and disclosure of student records. This requirement to maintain confidentiality shall extend beyond the termination of this Agreement. Contractors will be permitted

Professional Services Contract

access to student data only where permissible under state and federal law and only after executing OUSD's Confidentiality Agreement Regarding Student Data.

- 23. Conflict of Interest: CONTRACTOR shall abide by and be subject to all applicable OUSD policies, regulations, statutes or other laws regarding conflict of interest. CONTRACTOR shall not hire any officer or employee of OUSD to perform any service by this Agreement.

CONTRACTOR affirms to the best of his/her/its knowledge, there exists no actual or potential conflict of interest between CONTRACTOR's family, business or financial interest and the services provided under this Agreement, and in the event of change in either private interest or services under this Agreement, any question regarding possible conflict of interest which may arise as a result of such change will be brought to OUSD's attention in writing.

Through its execution of this Agreement, CONTRACTOR acknowledges that it is familiar with the provisions of section 1090 et seq. and section 87100 et seq. of the Government Code of the State of California, and certifies that it does not know of any facts which constitute a violation of said provisions. In the event CONTRACTOR receives any information subsequent to execution of this Agreement which might constitute a violation of said provisions, CONTRACTOR agrees it shall notify OUSD in writing.

- 24. Certification Regarding Debarment, Suspension, Ineligibility and Voluntary Exclusion: CONTRACTOR certifies to the best of his/her/its knowledge and belief, that it and its principals: Are not presently debarred, suspended, proposed for debarment, declared ineligible, or voluntarily excluded from covered transactions by any Federal department or agency according to Federal Acquisition Regulation Subpart 9.4, and by signing this contract, certifies that this vendor does not appear on the Excluded Parties List. (https://www.epls.gov/eplis/search.do)
- 25. Litigation: This Agreement shall be performed in Oakland, California and is governed by the laws of the State of California. The Alameda County Superior Court shall have jurisdiction over any state court litigation initiated to enforce or interpret this Agreement. If litigation is initiated, the prevailing party shall be entitled to reasonable attorney's fees and costs.
- 26. Incorporation of Recitals and Exhibits: The Recitals and each exhibit attached hereto are hereby incorporated herein by reference.
- 27. Integration/Entire Agreement of Parties: This Agreement constitutes the entire agreement between the Parties and supersedes all prior discussions, negotiations, and agreements, whether oral or written. This Agreement may be amended or modified only by a written instrument executed by both Parties.
- 28. Counterparts: This Agreement and all amendments and supplements to it may be executed in counterparts, and all counterparts together shall be construed as one document.
- 29. Signature Authority: Each party has the full power and authority to enter into and perform this Agreement, and the person signing this Agreement on behalf of each Party has been given the proper authority and empowered to enter into this Agreement.
- 30. Contract Contingent on Governing Board Approval: OUSD shall not be bound by the terms of this Agreement until it has been formally approved by OUSD's Governing Board, and no payment shall be owed or made to CONTRACTOR absent formal approval. This Agreement shall be deemed to be approved when it has been signed by the Board of Education, and/or the Superintendent as its designee.

OAKLAND UNIFIED SCHOOL DISTRICT

MARIA SANTOS 01/13/2014
[] President, Board of Education Date
[X] Superintendent or Designee

Secretary, Board of Education Date

CONTRACTOR

Sarah Warner 01/24/2014
Contractor eSignature Date

Sarah Warner, Owner
Print Name, Title

EXHIBIT "A" SCOPE OF WORK

[IF A CONTRACTOR PROVIDES AN ACCEPTABLE DESCRIPTION OF SERVICES AS PART OF A PROPOSAL, THAT DESCRIPTION OF SERVICES MAY BE ATTACHED WITHOUT ANY TERMS, CONDITIONS, LIMITATIONS, ETC., FROM THAT PROPOSAL.]

1. **Description of Services to be Provided:** Provide a description of the service(s) the contractor will provide. Be specific about what service(s) OUSD is purchasing and what *this* Contractor will do.

OUSD is purchasing a Professional Development Consultant/Trainer who will perform the following Tasks:

1. Complete a 5 week professional development training series on educating students with emotional, behavioral, social and cognitive deficits in mental health programs.
2. Provide PD training on PBIS to teachers, classified staff and social workers in the CESDC programs.
3. Consult on how to maintain and gather confidential IEP records and collaborate with team members per IDEIA regulations.
4. Facilitate individual, group and administration consultation to ensure correct implementation of an effective Behavior Management program.
5. Prepare CESDC teams to create safe, predictable, positive and validating classroom environments.
6. Conduct monthly meetings for school teams to monitor implementation of behavioral strategies, model practices, and evaluate teams' success.

2. **Specific Outcomes:** What are the expected outcomes from the services of this Contract? Be specific. For example, as a result of the service(s): 1) How many more Oakland children are graduating from high school? 2) How many more Oakland children are attending school 95% or more? 3) How many more students have meaningful internships and/or paying jobs? 4) How many more Oakland children have access to, and use, the health services they need? Provide details of program participation (Students will...) and measurable outcomes (Participants will be able to...). NOT THE GOALS OF THE SITE OR DEPARTMENT.

As a result of these services : (1) Oakland USD students will be able to attend CESDC classes that are therapeutic, yet safe and consistent in routine and structure, (2) Approximately 250 students will have access to, and use, the mental health services they warrant, (3) Social worker clinicians will be able to provide weekly individual and group therapy addressing the therapeutic goals instead of responding to crisis interventions and conflict, (4) CESDC staff will be provided behavior management systems designed to emphasize positive reinforcements, (5) Clinicians will support teaching and learning through psychotherapy sessions that increase student achievement efforts.

3. **Alignment with District Strategic Plan:** Indicate the goals and visions supported by the services of this contract:
(Check all that apply.)

- | | |
|-----------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------|
| <input checked="" type="checkbox"/> Ensure a high quality instructional core | <input checked="" type="checkbox"/> Prepare students for success in college and careers |
| <input checked="" type="checkbox"/> Develop social, emotional and physical health | <input checked="" type="checkbox"/> Safe, healthy and supportive schools |
| <input checked="" type="checkbox"/> Create equitable opportunities for learning | <input type="checkbox"/> Accountable for quality |
| <input checked="" type="checkbox"/> High quality and effective instruction | <input type="checkbox"/> Full service community district |

4. **Alignment with Community School Strategic Site Plan – CSSSP (required if using State or Federal Funds):**

Please select:

Action Item included in Board Approved CSSSP: (no additional documentation required)

– Item Number(s): Not Applicable
No Restricted Funds

Action Item added as modification to Board Approved CSSSP – Submit the following documents to the Resource Manager either electronically via email of scanned documents, fax or drop off.

1. Relevant page of CSSSP with action item highlighted. Page must include header with the word “Modified”, modification date, school site name, both principal and school site council chair initials and date.
2. Meeting announcement for meeting in which the CSSSP modification was approved.
3. Minutes for meeting in which the CSSSP modification was approved indicating approval of the modification.
4. Sign-in sheet for meeting in which the CSSSP modification was approved.

ContractsOnline: Contract Waiver Summary

Site Number-Name: 975-PROGRAMS FOR EXCEPTIONAL

Principal / Department Head: SHEILAGH ANDUJAR

Contractor Name: Sarah Warner

Business Name: Sarah Warner

Contract Type: Standard

Anticipated Start Date: 10/22/2013

Contract End Date: 05/15/2014

Rate Type: HOURLY

Contract Amount: \$7,800.00

Applicable Waivers

Approved by Risk Management

Insurance-Reduction Waiver Status: WAIVED

Waiver-Reduction Type: WAIVED

Other Reduction Amount:

Approval Date: 12/10/2013

Approved by Deputy Superintendent

Billing Waiver Status: NA

Approval Date:

Fingerprint Waiver Status: Approved

Approval Date: 01/09/2014

TB Test Waiver Status: NA

Approval Date:

Sarah Warner, Ph.D.
Clinical Psychologist
Lic # PSY22055
1440 Broadway, Suite 610
Oakland, CA 94612
510-926-1891

Education

Ph.D. Clinical Psychology May 2006
California School of Professional Psychology,
Alliant International University, San Diego, CA

M.A. Clinical Psychology May 2002
California School of Professional Psychology,
Alliant International University, San Diego, CA

B.A. Psychology and Cultural Anthropology May 1989
Connecticut College, New London, CT

Experience

Private Practice July 2008 - present
Oakland, CA

Provide psychotherapy to individuals, families, couples, children and adolescents. Areas of specialty include: children's misbehavior, family communication, parenting, ADHD, recovery/addiction, anger/stress management, depression, anxiety, sexuality and gender identity issues, abuse, trauma, grief/loss, self-esteem, and enuresis/encopresis.

Clinical Supervisor

Alliant International University
Psychological Services Center, Oakland, CA July 2008 - present

Responsible for supervising doctoral level psychology trainees and interns to provide individual and family psychotherapy in schools and in an outpatient clinic. Provide supervision for the family training component of the outpatient clinic, which includes a 1-way mirror observation and reflecting team component. Provide supervision of trainees and interns who provide therapeutic services to emotionally disturbed special education students in Counseling Enriched Special Day classrooms (elementary through high school).

Cal Safe Therapist

Alameda, CA Sept 2008 – June 2010

An independent contractor with Alameda Unified School District to provide group and individual therapy to pregnant and parenting teen mothers and fathers in a continuation high school supporting them to cope with the multitude of stressors that accompany their new role as parent, as they work toward graduating from high school.

Post-Doctoral Fellow

Alliant International University, Oakland, CA

Sept. 2006 – July 2008

Provided long-term individual and family psychotherapy to a culturally diverse group of primarily socio-economically disadvantaged adult, adolescent, child, and family clients, as well as conducted psychological assessments of adult, adolescent and child clients in an outpatient setting. Provided individual, group, and family psychotherapy, as well as psycho-education and case management services to adolescent parents and teen parents-to-be in a continuation high school setting. Provided therapeutic services to emotionally disturbed youth (elementary and high school) in counseling enriched special day classrooms, and participated in Individual Education Planning (IEP) meetings.

Psychological Assistant

The Preuss School at UCSD, San Diego, CA

Jan., 2006 – June, 2006

Provided individual psychotherapy and crisis intervention services to a culturally diverse group of socio-economically disadvantaged middle and high school students with a variety of family and mental health issues (e.g., family conflict, low academic achievement, sexual/physical abuse, and depression).

Pre-Doctoral Psychology Intern

Catholic Charities, San Diego, CA

Sept., 2004 – Sept., 2005

Provided long-term outpatient individual, child, family, couples and group psychotherapy. Completed appropriate documentation for Medi-Cal/Short Doyle reimbursement. Conducted screening and assessments on incoming clients. Conducted comprehensive psychological evaluations for clients referred from Immigrations Services as well as from local Catholic schools.

Pre-Doctoral Psychology InternWest County Counseling Center
Huntington Beach, CA

Sept., 2002 – June, 2003

Provided individual and group psychotherapy to middle school students with a broad range of issues (e.g., developmental delays, ADHD, substance abuse, grief, anxiety and depression). Maintained an active caseload of approximately 45 students. Also provided on-going collateral contacts with clients' parents/guardians. Assisted school personnel in meeting needs of youth in crisis (i.e., suicidal ideation, death of parent) and provided appropriate referrals. Participated in Individual Education Planning (IEP) meetings.

Psychology Practicum Intern
St. Vincent De Paul Village, San Diego, CA

Aug., 2001 – Aug., 2002

Provided individual and family therapy to homeless families, children, adolescents and adults. Conducted intakes and assessments, and made appropriate medical/dental, psychiatric and employment referrals for residents pursuing long-term housing.

Program Director
Phoenix House, San Diego, CA

Jan., 1998 – Nov., 2001

Responsible for the clinical and administrative operation of a long-term, 40-bed residential (therapeutic community) substance abuse treatment program for adolescents, ages 13-17 years old. Developed and implemented an intensive after-school adolescent substance abuse outpatient treatment program. Assisted in the development and implementation of a juvenile drug court recovery case management program, and provided supervision of the recovery case managers. Provided personnel management; including recruitment, hiring, training, supervision, and evaluation of over 50 treatment staff, interns and volunteers. Facilitated weekly staff meetings, clinical case conferences, quality assurance and utilization reviews. Participated in monthly community meetings and coalitions with outside agencies and maintained linkages with referral agencies. Provided outside agencies with training in adolescent substance abuse treatment. Ensured contractual and budgetary obligations were fulfilled. Ensured compliance with Community Care Licensing (Title 22) Regulations (i.e., maintained RCL points, staff/client ratios, medication management in addition to client care).

Team Leader
San Diego Youth & Community Services
Teen Recovery Center, San Diego, CA

Sept., 1993 – Dec., 1997

Provided management of treatment and recovery services for an intensive adolescent substance abuse day treatment program. Provided personnel management, including hiring, training, supervision, and evaluation of staff, interns and volunteers of the Teen Recovery Center. Developed and maintained linkages with community referral sources. Ensured compliance with Health and Human Service Alcohol and Drug Services contract requirements. Participated in SD County's Utilization Review Committee for Drug Medi-Cal EPSDT funding. Organized graduations, special events, open houses and fundraisers for The Teen Recovery Center.

Additional Experience

Adolescent Substance Abuse Counselor 1991-1993.

San Diego Youth & Community Services

Teen Recovery Center, San Diego, CA

Part-time instructor for an entrepreneurial business skills development course designed for urban youth. 1996-1997.

Independent Living Skills Instructor for foster care youth 1991-1992.

Per Diem Mental Health Associate, Fair Oaks Hospital, Summit, NJ, an in-patient psychiatric hospital 1997-1989.

Coordinator of Connecticut College Women's Center, 1988/89

Advisor to Connecticut College Board of Trustees on Social Awareness Issues, 1988/89.

President of Connecticut College Gay/Lesbian/Bi-Sexual Alliance, 1987-1989.

Presenting member Feminist Psychology Research Team, Connecticut College, 1988/89.

Professional Presentations/Papers

Warner, S. E. (1995) *Adolescent substance abuse assessment and treatment*.

Presentation at San Diego's Substance Abuse Summit, San Diego, CA.

Warner, S. E. (1999) *Adolescent substance abuse*. Training provided at the San Diego County Health & Human Services Agency Training Series, San Diego, CA.

Foster, S. L. & Warner, S. E. (2004, November). *Unpacking Multisystemic Therapy: The MST Therapy Interaction Process System and Global Impressions Rating System*.

Preconference presentation at the Association for Advancement of Behavior Therapy convention, New Orleans, LA.

Foster, S. L., Cunningham, P. B., Warner, S. E., Moyer, D. M., & Barr, T. (2005, August). *Observations of Multisystemic Therapy Process with Black and White families*. Poster presented at the American Psychological Association convention, Washington, D.C.

Cunningham, P. B., Foster, S. L., Warner, S. E., McCoy, D. M., Barr, T. S., Henggeler, S. W. (2009). *Therapist behavior as a predictor of black and white caregiver responsiveness in multisystemic therapy*. *Journal of Family Psychology*, 23, 626-635.

Cunningham, P. B., Foster, S. L., Warner, S. E. (2010). *Culturally relevant family-based treatment for adolescent delinquency and substance abuse: Understanding within-session processes*. *Journal of Clinical Psychology*, 66, 830-846.

Grant Support

2004-2005 Principal Investigator, Predicting Caregiver Engagement in Multisystemic Therapy. (Substance Abuse and Mental Health Services Administration: \$30,000) Grant # 1 T26 OA00073-01.

Professional Associations

California Psychological Association, 2003 to present
American Psychological Association, 2004 to present
Alameda County Psychological Association 2008 to present

Awards

Connecticut College B.G.A.L.A. (Bisexual, Gay, Lesbian Awareness) Award, 1989
San Diego Youth & Community Services, Mid-City Employee of the Year, 1997
Phoenix House, Award of Excellence, 1999
San Diego Women's Peace Officers Leadership Award, 1999
Alliant International University, F. Joseph McGuigan Student Research Award in Clinical Psychology, 2006

