

CONGRATULATIONS

DCFS ALL STARS

DIRECTOR'S EMPLOYEE RECOGNITION AWARD RECIPIENTS

March 2008

Outstanding Administrative Staff Award

Ruby Owens, Children Services Administrator III

Governmental Relations Division - Education and Licensure Section

Ms. Ruby Owens is an excellent manager who oversees the Education and Licensure section and has continuously demonstrated outstanding work performance. Given her span of control, supervising 14 SCSWs and a Secretary III, Ms. Owens works very hard to ensure that her program runs smoothly, that her staff have resources and materials required to complete their work and that she keeps her section operating in a smooth and reliable manner. She is a role model for all who aspire to go into management. She is very professional and demonstrates what management looks like at it's best. She works long and countless hours and has a real passion for what she does. Those who work with her are sure to have a memorable experience.

Ms. Owens works closely with the Inter-University Consortium which is comprised of six universities, all who have complimented Ms. Owens's work to ensure that students are placed within their field placements in a timely fashion, that student evaluations are completed on a timely basis and that Ms. Owens goes the "extra mile" to ensure that the universities needs are met by her section. Ms. Owens is very adaptable and very flexible in working with the new universities who come to the program with differing expectations and perspectives. She has worked tirelessly to find highly qualified staff to serve as field instructors, to find interim solutions when an SCSW item could not be found for 5 months to cover the CSU Dominguez Hills program, and to identify space for the program when the initial plan for space was not able to come to fruition. Ms. Owens is creative in her problem solving skills and is willing to "think out of the box" to find solutions that are beneficial to all involved.

Ms. Owens is well liked and respected by her staff, stakeholders from the universities, students with whom her section is involved, employees participating in the IUC stipend, CalSWEC and tuition reimbursement programs as well as members of the public who inquire as to internship opportunities through the Department.

Ms. Owens is an outstanding supervisor and a very strong leader who is fair and impartial. She is very approachable and her staff maintain a high morale due to her strong supervisory, leadership and personal relations skills.

Our Department is well served by Ms. Owens hard work and effort in managing our Education and Licensure Section and she is very deserving of the

March 2008 **DCFS ALL STARS** Director's Employee Recognition Award for Outstanding Administrative Staff.

Outstanding Direct Service Staff Award

Ruth Herrera, Children's Social Worker III

Santa Fe Springs Office

Ms. Ruth Herrera is a Dependency Investigator in the Santa Fe Springs Office who, in addition to her regular duties, serves as a volunteer for the Child Sexual Abuse Program after her regular work hours and on her own time. She has been a part of this program since 2003. Ms. Herrera was initially asked to facilitate a young teen group whose members are often quiet, reserved and difficult to evaluate given their lack of participation in the group. Despite this, Ms. Herrera always uses her knowledge of clinical issues and she is never disappointed at the group's lack of response or emotion. Ms. Herrera has always been there to meet the group's needs and not her own, as evidenced by her ability to not personalize the unresponsiveness affect of the group. Ms. Herrera has always responded to the needs of the program with maturity and unselfishness. She has demonstrated flexibility when she has been asked to cover other groups. Her CSAP colleagues highly praise her for all her hard work and dedication in working with one of the most difficult groups in the CSAP program.

An example of Ms. Herrera's skill and expertise was demonstrated when one of her clients disclosed she was being re-molested and Ms. Herrera acted quickly and efficiently. She was able to use her knowledge of the system and she assumed a leadership role to report the incident to the proper authorities and she delegated to others as she proceeded to follow the mandated reporting laws. Ms. Herrera was able to use her experience as a MART CSW without blurring job assignment as a MART CSW and CSAP adjunct staff.

Ms. Herrera is considered a true volunteer in that she is not compensated for her work with the CSAP program. Ms. Ruth Herrera is an excellent example to all of her colleagues and is very deserving of the March 2008 **DCFS ALL STARS** Director's Employee Recognition Award for Outstanding Direct Service Staff.

Outstanding Support Service Staff Award

Debra Rankin, Intermediate Typist Clerk

Emergency Response Command Post

Ms. Debra Rankin is identified by her colleagues as a friendly, caring and dedicated Intermediate Typist Clerk that is typically complimented for her service to the public. She is also complimented for her pleasant attitude, her commitment to her job, and most important, for the compassion she shows for the families served by DCFS.

Ms. Rankin is admired and respected by her colleagues for her willingness to go above and beyond the call of duty. For example, she assists the

staff to locate resources for the clients by obtaining phone numbers and referrals for the families served by DCFS. Ms. Rankin is approachable and she is always willing to be a team player. For this and many other reasons Ms. Rankin deserves to be recognized and honored with the March 2008 **DCFS ALL STARS** Director's Employee Recognition Award for Outstanding Support Service Staff.

Outstanding Team Award

Adela Estrada , Alan Weisbart, Mani Adenow, Vera Rogers, Wendy Jones, Denise Lytle, Darci Stahly, Trinidad Gavidia, Betsy Azariah, Everett Harper.

Child and Family Services Review Team

These nominees were successful in planning and implementing the Department's on-site visit for the U.S. Department of Health and Human Services Child and Family Services Review that was held from February 4-7, 2008. Preparation for the review entailed countless hours of telephone conference calls with the California Department of Social Services and U.S. Department of Health and Human Services staff, pre-review of cases, and scheduling of over 120 case related interviews and 26 focus groups. During the six months of preparation, these nominees kept their cool, despite repeated requests for changes and modifications to the review activities and close monitoring by our State and Federal partners. During the week of the review, the nominees ensured that the Department's 40 federal and state partners were welcomed, that their "creature comforts" were attended to and most of all, that all cases, interviewees and focus group participants were available for their roles in the review process. This entailed long days and nights of detailed work. During this entire time, Team members kept their sense of humor and continually demonstrated their commitment and dedication to ensuring the review was a success. At the conclusion of the review, both our Federal and State partners expressed their appreciation for the hard work that this CFSSR Team put into ensuring that the review was successful.

As a team, these nominees worked diligently and tirelessly toward the planning and implementation of the Department's on-site visit for the U.S. Department of Health and Human Services Child and Family Services Review, which was a success. For this success, these nominees are being honored as the recipient of the March 2008 **DCFS ALL STARS** Director's Employee Recognition Award for Outstanding Team.

**An Outstanding Colleague
Of Yours Could Be the Next Winner.**

NOMINATE Someone NOW!