

CONGRATULATIONS

DCFS ALL STARS

DIRECTOR'S EMPLOYEE RECOGNITION AWARD WINNERS

May 2012

Outstanding Support Service Staff

Karen N. Holmes, STC

Pomona

Karen Holmes always goes over and beyond her job description duties. She is an Intermediate Supervising Typist Clerk and lead COA in the Pomona office. When she gets a call from a CSW or ARA, even at the end of the day, she is willing to stay and help out until the project or problem is completed. Karen is regarded by everyone as an asset to the office when it comes to all computer-related concerns. She will support any clerk, CSW or ARA in a tight pinch, it doesn't matter who you are or what is needed, she finds a way to help. If a co-worker is overwhelmed or just needs a little bit of assistance, Karen can be counted on. Karen has recently been promoted to Intermediate Supervising Typist Clerk and will be leaving the Pomona office. It has been noted by many that she will be greatly missed. Karen will be working at the El Monte office, and their staff will be lucky to have such a giving, caring and experienced person working with them.

Outstanding Direct Service Staff

Xiomara Flores-Holguin, SCSW

Multi-Agency Response Team

Through her 26 years with DCFS, Xiomara has demonstrated an extraordinary commitment to families and children. She has contributed to the preservation and well-being of families not only through her direct line work, but through her participation in developing Department policies, training for staff and our community partners, and her community work outside of DCFS. Xiomara is a tireless advocate for families and has maintained her passion for her work even after so many years.

Through the years, Xiomara has held a variety of positions in the Department and is currently a Supervising Social Worker (SCSW) for the Multi-Agency Response Team (MART) and is the Department's designated Law Enforcement Liaison. In her job as a MART SCSW, she directs staff that responds to countywide operations with law enforcement when issues of gangs, weapons, and narcotics sales or manufacturing place children at risk. Many times, Xiomara coordinates highly volatile operations in the field with law enforcement and is present to support and direct the responding Emergency Response Children's

Social Workers—no small task given that these operations at times take place as early as 2 o'clock in the morning and can go late into the night. Xiomara is on call 24 hours a day, seven days a week and is always ready to take on the next assignment. Through her work and dedication, Xiomara has helped to build MART's excellent reputation for timely response and collaboration with law enforcement.

If you have met Xiomara, you know that her charm and positive personality can open any door. She can walk into any law enforcement agency in the County and she will be welcomed as one of their own. Through her close work with law enforcement as the Department's Law Enforcement Liaison, she has single-handedly bridged the gap that existed between DCFS social workers and the law enforcement community. She is quick to recognize when communication breaks down between DCFS and law enforcement and moves quickly to mediate so that our outcome is the right step for our families.

Xiomara exemplifies the highest work ethic and works above and beyond her call of duty. In addition to her MART SCSW and Law Enforcement responsibilities, Xiomara has conducted numerous trainings to Departmental staff as well as to other local and state entities in regards to MART and law enforcement protocols including cross reporting, mandated reporter training and expedited response. In 2002, Xiomara became an instructor at the Law Enforcement Juvenile Procedures School. She is also one of the instructors for the Sherriff Department's Child Abuse Detectives Training and the Los Angeles Police Department's Impact program. She has also provided training for the Jewish Federation of Greater Los Angeles. She has participated in two training videos, "Keeping Children Safe Under Parental Arrest" and "Drug Endangered Children (DEC) Training for Law Enforcement," that are used in the Peace Officers Standard Training (POST)

Xiomara has developed policies regarding e-scars, expedited response and concurrent investigations for law enforcement and assisted in the development, training and implementation of the Co-location Program that houses CSWs with law enforcement to provide concurrent investigation and response to child abuse and neglect referrals.

In addition, she represents the Department on the following task forces/committees:

- CCJCC – County-Wide Criminal Justice Coordination Committee
- AB 109 – Public Safety Meeting
- AB 109 Treatment Workgroup
- LA County Domestic Violence Death Review
- LA City Domestic Violence – Gang/DV TaskForce
- Superior Court DV Planning Group
- City Attorney - LA SAVES
- LAPD Mission Division "Cease Fire"
- San Fernando Coalition on Gangs – Steering Committee and Coalition

- Various Training Presentations related to DCFS (LAPD Juvenile Procedures School, Jewish Family Services Center, Rainbow DV Services, Angel Step Inn DV, Communities and Schools, LAPD Juvenile Impact Program (boot camp)
- Peace Over Violence (Sexual Abuse Taskforce and DCFS training)
- Girls and Gangs Meetings
- DCFS's "Cross- Over" Youth Taskforce
- Everychild Foundation (LAPD 77th and SE Divisions)
- FCI Project w/LE
- Mayor's Gang Reduction and Youth Program
- DCFS General Staff Meetings (Countywide)
- Violence Prevention Coalition
- Mayor's Crisis Response Team
- Children's Institute Inc. – DV and DCFS presentations

Xiomara also coordinates county wide "meet and greets" between the DCFS and law enforcement. She frequently represents DCFS as a media spokesperson for Spanish-speaking media outlets.

Xiomara is living the mission of the Department and the organizations that she is involved with. Her commitment to our families' safety and well-being is commendable. Her passion, vision and positive attitude raises the bar for us to meet the high standard that she has set. She inspires our staff and she inspires our children and families to hope that with support, we will see our communities become safer, our families stronger, and our children safe and supported

Outstanding Administrative Manager

Rosa Tang, ARA

Torrance

Rosa Tang consistently demonstrates a commitment to the children and families of Los Angeles County. Ms. Tang goes above and beyond her many every day responsibilities as Assistant Regional Administrator to ensure the lives of children and families are enhanced and strengthened. Not only does Ms. Tang know the details of the majority of cases over which she provides management, she actively takes steps to ensure that the maximum and most beneficial services are provided to those families.

Ms. Tang is actively involved with the region's Community Partnership Council and Faith-Based Committee. Through her work with the community and support of her administration, a visitation center was created in a house several years ago and continues to flourish with volunteers, providing a natural and healthy environment in which visits can take place with children based on their age and developmental needs. The Torrance office, with Ms. Tang's guidance and assistance, regularly holds after-hours teen and children groups to provide mentoring, education, recreation and activities to build self-esteem. Ms. Tang willingly opened and remained in the office on a Saturday so that community

volunteers could receive training in order to serve as Educational Representatives for children on DCFS caseloads who did not have a holder of educational rights. She works on family and foster parent recruitment events, held in local communities, to provide support and raise awareness of the needs of our families. Ms. Tang supported the development of a girl scout's idea for a Birthday Club for children in placement, so that through community donations and volunteers, each child served by their office would receive a present from their social worker on their birthday. Most recently, Ms. Tang worked with a local Boy Scout Troup to have a shed built to house all of the many community donations received, including but not limited to books, toys, educational games, and clothing.

Ms. Tang has a strength-based approach to leadership which encourages staff to give their all. She encourages and rewards the critical input of information into CWS CMS and the child's Health and Education Packet. Ms. Tang monitors the completion of court reports, case plans, and other case-related documents as required and in appropriate timelines. And in summary, Ms. Tang never tires of taking whatever steps are necessary to ensure that a family's needs are met, children are safe, stable and residing in forever homes. She is an inspiration and is admired by many for her creativity and commitment to the families of Los Angeles County.

Outstanding Team

The Belvedere Teen Scene

SCSW Kimberly Cardozo, CSWs Monica Farias and Lillian Marmolejo and Student Intern Veronica Sanchez

Belvedere

The Belvedere Teen Scene staff comprised of SCSW Kimberly Cardozo, CSW Monica Farias, CSW Lillian Marmolejo, and student intern Veronica Sanchez, volunteer their time and energy after work to ensure that the youth involved in this program are given a forum to express their concerns, meet other youth experiencing similar circumstances, and are provided with information to help them better succeed as they transition out of foster care.

The Belvedere Teen Scene directly impacts increased safety for our older youth, by providing important information and a safe outlet to discuss many of the pressing issues that they face on a daily basis. It further supports a decrease in out-of-home care detentions by giving stability to many of the youth that participate. The Teen scene helps the youth in attendance make important life choices as they emancipate from the system.

SCSW Cardozo and her workers, CSW Marmolejo and Farias, and her intern Veronica Sanchez, have worked countless hours to ensure that Teen Scene at the Belvedere office continues to flourish and succeed where similar programs at other offices have lost "steam." They provide food and transportation for the youth, and have done several office fundraisers for the program.

The Belvedere Teen Scene program has had several guest speakers and presenters, including: DCFS Director Phillip Browning, and AltaMed staff who have discussed such topics as "making safer choices," and maintaining healthy relationships. The youth involved in Teen Scene were eager to discuss their concerns with Mr. Browning, and were given an opportunity to come up with ideas and solutions for foster youth in placement. One of the solutions that they came up with was a questionnaire that could be given to all foster youth to answer and provide to their social workers regarding the care that they were receiving.

The Belvedere Teen Scene staff are to be commended for their efforts in maintaining this important program, and again volunteering their time and energy towards its success.

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

NOMINATE Someone NOW!