



NEAL ROBERT STERNBERG

Sternberg Consulting

OBJECTIVE

Continue the opportunity to make sustained positive differences in people's lives, provide assistance and consultation to Agencies, and families, and Law Firms

EXPERIENCE

2011 - Present- Principle Consultant, Expert Witness services, Program assessment, targeted evaluation, strategic planning for transforming behavioral and program systems, increasing long term sustainable client outcomes, targeted strength based milieu training, training in crisis management, development of strength based cultures, developing strategies to reduce restraint and seclusion, developing strategies to develop youth guided parent driven models of care, client incident investigation, professional education advocacy for disabled students, political advocacy, and Crisis management support.

2010 – 2019 - Webinar productions and moderation for conference training, education, and global meetings.

- Produced, moderated, and facilitated over 50 professional Webinars with experts in their respective fields across North America.

1983- 2011 Victor Treatment Centers Inc., North Valley Schools Inc. A multi-Service Non-Profit Agency providing Residential, School and Outpatient Services to youth and families throughout California.

2011

Consultant

- Oversee County Contracting and Conflict resolution
- Oversee Non-Public school operations, and residential services
- Development of Restraint reduction strategies and culture change efforts
- Consult with Regional Directors on Budget Development and Revisions
- Development of new revenue streams and maximization of revenue into the programs
- Advocate political and legislative issues
- Investigations and consultation on difficult client and personnel issues
- Assist Executive Directors with conflict resolution with parents, workers, School Districts and Counties
- Assist project manager with E.H.R. implementation in the Residential environments
- Training of Regional Directors
- Implement Family Driven/Youth Guided practices
- Implement Evidenced based strategies and standardize Clinical approaches
- Development data management tools for program improvement

2003- 2011

Executive Administrator

- Provide overall administration for the Residential, Day Treatment, and School Programs
- Combined budget of over 40 million
- Staff of 900+

1983–2003 Victor Youth Services / North Valley Schools Inc. Redding, CA

Executive Director

- Oversee complete program services. Non-Public School, Day Treatment Clinic, Residential Services for Mentally-ill Youth (Level 14 Mental Health Program)
- Administer combined budget of over 10 million.
- Supervise a staff of 200 plus
- Developed and implemented Accredited Mental Health program, oversaw, implemented, and initiated overall growth of local program from 35 staff to over 200 from a deficit budget to a viable income producing entity serving the most disturbed youth in California.
- Developed and implemented State accredited non-public private school for severely disturbed residents

2010 – 2012 Building Bridges Initiative

Technical Assistant and Consultant

- The mission of the Building Bridges Initiative is to identify and promote practice and policy initiatives that will create strong and closely coordinated partnerships and collaborations between families, youth, community- and residentially-based treatment and service providers, advocates and policymakers to ensure that comprehensive services and supports are family-driven, youth-guided, strength-based, culturally and linguistically competent, individualized, evidence and practice-informed, and consistent with the research on sustained positive outcomes.

1987–2003 Shasta College

Redding, CA

Part-Time Instructor

- Chairman Steering Committee Shasta College Residential Counselor Program Developed and implemented accredited curriculum for a certificated program in Group Care.
- Instructor for HUSV 133, Regulations affecting Residential Facilities, Special Education Laws and regulations, and HUSV 139 Practicum: Counseling in Group Care

1976–1983 Youth Development Inc.

San Diego, CA

Executive Director Paradise Creek Ranch (79-83)

- Managed, designed and implemented the program.

- Supervised residential services, treatment and educational services.
- Raised funds to augment the intensive Vocational Program Developed.

Treatment Services Manager (78-79)

- Directly supervised residential therapists, their pattern of care, and quality of reports.
- Implemented training programs, acted as the liaison with the public school system and provided aftercare programs.

Therapist (76-78)

- Formulated and facilitated treatment plans
- Utilized treatment modalities including individual, group, family, and co- joint psychotherapy.

Other relevant work experience

*Prior to 1976 Held Positions as: Community Services worker (Probation Officer)/Intake Summit County Juvenile Court (Akron, Ohio)
Community worker (2 years), Camp Counselor (2 years).*

QUALIFIED BY

- 35+ years of Executive management in residential and school services
- A passion for children and family services
- Knowledge of government funded contracts, School services, mental health services and the related legal and funding requirements
- Demonstrated experience working effectively with volunteer boards and committee
- Significant experience in managing people
- Demonstrated experience in organizing, planning, and implementing activities appropriate to further organizational goals
- Demonstrated experience in planning, monitoring and evaluating budgets
- Demonstrated skills in both verbal and written communications
- Demonstrated experience in representing Agencies in the community
- A entrepreneurial spirit-demonstrated ability for organizational growth and development
- Provided hundreds of hours of training in Crisis Management, Strength Based Cultures, and Program Development

EDUCATION

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|-----------|---|----------------------------|
| 1978–1980 | San Diego State University | San Diego, CA |
| ■ | M.S., Criminal Justice Administration | San Diego State University |
| 1975 | Akron University | Akron, OH |
| ■ | 19 units toward M.S., Urban Studies/Public Administration | |
| 1970-1974 | Ohio University | Athens, OH |

- B.A., Sociology

STATE AND NATIONAL CURRENT AND PAST ACTIVITIES

- On behalf of AACRC assist the Council on Accreditation (COA) in the re-write of their national residential standards. The Council on Accreditation (COA) is an international, independent, not-for-profit, child- and family-service and behavioral healthcare accrediting organization. It was founded in 1977 by the Child Welfare League of America and Family Service America (now the Alliance for Children and Families). Originally known as an accrediting body for family and children's agencies, COA currently accredits 50 different service areas and over 125 types of programs.
- Child Welfare League of America Mental Health Advisory Board, California State Leader
- Child Welfare League of America National Public Policy Committee, Western Region Public Policy Chair
- Editorial Board, *Residential Treatment for Children and Youth Journal* from Haworth Press
- American Association of Residential Care Centers Past Board Director, Past Chairman Research & Outcomes Committee, Public Policy committee,
- California Council of Community Mental Health Agencies; Public Policy Committee
- California Alliance of Children and Family Services; Mental Health Committee, Education Committee, Community Care Licensing Liaison, Litigation Committee

INTERESTS

Grandkids, Computers, Motorcycle riding.

ACHIEVEMENTS

- Life Fellow, American Association of Childrens Residential Centers (2015)
- Past President (1988-1994) Rotary Clubs Of Northern California Foundation Against Substance Abuse. Initiated the 5013c Corporation .Current Board Member.
- Past President - Redding East Rotary, "Rotarian of the Year" 1989 "Service Above Self Award" Rotary International Award
- Redding, California "Citizen of the Year" 1992, Redding Chamber of Commerce, Redding Record Searchlight
- Chairman "Ducky Derby" Initiated, organized and directed Rotary Community Fundraiser for Youth Development Programs netting over \$1,650,000.00 in its 16 years.
- Retired California National Team Greco/Freestyle Coach. Coached the 1998 California Greco National Championship Dual Team. Founder, Past Coach and Team Director for Northern Select a local Club Team achieving three Team State Championships, and producing three All Americans and one NCAA Div I National Champion.
- Wrestling Coach; Foothill High School 1993-1996

- Board Member United Way of Shasta County. 1988 – 1991
- Board Member Group Home Association of California, Treasurer (2002-2004) and Executive Committee member 1983 to 1987 Legislative Chairman. Responsibilities included drafting legislation, lobbying and reviewing, current Bills that effected the industry
- Served on Numerous State Task Forces, Testified numerous times at the request of the Legislature, State Associations, to benefit the Mental Health and Group Care Industry.
- 1986-87 Steering Committee Junior College Chancellors Office
- Software Associates, Co-Partners in developing computer software
- Owner/Publisher - Starhill Training and Education, a Newsletter of Training and Education Information throughout California.
- Consultant/Trainer- Training and Workshops offered in Strength Based Environments, Crisis Management, Leadership training, and a wide variety of subjects. Provided training workshops and private consultation to numerous agencies in and out of California.
- Various Publications, including Training Manuals, Articles, and Research Papers Proficient Computer skills, Database, Word-processing, Spreadsheet, etc
- The California Community Colleges Lifetime Limited Service Credential No: 299STE002

PUBLICATIONS

Sternberg, N., Schnur, E., Huefner, J., Muirhead, J., Butler, L., Peer, J., Puett, L., Schedin, R., Triplett, D., Klee, S., Thompson, R., Tibbits, J. (2017). *A Work in Progress: Electronic Health Record Utilization in Residential Treatment*. Residential Treatment for Children & Youth 34:2, 122-134.

James, S., Thompson, R., Ross, J., Sternberg, N., Schnur, E., Butler, L., Triplett, D., Puett, L., Muirhead, J. (2015). *Attitudes, Perceptions and Utilization of Evidence-Based Practices in Residential Care*. Residential Treatment for Children & Youth, 32:2, 144-166.

Sternberg, N., Thompson, R., Butler, L., Klee, S., Schnur, E., Muirhead, J., James, S. (2014, April). *Evidence-based Practices in Residentially-Based Programs: Preliminary Results from an AACRC Survey*. 58th Annual Conference: American Association of Children's Residential Centers, San Francisco.

Sternberg, N., Thompson, R., Smith, G., Klee, Steven., Cubellis, L., Davidowitz, J.... (2013). *Outcomes in Children's Residential Treatment Centers: A National Survey 2010*. Journal Residential Treatment for Children & Youth, Volume 30, 2013 - Issue 2