

Phone: 530-518-2263  
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Chico, CA.  
**Nanette L. Norton, MSW**

### **Education**

California State University, Chico

#### **Master of Social Work – 2004**

##### **Concentration: Children, Youth and Families**

Comprehensive Exam: Ambiguous Loss Experienced by Foster Children

California State University, Chico

#### **Bachelor of Social Work – 1997**

##### **Concentration: Children, Youth and Families**

Community Project: Letter Writing Campaign-Involved on campus Gay, Lesbian, Bisexual, Queer and Trans-Gendered population.

College of the Redwoods, Eureka, California

#### **Associate of Arts – Social Science - 1995**

### **Instruction**

California State University, Chico

#### **Adjunct Instructor, 2006-2010**

Social Work Department— Provided instruction in the following Bachelor's and Master's level courses, Advanced Practicum I & II, Social Work Methods I & II, Human Behavior in the Social Environment I & II, and Cultural Awareness. Departmental committee work to include formulation, development and revision of curricular and instructional objectives. Ability to articulate practice to theory. Developed an Understanding Attachment in Children training. Presented training to BSW and MSW students. Collaborated with CSU, Chico and Humboldt State University to become an agency Field Instructor. Provided supervision of MSW and BSW students in the Child Welfare field and with academic requirements. Experience with student affairs/services to include academic and field advising, monitoring student performance, working collaboratively with community agencies regarding student placements, assisting students with referrals to university supports and coaching and counseling.

Supervisor: Celeste Jones, 530-898-6204

Reason for Leaving: Began full-time employment

University of California, Davis

#### **Trainer, 2006-Current**

Northern California Training Academy— Developed the following curriculum: Indian Child Welfare Act, Indian Child Welfare Act and Tribal TANF, and Working with Native American Families. Ability to articulate practice to theory and dual program intersection. Presented pilot trainings in Santa Rosa and Riverside Counties for child welfare and probation staff and, at the Tribal TANF institute for tribal and county social workers.

Supervisor: Julie Gondry, 530-867-4390

Reason for Leaving: Currently on trainers list, accept assignments per availability

Gledhill Expert Witness and Consulting

#### **Trainer, 2005-2015**

Developed training on Basic Indian Child Welfare Act. Presented to Colusa and Tehama County Child Welfare and Cachil Dehe Band of Wintun Indians.

Self Employed, Nanette L. Gledhill, 530-518-2263

Reason for Leaving: Currently not providing trainings due to availability

**Positions Held**

**Butte County DESS, Adult Services/Childrens Services Division  
Program Manager**

**2015-Current**

Experience in complex governmental systems. Demonstrated skills in program assessment and strategic program direction involving advanced analysis, planning, resource investigation and utilization and oversight while ensuring project goals and objectives are met within state and federal time controls. Lead program manager on Continuum of Care Reform implementation for Butte County. Responsible for the development of, federally mandated, essential programs such as Katie A. Mental Health services, community services to include community partners, UC Davis partners and county agency partners, Differential Response services, Fair Labor Standards Act as related to At Risk and Vulnerable Adults and UC Davis Safety Organized Practice program implementation. Identify resources and coordinate integration of services with other programs, departments and agencies. Monitor legislation and recommended procedures, guidelines and operating standards for program improvement and/or enhancement. Manage a large division, supervising 6 Staff Supervisors, 3 Staff Analysts, and 43 Staff Members spanning 5 programs funded by federal, state and county dollars resulting in a combined budget of 6 million dollars. Understanding of principles of management, organizational structure and complex policy and procedure development to meet staff, program and consumer goals and services. Review and critique team performance, quality and outcome measures. Identify training needs for staff working in newly developed programs; review and evaluate work products to assess technical skill level of subordinates and monitor compliance with state and federal mandates as related to state and federal codes. Provide coaching and developed staff skills and provide performance feedback and evaluation through bi-weekly supervision, monitoring of and approval of employee expenditures and program expenditures. Identify, investigate and schedule employee and consumer training to prepare for large program implementation. Participate in ad hoc, advisory and community committees as identified in Contributions to the University and Community.

Supervisor: Penny Mittag, Assistant Director

Reason for Leaving: Currently employed

**Butte County DESS, Adoption Services  
Adoption Specialist, Supervisor**

**2014-2015**

Guide, supervise and assist adoptions staff; prioritize and assign new referrals. Meet with staff on a weekly basis to discuss caseload needs. Develop staff skills and provide coaching and mentoring to improve skill level. Identify training needs and provide training opportunities for staff. Conduct employee evaluations. Address problematic citizen, client and/or community complaints involving adoption and AAP services. Participate in professional groups and/or committees, WRAP committee, program meetings, supervisor meetings and one on one meetings with Program Manager. Develop and recommend processes for improving the unit's operations. Review new or revised DESS policy and/or welfare laws, regulations and compliance standards. Enhance cooperative working relationships with DESS departments and community service providers. Supervise adoption assistance program staff. Prepare contracts and adoption assistance forms in an effort to provide appropriate post adoption funding to children and families. Work with post adoption support service provider to refer children adopted through Butte County to post adoption services. Work collaboratively with group home providers and various state medical providers. Team with local agency to provide WRAP services to children, post adoption.

Supervisor: Jennifer Allen, Program Manager, 530-538-3717

Reason for Leaving: Promoted

**Glenn County Child Protective Services****Social Worker Supervisor II****2010-2014**

Supervise the child abuse investigations unit. Review and assign child abuse investigations, analyze referral investigation in accordance with Welfare and Institutions Code and state and federal laws, monitor work flow; review and evaluate work products, methods and procedures. Monitor and approve social worker expenditures and program expenditures associated with STOP funds. Monitor legislation associated with child welfare. Recommend procedures, guidelines and operating standards. Address problematic citizen, client and/or community complaints involving child welfare services. Participate in professional groups and/or committees. Provide supervision, training and evaluation of staff. Maintain cooperative working relationships with county partners (SAIT, Grindstone, MAP, Forensics, etc.) Sit as a member of the Katie A. Steering Committee for Glenn County. Sit as a member of the Domestic Violence Response Team for Glenn County. Facilitate Multi-Disciplinary Team to include the following staff: Office of Education, law enforcement, school staff, school psychologists, mental health, First 5 staff, and Head start. I sit as Chair of the Children's Interagency Coordinating Council for Glenn County. Supervise case managers and service delivery to child welfare families. Provide supervision and oversight on the interstate compact on the placement of children. Assist with Systems Improvement Plan and County Self-Assessment, analyze and evaluate child welfare outcomes and provide input on strategies to address areas needing improvement. Initiated Signs of Safety in Glenn County, recommended system goals to include Signs of Safety at the State level. Trained staff, participated in Signs of Safety coaching for approximately 1.3 years, and implemented Signs of Safety at the practice level.

Supervisor: Cheryl Harrison, Program Manager, 530-934-1448

Reason for Leaving: Accepted a position at Butte County DESS, Adoption Unit

**Gledhill Expert Witness and Consulting,****Expert Witness and Consultant****2004-2016**

Provided expert testimony on Indian Child Welfare cases in the county child welfare system, and consulting services to the following counties: Sacramento, Butte, Humboldt, Colusa, Glenn, Modoc, Los Angeles, San Francisco, Tehama, Sutter, Placer, Solano, San Joaquin, Siskiyou, Shasta, Napa, Riverside, San Diego, Los Angeles, Fresno, San Francisco, Lake and El Dorado county child welfare agencies. Provided consulting services and expert testimony for Michigan Child Welfare Services, the Bishop Tribe of Nevada and the Cherokee Tribe of Oklahoma. I have testified in state dependency court 250+ times and provided expert testimony on one murder trial involving a Native American youth. Consulted with the Cachil Dehe Band of Wintun Indians to develop a children's receiving home and made recommendations for reorganization of social services to accommodate new program.

Self Employed: Nanette L. Gledhill, 530-518-2263

Reason for Leaving: Accept assignments per availability

**California Indian Child Welfare Association****2006-2009****Director of Operations**

Maintained a membership of 200 + members from various tribal agencies and disciplines, provide policy oversight on Native American issues, work with tribal governments to develop positive working relationships with county child welfare agencies, attend state policy meetings, worked in collaboration with UC, San Francisco to apply for grant funding to conduct a research study on Transition Aged, Native American foster youth. Assisted with grant preparation. Grant awarded over 3-year period. Facilitated research study and monitored grant outcomes. Formal training in mediation, negotiation and dispute resolution.

Supervisor: Steven Haberkfeld (Retired) Executive Director, 916-802-0243

Reason for Leaving: Grant funding ended

**Butte County Children's Services Division  
Social Worker IV**

**1996-2003**

Performed social work duties within the following units; Intake (Child Abuse Reporting Line), Child Abuse Investigations, Minor Parent Services and Investigations, Placement Specialist, and Voluntary Family Maintenance Services.

Supervisor: Cheryl Leeth, Social Work Supervisor, Retired

Reason for Leaving: Began graduate school

**Hoopa Valley Tribal Housing**

**1990-1995**

**Executive Assistant / Interim Director**

Supervised 20 tribal employees, developed federal budgets, prepared grant applications (housing and CDBG), participated in Attorney General's audit, collaborated with Humboldt County Carpenters Union to develop a Native American apprenticeship program on the Hoopa Reservation, developed contracts and provided oversight, collaborated with community partners to supplement services to tribal member consumers. Provided fiscal oversight of federally earmarked projects.

Supervisor: Harold Campbell, Director, Retired

Reason for Leaving: Relocated to Chico, California

**Trainings and Conferences Attended**

- Commercially Sexually Exploited Youth 2022/2023
- Crimes Against Children Conference 2022
- Core Practice Model as a Unifying Framework for Practice and System Improvement 2019
- The Neuroscience of Leadership 2019
- UC Davis, Management Development Program 2016
- De-escalation Training 2015
- Promotion and Transfer Tips 2015
- Training 101, Supervisors and Lead Workers 2015
- Interview 101, Panel Member Training 2014
- Partnering for Performance 2014
- Progressive Discipline 2014
- Leadership Collaborative Institute 2013
- Katie A 2013
- Affordable Care Act and the Impact on Social Services 2013
- Child Adolescent Needs and Strengths (certified) 2013
- Crisis Management Institute for Child Welfare Professionals 2013
- Fiscal Essentials for Child Welfare Services 2012
- Supervisor Core Practice- 5 weeks 2011
- Safe Measures State Compliance Tool 2011
- Child Abuse Central Index 2011
- Structured Decision Making- Assessment Tool 2011
- Interstate Compact on the Placement of Children 2010
- Conducting Needs Assessments 2009
- Research to Practice 2007
- State ICWA Conference 2006
- Current Issues in Evidence, Critical Thinking and Testifying 2005
- Indian Child Welfare Act-Advanced 2004

- Making Child Welfare Decisions 2003
- Forensic Physical Abuse Training 2002
- Pharmacology: The Effects of Medicine on Children 2002
- Advanced Assessment Skills 2000
- Diffusing Hostility and Violence 2000
- California Risk Assessment Curriculum for Child Welfare Services 1999
- Medically Fragile Children 1999
- National Child Abuse Conference 1999
- Working with Substance Abusing Parents 1998
- Core Curriculum-Child Welfare Basic Training 1998
- Child Abuse Response Team Interviewing Training 1998
- Indian Child Welfare Act Conference 1998
- Fetal Alcohol Syndrome 1998
- Domestic Violence and the Home Visitor 1998
- Safe Communities Workshop 1997

**Personal Growth and Achievement**

**Research Project:** Conducted a 3-year study on Transition Aged, Native American Foster Youth. Research was funded by the California Wellness Foundation, Curriculum/Training development, completed a grant writing course.

**Conference Presentations:** State ICWA Conference, Tribal TANF conference (UC Davis), provided ICWA presentation to Cachil Dehe Band of Wintun Indians and Tule River Tribes. Provided pilot trainings to county child welfare and probation, Title IV-E Conference for BSW/MSW Students.

**Contributions to the University and Community**

**Volunteer–** Catalyst Domestic Violence Program, Board Member for 3 years, Chair of the Board for 1 year. Title IV-E Advisory Board, CSU, Chico. Participated in the Peer Quality Case Review for Inyo County Child Welfare Services. Provided recommendations for case management improvement.

**Consultation–** Provided consulting services to Cachil Dehe Band of Wintun Indians, Grindstone Rancheria, Tule River Tribe, Washoe Native TANF Program and Oglala Sioux Tribe.

**Committee Participation–** State Citizens Review Panel for Child Welfare Policy, State Disproportionality Workgroup, State/ICWA Workgroup, Child Welfare Federal Review Team, Grindstone Rancheria Collaborative, Culture and Leadership Committee (HRA), Child Death Review Team, Katie A Steering Committee, Domestic Violence Response Team, Multi-Disciplinary Team, Management and Planning Team, Glenn County Forensics team County Welfare Director’s Association, Adult Services Coordinating Council, Department of Employment and Social Services Management Team, facilitated community Multi-Disciplinary meetings comprised of office of education staff, school officials, mental health professionals.

**Memberships**

- National Indian Child Welfare Association
- California Indian Child Welfare Association
- National Association of Social Workers

