

ROBIN LEAKE, Ph.D

Butler Institute for Families
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Education

- 1999 Ph.D., Social/Health Psychology, SUNY at Stony Brook, 1999
Dissertation: Spousal expectations, social support and adjustment to CAD
- 1996 M.A., Psychology, SUNY at Stony Brook
Specialization: Social and Health Psychology
- 1992 B.A., Psychology, University of Texas at Austin

Professional Experience

2007-Present **Director of Research and Evaluation**, Butler Institute for Families, University of Denver, Denver, CO

Oversees all evaluation and research projects at the Butler Institute for Families, and manages a team of 10 senior research associates, research assistants and Graduate research assistants. The Institute provides training and technical assistance for Colorado's child welfare staff and engages in collaborative research with Colorado's Division of Child Welfare, Division of Youth Corrections, and the Division of Mental Health, as well as administering various federal, state and foundation grants for local, regional and national child and family research and technical assistance.

2005-2007 **Director of Research**, JVA Consulting, LLC, Denver, CO

Managed evaluation business, personnel and planning, and provided consultation to non-profit organizations, foundations, and government agencies for program planning, assessment and outcome evaluation. Wrote grants, managed grant projects, and supervised evaluation staff

2004-2005 **Senior Research Associate**, JVA Consulting, LLC, Denver, CO

Conducted all stages of evaluation including design, measurement, sample selection, data gathering, data management, statistical analysis and final reporting. Conducted on-going business development and proposal writing for the evaluation department

2003-2004 **Manager of Program and Training Evaluation**, American Humane Association, Denver, Colorado

Directed five-year follow-up comprehensive program evaluation of Pennsylvania Statewide Competency-based Training Program, developed comprehensive mandatory 120-hour training program for all new child welfare caseworkers in Pennsylvania, and developed and implemented a cross-site evaluation for the Rocky Mountain Quality Improvement Center

2000-2003 **Research Associate**, American Humane Association, , Denver, CO

Conducted a multi-level evaluation of child welfare staff training for the state of Colorado, including implementation of a strategic plan for training evaluation, assessment of training needs competency-based assessment and a performance-based evaluation of worker skill acquisition

1996-1999 **Pre-doctoral Fellow**, SUNY Stony Brook. Department of Family Medicine, Stony Brook, NY

Created faculty development training materials for seminars and workshops to improve precepting of medical students and residents. Managed longitudinal data sets as statistician for numerous Family Medicine research studies.

1997-1999 **Research Assistant**, SUNY Stony Brook Center for Health Policy & Management
Conducted literature reviews and wrote review articles examining the efficacy of complementary therapies that resulted in several publications in competitive journals

Funded Research Projects

2012-present Co-Investigator, Mile High United Way Early Literacy Project

The Butler Institute for Families is conducting a five-year cross-site evaluation of Mile High United Way's Social Innovation Fund early literacy portfolio. This includes supporting project evaluators to achieve strong implementation and impact evaluations, as well as performing cross-site evaluation activities across the eleven statewide projects. *(Total Funding: approximately \$1.2 million)*

2009 to present Co- Investigator, Evaluation of the National Resource Center for Tribes

Funded by the Children's Bureau, this 5-year project involves serving as the evaluation partner for the newly creating resource center for tribes. The Butler Institute also serves on the management team for the NRC4Tribes. *(Total Funding: approximately \$400,000)*

2009 to present Co- Investigator, Evaluation of the National Workforce Institute

Funded by the Children's Bureau, this 5-year project involves serving as the evaluation partner for a national child welfare leadership and workforce development project. As evaluator, the Butler Institute serves on the management team for the National Workforce Institute, takes part in collaborative knowledge management and assessment activities. *(Total Funding, approximately 1.5 million)*

2008 to present Co-Investigator, Mountains and Plains Child Welfare Implementation Center

Funded by the Children's Bureau, this 5-year project is a collaborative effort with the University of Texas Arlington (Maria Scannapieco, PI), Region Six and Eight Technical Implementation Center. Butler Institute program managers lead for Region Eight technical assistance projects and our evaluation team serves as evaluator for the project. *(Total Funding, approximately 1 million)*

2008 to present: Co-Investigator, Western Workforce Intervention

Funded by the Children’s Bureau, this 5-year project developed a workforce assessment and intervention model focused on organizational health in three western child welfare programs. The Butler Evaluation team developed an assessment tool to measure organizational changes resulting from the implementation. *(Total Funding 2.5 million)*

2010 – present Co-Investigator, Operation Access, Colorado Division of Child Support Enforcement -Military Child Support Enforcement

The “Operation Access for Active Duty Military” is a 5-year grant project of the Colorado Child Support Enforcement Agency funded by the Administration for Children and Families. Butler Institute serves as the external evaluator to assess the child support needs of military personnel served by the CSE and evaluate the effectiveness of service delivery enhancements (Total Funding \$75,000)

2010 – 2012 Co-Investigator, Training System Evaluation and Technical Assistance Georgia Department of Children and Family Services and Georgia State University

This partnership with Georgia Department of Children and Family Services (GDCFS) and Georgia State University (GSU) implemented organizational change in GDCFS as well as evaluating the State’s Child Welfare Training System. *(Total Funding \$125,000)*

2009- 2010 Co-Investigator, Effective Child Welfare Practice with Hispanic Children and Families

In partnership with the University of Kansas, this award was designed to evaluate a training program designed to develop, test, implement, evaluate, and disseminate a competency-based training program to enhance the effectiveness of child welfare practice with Hispanic families. *(Total Funding \$45,000)*

2009 to 2011 Co-Investigator, Adoptive Families Initiative

This five-year federal demonstration project developed and implemented a series of interventions aimed at preventing adoption disruption in 20 Colorado counties. The Butler Institute for Families served as the independent evaluator. *(Total Funding: \$190,000)*

2004 to 2009 Lead Evaluator, Child Welfare System of Care Initiative, Jefferson County, Colorado

This five-year federal demonstration project focused on development of a system of care in child welfare services. The Butler Institute for Families served as the independent evaluator for Years 2-5. *(Total Funding \$250,000)*

2008 to 2010 Co-Investigator, MVP (Most Valuable Player) Incentive Program

The Jeffco Youth Project and the SPIN (Supporting People in Need) Foundation worked with TANF eligible students in Jefferson High School and their families to pilot an incentive program to improve academic skills, increase motivation, and give recognition to students who may not have performed well in the past. The Butler Institute served as the evaluator. *(Total Funding: \$50,000)*

2006 – 2009 Principal Investigator, “Keeping the Circle Whole,” Denver Family Indian Resource Center

This was a SAMHSA Circles of Care Grant awarded to DIFRC to conduct assessment and develop a program to improve mental health services for Urban Indian youth and families. Dr. Leake at JVA consulting was the PI and lead evaluator, responsible for conducting a comprehensive community needs assessment. *(Total Funding: \$250,000)*

2005-2008 Principal Investigator, Colorado Trust Bullying Prevention Initiative

For this project, grantees implemented evidence-based bullying prevention programs in 45 schools. JVA evaluation team, led by Dr. Leake, served as the external evaluator to evaluate the effectiveness of this initiative in reducing bullying behaviors. *(Total Funding: Approximately \$300,000)*

2006-2008 Principal Investigator, Colorado Lights On After School Evaluation

This was a project funded by the Denver Mayor’s Office and Extended Learning and Community Services to conduct an outcome evaluation of afterschool programs in four middle schools and ten elementary schools to test for improved academic performance. *(Total Funding, Approximately \$225,000)*

Publications

McCrae, J.S., Scannapieco, M., **Leake, R.**, & Potter, C. (I). Who’s on board? Child

welfare worker reports of need and readiness for organizational change, *Child and Youth Services Review*.

Anderson, G.R., Colburn Faller, K., & **Leake, R.** (2013). Preparing the Future Child Welfare Workforce and Leaders: Traineeship Programs in Social Work Programs, in K. Briar-Lawson, M. McCarthy, & N. Dickinson (Eds.) *The Children’s Bureau, shaping a century of child welfare practices, programs, and policies*, pp. 201-216.

Leake, R., Longworth-Reed, L., Williams, N., & Cathryn, P. (2013). Exploring the Benefits of a Parent Partner Mentoring Program in Child Welfare, *Journal of Family Strengths*.

Leake, R., Lucero, N. & Potter, C. (2013). Findings from a National Needs Assessment of American Indian/Alaska Native Child Welfare Programs. *Child Welfare* (In Press).

Leake, R., Holt, K., Potter, C., & Ortega, D. (2010). Using Simulation Training to Improve Culturally-Responsive Child Welfare Practice. *Journal of Public Child Welfare*, 4(3), 241-244.

Leake, R., Green, S., Marquez, C., Vanderburg, J., Guillaume, S., and Gardner, V. (2007). Evaluating the capacity of faith-based programs in Colorado. *Research on Social Work Practice*, 7, 216-228.

- Berdie, J., **Leake, R.**, & Parry, C.F. (2004). Child Welfare Training: A Model for Skills-Based Learning. *Protecting Children*, Vol 19, no 3.
- Murphy, K.C., & **Leake, R.** (2001). Advocating for the needs of children and families. *Protecting Children*, 17(2), 64-70.
- Leake, R.**, Friend, R., & Wadhwa, N. (1999). Improving adjustment to chronic illness through strategic self-presentation: An experimental study on a renal dialysis unit. *Health Psychology*, 18, 54-62.
- Leake, R.**, & Broderick, J. (1999). The efficacy of acupuncture: A review of the literature. *Journal of Integrative Medicine*, 1, 107-115.
- Leake, R.**, & Friend, R. (1998). Chronic Illness. in H.Friedman (Ed.). Encyclopedia of Mental Health, Vol. 1, pg. 449-459.
- Eitel, P., & **Leake, R.** (1998). Personality Instructor's Manual. Brooks/Cole Publishing.
- Edelman, R.**, Eitel, P., Wadhwa, N.K., Friend, R., Suh, H., Howell, N., Cabralda, T., Jao, E., & Aprile-Forlenza, S. (1996). Accuracy or bias in nurses' ratings of patient adherence: A comparison of treatment modality, *Peritoneal Dialysis International*, 16, 321-325.

Monographs and Technical Reports

- Leake, R.**, Deguzman, A, Rienks, S. (2013). National Child Welfare Workforce Institute Evaluation Executive Summary Reports. Prepared for NCWWI and the Children's Bureau.
- Leake, R.**, Longworth-Reed, L. (2012). Department of Children's Services Comprehensive Organizational Health Assessment Results Brief. Prepared for Wyoming and Denver DCF departments on behalf of the ACF Children's Bureau Western Workforce Project.
- Leake, R.**, Lucero, N., Potter, C., Walker, J. (2010). National Resource Center for Tribes Needs Assessment Results. Prepared for the NRC4Tribes through ACF Children's Bureau funding.
- Leake, R.**, Berdie, J., & Parry, C.F. (2009). Evaluation of the Wisconsin Child Welfare Training system. Prepared for the Wisconsin Child Welfare Training System, Department of Children and Families.
- Leake, R.**, Harris, N. (2007). Denver Indian Family Resource Center's Keeping the Circle Whole. Prepared for the Denver Indian Family Resource Center SAMHSA Circles of Care Project.
- Leake, R.**, Csuti, N, & Williams, K. A Model of Evaluation and Capacity building for The Colorado Trust Bullying Prevention Initiative. Presented at the Joint conference of the Canadian Evaluation Society and the American Evaluation Association, Evaluation 2005: Crossing Borders, Crossing Boundaries, Oct, 28, 2005.
- Leake, R.**, Gardner, V. (2005) Denver Public Schools Department of Community Education 2004-2005 After-School Program Evaluation. Prepared for Denver Public Schools Department of Extended Learning.
- Curry, D. & Leake, R.** (2003). Evaluating Level 3 (Transfer of Learning). *Proceedings from the sixth annual National Human Services Training Evaluation Symposium*, California Social Work Education Center (CalSWEC), Berkeley, CA., 55-73
- Parry, C.F., & **Leake, R.** (2003). Child and Adolescent Development Resource Book. Prepared for the PA Child Welfare Competency-Based Training and Certification Program.

Leake, R., Berdie, J., & Parry, C.F. (2003). Charting the Course Towards Permanence for Children and their Families: A Skills Based Approach to the Casework Practice. 120-hour caseworker pre-service training curriculum developed for the PA Child Welfare Competency-Based Training and Certification Program.

Selected Professional Presentations

Katharine C. & **Leake, R.** (2013). Leadership for Implementation in public and tribal child welfare: a model for training leaders, changing systems ... and it's working! Paper presented at the Global Implementation Center Conference, Washington, DC.

McCrae, J.S., Scannapieco, M., **Leake, R.,** & Potter, C. (2013). Who's on board? Child welfare worker reports of need for organizational change. Paper presented at the Conference of the Society for Social Work and Research. San Diego, California.

Leake, R., Lucero, N. & Walker, J. (2012). Findings from the 2010 National Tribal Child Welfare Needs Assessment Conducted by the NRC4Tribes. Presented at the 8th National Conference on Child Abuse and Neglect, Washington, DC.

Lucero, N, & **Leake, R.,** (2012). Assessing Cultural Fit of Business Process Mapping for Tribal Child Welfare Programs. Paper presented at the Fifteenth Annual Conference of the Society for Social Work and Research. Washington, DC

Leake, R. & Cahn, K. (2012). Testing a model of transfer of learning in a leadership training for child welfare managers and supervisors. Paper presented at the Conference of the Society for Social Work and Research. San Diego, California.

Leake, R., Lucero, N. (2012). Methods and Findings from the 2010 National Tribal Child Welfare Technical Assistance Needs Assessment. Paper presented at the Fifteenth Annual Conference of the Society for Social Work and Research. Washington, DC

Leake, R., Potter, C. (2012). Comprehensive Organizational Assessment In Two Tribal Child Welfare Programs. Paper presented at the Fifteenth Annual Conference of the Society for Social Work and Research. Washington, DC

Leake, R., Dickinson, N. (2011). Testing a model of Transfer of Learning for Child Welfare Leadership Training using Three Different Instructional Approaches. Paper presented at the National Human Services Training Evaluation Symposium, Cornell University, Ithaca, NY.

Leake, R., Graef, M. (2011) . New innovations in understanding and measuring transfer of learning in Human services skills-based training. Paper presented at the National Human Services Training Evaluation Symposium, Cornell University, Ithaca, NY.

- Anderson, G., **Leake, R.** (2011). Longitudinal Assessment of the National Child Welfare Workforce Institute Traineeship Programs: Innovative Approaches and Lessons learned from a Multi-site Partnership Evaluation. National Child Welfare Evaluation Summit, Washington, DC.
- Leake, R.** Potter, C., & Cahn, K. (2011). Testing a model of Transfer of Learning through the Evaluation of the National Child Welfare Workforce Institute Leadership Academy. National Child Welfare Evaluation Summit, Washington, DC.
- Lucero, N., & **Leake, R.** Evaluating the implementation of Business Process Mapping for tribal child welfare practice model development. Paper presented at the National Child Welfare Evaluation Summit, Washington, DC.
- Leake, R.**, Potter, C. & Williams, N. (2011). Evaluation of a family conferencing intervention for dual involvement families the Children, Youth and Families and TANF programs. National Child Welfare Evaluation Summit, Washington, DC.
- Cahn, K., **Leake, R.**, & Potter, C. (2011). Testing a model of transfer of learning. 2011 National Child Welfare Evaluation Summit, Washington, DC.
- Morales, J., **Leake, R.**, Green, S., Potter, C. & Williams, N. (2009) Utilizing a randomized control trial study in child welfare: The Jeffco Community Connection Project. Conference of the American Evaluation Association, Orlando, FL
- Lucero, N., **Leake, R.**, Potter, C., Deserly, K. & Gardner, J. (2011). Findings from the National Indian Child Welfare Needs Assessment. National Indian Child Welfare Association Conference, Anchorage, AK.
- Potter, C., **Leake, R.** & Green, S. (2011) The Comprehensive Organizational Health Assessment (COHA). 15th Annual Conference of the Society for Social Work and Research, Tampa, FL.
- Leake, R.**, Potter, C., & Schroeder, K. (2010). New innovations in understanding and measuring transfer of learning in Human services skills-based training. American Evaluation Association, San Antonio, TX.
- Leake, R.**, & Landsman, M. (2010). Testing a model of Transfer of Learning through the Evaluation of the National Child Welfare Workforce Institute Leadership Academy. Paper presented at the National Child Welfare Evaluation Summit, Baltimore, MD., June, 2010.
- Potter, C. & **Leake, R.** (2009) IASWR Summer Workshop Series: Program evaluation. Washington, DC.
- Green, S., **Leake, R.** & Trujillo, K. (2008). Preventing caregiver strain among adoptive parents: Evaluation methods and findings from a longitudinal prevention study. Poster presented at the meeting of the American Evaluation Association, Denver, CO.
- Johnson, B., **Leake, R.**, & Parry, C. (2008). Exploring Stereotype Threat. Presentation at the 10th Annual National Human Services Training Evaluation Symposium, Berkeley, CA.

Leake, R. (2008). Evaluating a training program to Promote Effective Child Welfare Practice with Hispanic Children and Families. Presentation at the 10th Annual National Human Services Training Evaluation Symposium, Berkeley, CA.

Lucero, E., **Leake, R.**, & Adams, J. (2007). Building Evaluation Capacity in Youth Serving Organizations for Bullying Prevention. Presentation at the American Evaluation Association Conference, November 7-10th, 2007, Baltimore, MD.

Leake, R., & Parry, C. (2003). Using training evaluation data for administrative purposes: Goldmine or Minefield (or both?). Presentation at the 16th annual National Staff Development and Training Association Conference, Anaheim, CA.

Curry, D., & **Leake, R.** (2003). Evaluating level 3, Transfer of Learning. Presentation at the 6th Annual National Human Services Training Evaluation Symposium, Berkeley, CA.

SERVICE

Abstract Reviewer, Society for Social Work and Research Annual Conference, present

Reviewer, Casey Family Programs, present

Reviewer, *Children and Youth Services Review*, present

Reviewer, Child Maltreatment, present

Teaching Experience

1998 Instructor, Personality Psychology, Department of Psychology, SUNY Stony Brook

1997 Instructor, Social Psychology, Department of Psychology, SUNY Stony Brook

Honors and Associations in Professional Organizations

- Madeleine Fusco Fellowship for outstanding dissertation research
- National Academy of Science/Sigma XI Travel Grant, 1997
- Society of Behavioral Medicine Citation paper designation for scientific excellence, New Orleans, LA, 1997

2006 to present Society for Social Work and Research

2001 to present American Evaluation Association

1997-2001 American Psychological Association

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