

BAC-8328

If so, what county?

Denver City Council

Conflict of Interest Explanation

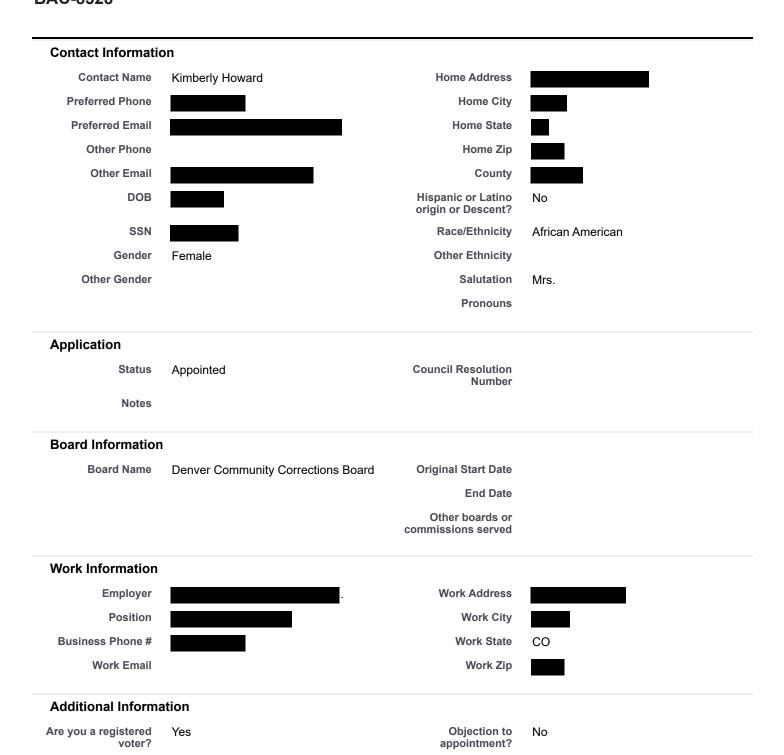
District No

Arapahoe

N/A

Close Window

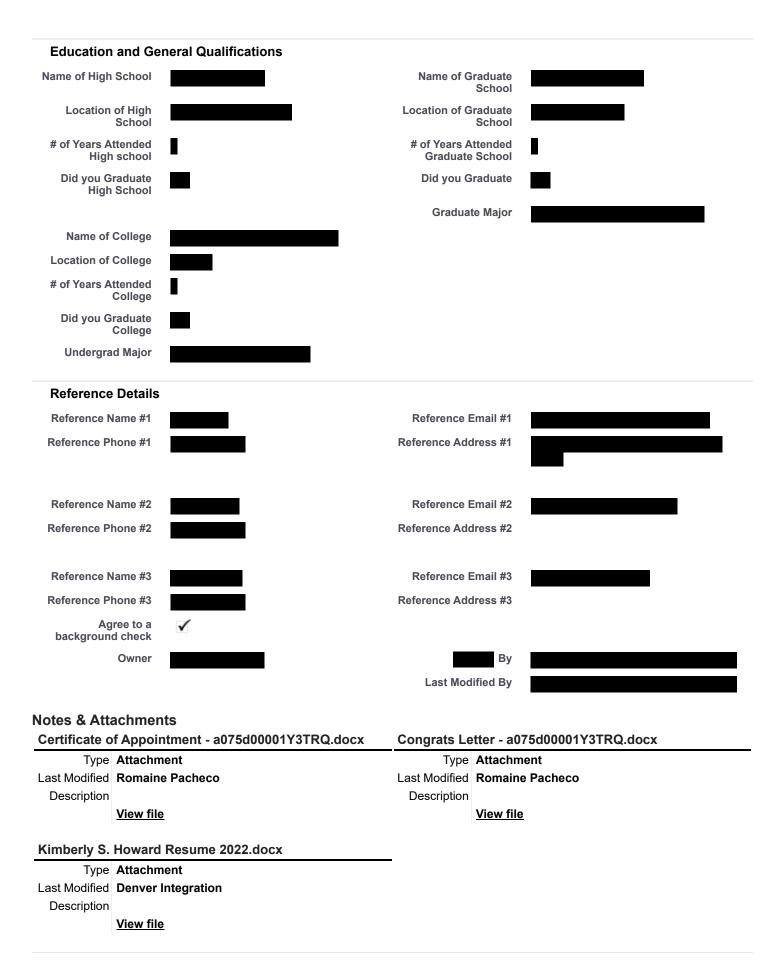
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Special Information

Registered Lobbyist

Conflict of Interest



Kimberly S. Howard, M.A.

Innovative, forward-thinking, and agile leader possessing an understanding of the Criminal Justice System and the ability to improve performance, programs, growth, and engagement.

Criminal Justice professional proven effective in bringing a vision-driven approach to probation supervision and strategic planning. Recognized for leading through service by delivering excellence, as well as high-performing engaged teams. Incorporates creative leadership skills to achieve objectives while aligning the importance of relationship building. Adept at spearheading projects that improve processes and efficiency, strengthen employee development and engagement yielding maximized results.

Areas of Expertise

- Project
 Coordination/Management
- Employee Engagement & Culture
- Mentorship and Coaching
- Diversity, Equity and Inclusion
- Motivational Communication
- Performance Management
- People & Leadership Development
- Program & Policy
 Development
- Human Relations

- High Risk Offender
- Sexual Offenders
- Adult & Juvenile Offenders
- Mental Health
- Domestic Violence
- Substance Abuse

Career Experience

Probation Manager - 18th Judicial District Probation Department

August 2021-Present

Serve on the department Leadership Team, providing support of 150+ staff members and direct oversite of the performance of 7 Probation Supervisors that collectively supervise 50+ juvenile and adult supervision officers within the disciplines of sex offender, domestic violence, problem solving courts (veterans, mental health, substance recovery and economic crimes), intensive supervision, victim services, Interstate Compact, Pre-Sentence Investigations (PSI), Juvenile Assessment Summary Reports (JASR) and Community Corrections.

- Provide supervision to the Probation Supervisors, which includes coaching and mentoring supervisors,
 establishing operating procedures and assisting in administering probation programs.
- Assist in the operations of the Probation Department, including development and implementation of local and state policies, procedures and special programs.
- Participate in the recruitment, selection, motivation or discipline of employees; as well as provide orientation and ongoing training, mentoring, employee development, leadership and coaching.
- Lead and conduct highly independent project work as a key member on various committees and workgroups
- Assist supervisors with the most difficult or complex probation problems.
- Assist in the development and management of the department budget, purchasing and accounting functions, including the authorization of expenditures.
- Coordinate collaborative systems and partnerships with Juvenile Justice stakeholders including but not limited
 to the Judicial Bench, District Attorneys, Public Defenders, Department of Human Services, Colorado school
 districts, Division of Youth Services, Colorado Youth, Detention Continuum, and service providers.
- Coordinate the activities of the department and maintain effective working relationships with the State Court Administrator's Office, other units, law enforcement agencies, public and private social service agencies, and community resources.

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Probation Supervisor - 18th Judicial District Probation Department

November 2007- August 2021

Day to day oversite of the performance of up to 10 Probation Officers, supervising juvenile and adult supervision, sex offender, domestic violence and intensive supervision officers. In addition, supervised multiple disciplines including Victims Services, Interstate Compact, PSI Writers, Community Corrections, and Collections Investigator.

- Coordinate collaborative systems and partnerships with Juvenile Justice stakeholders including but not limited
 to the Judicial Bench, District Attorneys, Public Defenders, Department of Human Services, Colorado school
 districts, Division of Youth Services, Colorado Youth, Detention Continuum, and service providers.
- Assist with development and implementation of local and state policies and procedures.
- Department trainer on report writing, code of conduct, New Hire Orientation, Real Colors and Opportunities for Professional Development.

Probation Supervisor- 20th Judicial District Probation Department

May 2004- November 2007

Managed and supervised the day to day performance of up to 12 Probation/Parole Officers. Provided supervision to juvenile and adult supervision, intensive supervision, juvenile sex offender, female offender and the Parole Unit which included establishing operating procedures and assisting in administering probation programming.

- Assisted in the development and implementation of policies and procedures.
- Coordinated the activities of the Probation Department and maintained effective working relationships with the State Court Administrator's Office, department wide supervision units, law enforcement agencies, public and private social service agencies, and community resources.
- Developed and coordinated the Youth Opportunities Unlimited Program providing community-based substance abuse prevention, counseling, education and pro social activities.

Probation Officer I, II, III- 17th Judicial District Probation Department

February 1994- May 2004

Served as an officer of the court supervising juvenile and adult offenders sentenced to probation to ensure compliance with the courts orders and community safety.

- Investigated and wrote Pre- Sentence Investigation Reports
- Supervised regular and intensive supervision probationers to ensure compliance with court orders.
- Completed assessments, case plans, treatment/service referrals, court reports, warrants, complaints, summons and terminations.
- Revived and coordinated the Deputy Probation Officer Volunteer and Intern program.
- Responsible for recruitment, training and supervision of up to 25 DPO Unit interns and volunteers.

Additional Experience

Adjunct Professor | Westwood College and Argosy University | 2003 – 2018

Instructor, program and curriculum developer for college level courses including, Introduction to Criminal Justice I and II, Corrections I and II, Juvenile Justice, Organizational Politics in Criminal Justice, Sociological Perspective, Ethnicity & Gender, Criminology, Domestic Violence, Issues in Corrections, Communication for CJ Professionals, Communication Gender & Culture, English, Diversity and World Cultures, Women and Criminal Justice, Probation and Parole, Human Relations, Ethics and Social Justice, Critical Thinking, Criminal Court Systems, English, Skills for Success and Philosophy of Religion.

Counseling | Excelsior Youth Center and North Gate Counseling | 1993 – 2005

- Youth Counselor for female youth court ordered to placement in a therapeutic residential program.
- Conducted groups addressing sexual abuse, physical abuse, peer relations and emotional distress.
- Participants were adult and teen survivors and perpetrators of sexual abuse and incest.
- Managed the milieu and daily regimen of educational, vocational, independent living and life skills.
- Provided counsel to individuals, families, and groups. Provided 24-hour crisis intervention.
- Spoke to schools and community organizations about parenting and adolescent issues.
- Provided therapeutic intervention services to children, adolescents, and adults using individual, family, and group treatment modalities. Included were adult and teen survivors and perpetrators of sexual abuse and incest.

Education

Master of Arts in Education and Counseling | University of Phoenix, Aurora, CO | 2003

Bachelor of Arts in Sociology, Criminal Justice and Speech Communication| University of Northern Colorado, Greeley, CO | 1993

Trainings

Supervising and Coaching Evidence Based Practice

Quality Assurance and Evidence Based Practices Motivational Interviewing

ICOTS and Unity Interstate Compact

Good Lives Sex Offender Model and Approach

DVSI & SARA Domestic Violence Assessment Training

Strength Finders

The Pillars of Leadership Training

Effective Interviewing Skills for Sex Offenders and Domestic Violence Offenders

Metro and National Gang Trainings

Probation Orientation and New Employee Trainer

OJJDP Commercial Sexual Exploitation of Children Community Intervention Project Training

Franklin Covey Project Management Training

Real Colors Certified Trainer

Casey Foundation Reimagining Juvenile Justice Trainer

Cultural Excellence: Ideas and Discussions Training

Diversity University Training

Courageous Conversations Diversity Training

Strategies for Behavior Change Training

Judicial Executive Development Institute Graduate

Honors, Affiliations, Boards & Committees

American Probation and Parole Association Association for the Treatment of Sexual Abusers AMEND Domestic Violence Institute National Association of Drug Court Professionals Colorado Sex Offender Management Board Committee 17th JD and 18th JD Recognition and Morale Committee (Creator and Former Chair) Colorado Probation Supervisors Association (Former Chair) Boulder Prepatory High School Board of Directors (Former Chair) Arapahoe County Minority Over Representation Committee (Former Co-Chair) Colorado State Cultural Diversity Committee Leadership Cherry Creek School District Committee Cherry Creek School District Accountability Board Senate Bill 94 Committee 18th Judicial Juvenile Sexual Offender Task Force Committee (Chair) 18th Judicial District High Risk Victims Committee 18th Judicial District Human Trafficking Task Force 18th Judicial District High Risk Juvenile Collaboration (Chair) 18th Judicial Juvenile Services Planning Committee Arapahoe County Collaborative Management Program 18th Judicial District Community Review Board- Division of Youth Services (Chair) Douglas County Collaborative Management Program Interagency Oversight Group (IOG) Aurora Youth Violence Prevention Program Policy Steering Committee Aurora Youth Violence Prevention Program Intervention Workgroup Family First Juvenile Justice Workgroup Colorado Division of Probation Services Juvenile Services Committee (Chair) Juvenile Intensive Supervision Probation Metro Supervisors Meeting (Chair)

Juvenile Intensive Supervision Probation Metro Supervisors Meeting (Chair)

Board of Director for Colorado State Employee Credit Union

Disproportionate Minority Contact Cross Action Network

Underrepresentation of Minority Youth in Juvenile Diversion Advisory Committee

Alpha Kappa Alpha Sorority Inc. Mu Omega Omega Chapter Executive Board

2003 Probation Officer of the Year