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BAC-8328

Contact Information

Contact Name	Kimberly Howard	**Home Address**	[redacted]
Preferred Phone	[redacted]	**Home City**	[redacted]
Preferred Email	[redacted]	**Home State**	[redacted]
Other Phone		**Home Zip**	[redacted]
Other Email	[redacted]	**County**	[redacted]
DOB	[redacted]	**Hispanic or Latino origin or Descent?**	No
SSN	[redacted]	**Race/Ethnicity**	African American
Gender	Female	**Other Ethnicity**	
Other Gender		**Salutation**	Mrs.
		Pronouns	

Application

Status	Appointed	**Council Resolution Number**	
Notes			

Board Information

Board Name	Denver Community Corrections Board	**Original Start Date**	
		End Date	
		Other boards or commissions served	

Work Information

Employer	[redacted]	**Work Address**	[redacted]
Position	[redacted]	**Work City**	[redacted]
Business Phone #	[redacted]	**Work State**	CO
Work Email		**Work Zip**	[redacted]

Additional Information

Are you a registered voter?	Yes	**Objection to appointment?**	No
If so, what county?	Arapahoe	**Special Information**	
Denver City Council District No	N/A	**Registered Lobbyist**	
Conflict of Interest Explanation		**Conflict of Interest**	

Education and General Qualifications

Name of High School	[redacted]	Name of Graduate School	[redacted]
Location of High School	[redacted]	Location of Graduate School	[redacted]
# of Years Attended High school	[redacted]	# of Years Attended Graduate School	[redacted]
Did you Graduate High School	[redacted]	Did you Graduate	[redacted]
		Graduate Major	[redacted]
Name of College	[redacted]		
Location of College	[redacted]		
# of Years Attended College	[redacted]		
Did you Graduate College	[redacted]		
Undergrad Major	[redacted]		

Reference Details

Reference Name #1	[redacted]	Reference Email #1	[redacted]
Reference Phone #1	[redacted]	Reference Address #1	[redacted]
Reference Name #2	[redacted]	Reference Email #2	[redacted]
Reference Phone #2	[redacted]	Reference Address #2	
Reference Name #3	[redacted]	Reference Email #3	[redacted]
Reference Phone #3	[redacted]	Reference Address #3	
Agree to a background check	✓		
Owner	[redacted]	[redacted] By	[redacted]
		Last Modified By	[redacted]

Notes & Attachments

Certificate of Appointment - a075d00001Y3TRQ.docx

Type	**Attachment**
Last Modified	**Romaine Pacheco**
Description	
	View file

Congrats Letter - a075d00001Y3TRQ.docx

Type	**Attachment**
Last Modified	**Romaine Pacheco**
Description	
	View file

Kimberly S. Howard Resume 2022.docx

Type	**Attachment**
Last Modified	**Denver Integration**
Description	
	View file

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Kimberly S. Howard, M.A.

[redacted]

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)
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