

STEPHEN WAGNER, MSW, LCSW, RPT

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CLINICAL EXECUTIVE Servant Leadership | Executive Oversight | Clinical Innovation

Executive leader with a deep commitment to serving the needs of disadvantaged youth and special needs population. A servant leader who wants to help staff and the organization develop and advance. Significant experience developing programs to equip and empower client and staff to achieve goals. Extensive leadership ability to build and maintain relationships with staff members, key stakeholders and strategic partners. Deft patient, staff and organizational advocate and passionate teacher, trainer and supervisor, dedicated to growth and improvement.

- Staff Training & Development
- Program Evaluation
- Clinical Services Oversight
- Organizational Leadership
- Program Design/Implementation
- Organizational Culture
- Strategic Planning
- Regulation Compliance
- Strategic Partnerships

PROFESSIONAL EXPERIENCE

Children and Adult Disabilities and Educational Services (CADES), Swarthmore, PA 2/2019 to Present
Chief Learning Officer

- Responsible for the professional development and training of the organization.
- Development and oversight of the CADES Leadership Institute.
- Establishing and maintaining a Trauma Informed and Responsive Care model for the organization.
- Working to foster an organizational culture of respect, understanding, and cultural humility.
- Provide professional development training throughout the five programs within CADES.
- Provide guidance, support and facilitation to teams that are looking to build their leadership skills and enhance strengths, while solidifying their goals and objectives.

BRIDGE TO CONNECTION, LLC, Spring City, PA 5/2018 to Present
Founder

- Founded the company Bridge to Connection, LLC
- Professional development and consultation in the form of clinical training, clinical consultation, organization team building and leadership training. Specializing in Trauma Informed and Responsive Care.
- Provides clinical supervision for those obtaining a LCSW or PLC.
- www.bridgetoconnection.net

BETHANY CHILDREN'S HOME, Womelsdorf, PA 6/2016 to 2/2019
Executive Director

- Promoted after seven months from Director of Clinical Services to Executive Director.
- Oversee Cottage Life programs and the strategic plan for the residential programs and clinical services.
- Developed a clinical service model, refined residential programs and streamlined administrative processes in a manner that supports the organization's mission.
- Establish and maintain relationships with organizations in the surrounding communities.
- Identify, assess, and inform the CEO of internal and external issues that affect the organization.
- Budgetary oversight of programs in my purview.
- Ensure commitment and compliance with the states 3800 regulations for operation.
- Shape, build and foster an organizational culture is the safe, supportive nurturing, transparent and accountable.
- Foster effective teamwork at all levels of the organization.
- Build an effective team of leaders by providing guidance and coaching.
- Supervisor, coach and develop staff members.
- Provide ongoing training to staff, especially on the topic of trauma.

Continued

GREEN TREE SCHOOL AND SERVICES, Philadelphia, PA

12/2014 – 6/2016

Director of Clinical Operations, 9/2015 – 6/2016

- Promoted to position after nine months, to accomplish objectives of this position, in addition to performing the role of Outpatient Services Director.
- Successfully oversee the operations and growth of Outpatient Psychiatric Clinic and Auxiliary Services, and developing a team to lead the organization into being trauma-informed.
- As a member of the senior management team, develop strategic plans, make key decisions affecting the organization, influence the organizational culture to one of support and appreciation.
- Assess the operation's strengths and weakness to evolve the clinical model to meet the needs of all stakeholders.
- Effectively support staff professional development, evaluate clinical needs of the organization in making hiring, training, supervising and termination decisions.

Director of Outpatient Services, 12/2014 – 9/2015

- Oversaw daily operations and strategic plan of Outpatient Psychiatric Clinic, establishing departmental goals that support organizational objectives.
- Partnered with insurance carriers for approvals, and monitor clinician utilization rates and developed an audit program to ensure requirements were satisfied.
- Assessed quality of programs to identify areas of development, and expanded the internship and externship programs to increase the depth and quality of work and training staff and graduating students received.
- Effectively developed clinical policies in alignment with nationwide best practices, ensuring continual personal professional development.
- Successfully engaged in community outreach and collaborations with agencies and universities.

THE PATHWAY SCHOOL, Norristown, PA

4/2011 – 12/2014

Clinical Leader for the Emotional Support Program

- Provided exceptional operational leadership and oversight to the clinical and behavioral program in addition to conducting individual and group therapy sessions, student interviews, and supervising graduate students.
 - Created a committee to review the implementation of physical restraint in certain conditions.
 - Developed system components of the Emotional Support Program and co-developed comprehensive curriculum and an 8-year Human Sexuality curriculum.
 - Created an Adventure Based Counseling Curriculum and training program in addition to comprehensive manual on training for creating a safe space for sexual identity for students, creating a cultural shift towards sensitivity and diversity.
 - Recipient of 2013 Pathway Excellence award for excellence in leadership and innovation in clinical services with special needs students.

CHESTER COUNTY REGIONAL EDUCATIONAL SERVICES, Downingtown, PA

1/2007– 12/2019

Clinical Trainer, 11/2008 – 12/2019

- Provided professional quality training on the implications of trauma, attachment theory, personality disorders, and therapeutic models and interventions.

Mobile Therapist, 10/2012 – 12/2013

- Assessed, designed and evaluated the goals, objectives and interventions to address the needs of the client and family.
- Successfully developed goal-oriented psychoeducational activities to improve clients' level of functioning.

Behavioral Specialist Consultant, 11/2008 – 8/2011

- Served as clinical team leaders to assess needs, evaluate goals and design interventions and objectives to meet the needs of the clients and families and conducted behavioral assessments for each client.
- Ensured compliance with insurance carriers to facilitate authorization of services.

- Expertly supervised and trained a staff of over 30 TSS workers and Behavioral Specialist Associates to equip them to create treatment plans, design behavioral interventions and perform crisis planning.

Additional experience as Mobile Therapist and Behavioral Specialist with Penn Psychiatric Center and T.W. Ponessa and Associate Counseling Services.

EDUCATION & CREDENTIALS

Registered Play Therapist (RPT), Temple University, Ambler, PA

Master of Social Work (MSW) and Licensed Clinical Social Work, West Chester University, West Chester, PA

Bachelor of Arts, Psychology and Human Services, Elon University, Elon, NC