

# RICARDO A. THEODULOZ, MSW, RSW

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## EDUCATION

2011	Master of Social Work York University	2004	Certificate in Alternative Dispute Resolution York University
2007	Post Degree Bachelor of Social Work York University	2002	Bachelor of Arts (Hons.) Political Science York University

## CURRENT POSITIONS

### 2018 - PRESENT | **CLINICAL ASSOCIATE, MACKENZIE CLINIC: FAMILY COUNSELLING & SOCIAL WORK SERVICES**

- ▶ Individual (child, adolescent, adult) therapy.
- ▶ Parenting Plan Evaluations (Section.30 C.L.R.A)
- ▶ Voice of the Child Reports
- ▶ Parent Coordination Services
- ▶ Reintegration Therapy

### SEPTEMBER 2015- PRESENT

#### **CHILD WELFARE PROJECT COORDINATOR • JEWISH FAMILY & CHILD**

Responsible for the coordination and implementation of the following Child Welfare related areas of service:

- ▶ Responsible for the coordinating the implementation of and monitoring of the following Child Welfare related areas of service:
- ▶ Child Welfare Legislation
- ▶ Ministry or OACAS information requests/submissions
- ▶ Audit and Quality Improvement Plan (QIP)
- ▶ External committee participation
- ▶ Community Outreach

## PROFESSIONAL EXPERIENCE

### MARCH 2017- APRIL 2018 (MATERNITY LEAVE)

#### **SUPERVISOR, SERVICES FOR FAMILIES • YORK REGION CHILDREN'S AID SOCIETY**

- ▶ Assumed clinical responsibility for advising staff regarding casework planning, intervention/treatment strategies.
- ▶ Reviewed and assessed pertinent case information and made decisions regarding apprehensions, court recommendations, and admission/discharge of children from care.
- ▶ Provided professional direction and clinical expertise to staff on an ongoing basis.
- ▶ Reviewed case progress with staff to ensure clients were accurately assessed.

- ▶ Supervised and managed the activities of assigned staff and ensured that child welfare and other pertinent legislation, Ministry Standards and Guidelines and Agency policies, directives and procedures were adhered to.
- ▶ Acted as a member of the Agency's Supervisor Team and participate in the planning, development and formulation of recommendations for improved agency-wide service delivery.
- ▶ Represented the Agency on external committees, task forces, and planning groups/bodies.
- ▶ Identified training needs for staff and ensured enrollment in appropriate programs to meet such needs.

MAY 2015- SEPTEMBER 2015

**MANAGER, CHILD WELFARE (MATERNITY LEAVE CONTRACT) • JEWISH FAMILY & CHILD**

- ▶ Led and managed a team of social workers who mainly serve as child protection workers of multi-service cases
- ▶ Was responsible for hiring and managing all aspects of workers' performance and attendance
- ▶ Oversaw caseloads and ensured workers had tools and resources to effectively coordinate their cases.
- ▶ Oversaw workers' cases per Ministry protocols including approval of case management plans and recordings.
- ▶ Provided clinical supervision to assigned case workers ensuring effective decision-making in multi-service cases.
- ▶ Collaborated with senior management in the development of departmental budget, objectives and work plans.
- ▶ Established partnerships and networks with other agencies, community groups, stakeholders within the community and participated in sector and internal committees

2007- 2015

**CHILD PROTECTION SOCIAL WORKER • JEWISH FAMILY & CHILD**

- ▶ Conducted case investigations including reviewing historical family files, visiting client homes, and interviewing clients, family members, and appropriate collaterals such as school personnel, police and neighbors.
- ▶ Intervened in crisis situations and initiated protective action as mandated by the Child and Family Services Act.
- ▶ Provided crisis intervention support and short term counselling services for clients.
- ▶ Coordinated requirements for court hearings including preparation of evidentiary materials, counselling family members, reviewing case information with counsel, and arranging for or notifying witnesses.
- ▶ Prepared and ensured accurate, thorough, and timely recording of case information including reports, family case histories, correspondence, and legal forms, as required by the Child and Family Services Act.
- ▶ Presented Duty to Report requirement to community based agencies such as camps and schools.
- ▶ Supervised and mentored MSW students completing their practicum at the Agency.
- ▶ Facilitated and co-facilitated various groups at the Agency including the men's anger management group, a children's social skills group, and groups for parents and children experiencing separation and divorce.

2012 – 2014 | **COMMUNITY DEVELOPMENT COORDINATOR • THE HIGH CONFLICT FORUM**

- ▶ Promoted *Children Caught in the Crossfire* training throughout North America.
- ▶ Liaised with legal, social service and medical professions on the Forum's work.
- ▶ Assisted with organizing and planning the annual symposium.
- ▶ Chaired a working committee to develop a best practice book for professionals.
- ▶ Participated in the development of other relevant curricula for professionals working with high conflict families.
- ▶ Conducted needs assessment to identify treatment groups and services needed within the community.

2011- 2014 | **CLINICAL INVESTIGATOR • OFFICE OF THE CHILDREN'S LAWYER**

- ▶ Conducted full investigations pursuant to s. 112 of the Courts of Justice Act for proceedings before the court in custody/access cases.
- ▶ Advocated for the best interest of the children.
- ▶ Evaluated capacity of parents to meet the needs and interests of their children.
- ▶ Provided recommendations on all matters concerning custody and access.
- ▶ Assisted parties to resolve their dispute where applicable with disclosure and settlement initiatives.

2010 - PRESENT | **EMERGENCY AFTER HOURS WORKER • CHILDREN'S AID SOCIETY OF TORONTO**

- ▶ Allegation investigation involving at-risk children, caregivers, and all relevant collaterals.
- ▶ Fielding of all inquiries made to the after-hours service.
- ▶ Preparation of reports summarizing all incidents dealt with during a shift.

## **ADVANCED COURSES AND SEMINARS**

- ▶ *Dialectical Behaviour Therapy with Adolescents and Emerging Adults*, Dr. Jill Rathus, April 29-30, 2019
- ▶ *Family Arbitration Law & Skills*, Riverdale Mediation, April 2019
- ▶ *Children Resisting Post-Separation Contact: Concepts, Controversies, Assessment and Intervention*, Dr. Barbara Fidler & Dr. Shely Polak, March 2019
- ▶ *Basic Family Mediation: Theory & Skills*, Riverdale Mediation, March 2019
- ▶ *Screening for Domestic Violence and Power Imbalance-Mediation Training Centre*, April 2018
- ▶ *Family Law-Mediation Training Centre*, March 2018
- ▶ *Investigation and Navigation for EAHS, CPIN*. May 2014
- ▶ *Parental Gatekeeping: An Alternative Approach to Navigating High Conflict Family Law Disputes*, Dr. William Austin & Dr. Marsha Kline Pruett. March 2014
- ▶ *Managing Work through Other People: Performance, Child Welfare*. OACAS June 2013.
- ▶ *Management, Leadership and Administration within Child Welfare*. OACAS May 2013.
- ▶ *Challenging Clinical Assumptions in Family Law*. April 2013
- ▶ *Emotional Harm of Children in Separation and Divorce: The Clinical and Legal Conundrum*, Dr. Jean Clinton, MD., Professor Nicholas Bala, LL. A, JD. April 2012
- ▶ *Make Room for Daddy, Clinical Considerations and Legal Challenges for Fathers in the Family Justice System*, Diane Benoit, M.D., FRCPC. April 2011
- ▶ *Managing High Conflict People within a Legal and Clinical Context*, William A. Eddy, LCSW, Esq., April 2010.
- ▶ *Improving Interviews with Children: Preferences, Domestic Violence, Alienation and Estrangement*, Mindy F. Mitnick, Ed.M., M.A., Licensed Psychologist. May 2009.
- ▶ *Smoke Screen or Fire? Allegations of Domestic Violence and Child Sexual Abuse in High Conflict Divorcing Families*, Peter G. Jaffe, Ph.D., C. Psych., and Mindy F. Mitnick, Ed. M., M.A., Licensed Psychologist. November 2008.
- ▶ *High Conflict Divorcing Families: Practical Strategies to Prevent Alienation, A Symposium for Mental Health and Legal Professionals*, Matthew, J. Sullivan Ph.D. November 2007
- ▶ *Divorce Poison, Clinical and Legal Considerations, Working with Families of Alienated Children*, Richard Warshak, Ph.D. April 2006

## **SKILLS AND INTERESTS**

- ▶ Child Welfare Research - specifically examining policies, procedures and practices. Additional research interests include family mediation, family counselling, custody and access disputes, and high conflict divorce.
- ▶ Parenting Coordination/Conflict Resolution – individual, co-parent and family therapy, reintegration therapy for parent-child contact challenges, coaching
- ▶ Interpersonal Communications - public speaking, negotiation, facilitation, and advocacy.
- ▶ Languages - fluency in both English and Spanish.

Member, Ontario College of Social Workers and Social Service Workers | January 2013 – Present

*References available upon request.*