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LITTLE HAITI REVITALIZATION TRUST
BOARD OF DIRECTORS APPLICATION

THE CITY CLERK
CITY OF MIAMI

Name: Lesline Anglade-Dorleans **Email/Phone:** LAnglade-Dorleans@miamigov.com 305-763-1610

Home Address: 12391 SW 140th Street Miami, FL 33186
(Street/City/Zip Code)

Business/Employer: Florida Department of Children & Families **Email/Phone:** Lesline.Anglade@myflfamilies.com 786-423-4529

Business Address: 401 NW 2nd Avenue N-1007 Miami, FL 33128
(Street/City/Zip Code)

CITY CODE SECTION 12.5-44(C)(5) STATES THAT NO EMPLOYEE OF MIAMI-DADE COUNTY OR ANY MUNICIPALITY OTHER THAN CITY EMPLOYEES SHALL SERVE ON OR BE APPOINTED TO THE LITTLE HAITI TRUST.

ARE YOU AN EMPLOYEE OF MIAMI-DADE COUNTY OR ANY OTHER MUNICIPALITY? YES NO

IF YES, IS THE APPLICANT A FIRE FIGHTER OR LAW ENFORCMENT OFFICER? YES NO

Please provide the following information in the space provided and attach a résumé.

EDUCATION: Juris Doctorate, Nova Southeastern University 2006

Bachelors of Arts: Political Science, Florida State Univeristy, 2002

WORK EXPERIENCE: Florida Department of Children and Families 2003-Present, Child Protection Director

ORGANIZATIONS AND COMMUNITY ACTIVITIES: Board Chair of Little Haiti Revitalization Trust



Signature

02/05/2024
Date

SUBMIT ORIGINAL COMPLETED FORM(S) AND RÉSUMÉ TO:
City Clerk's Office, Miami City Hall, 3500 Pan American Drive, Miami, Florida, 33133

Unless noted as "Florida Statute 119 Exempt", all information submitted is considered public record. The Florida Public Records Act (FPRA) requires the City to make all public records available for inspection and to provide copies upon request.

LESLINE ANGLADE-DORLEANS

12391 SW 140th Street Miami, FL 33186 • (305) 763-1610 • Lesline007@yahoo.com

EXECUTIVE LEADER | CHILD & YOUTH DEVELOPMENT ◦ CARE ◦ WELFARE ◦ OUTREACH ◦ EDUCATIONAL PROGRAMS

- 20 Years Child/Youth Development | Social Services
- Workforce Planning | Development | Programs
- Interagency | External Agency Relationships
- Complex Situation | Conflict Resolution
- Leadership | Interpersonal Competence
- Budget Management | Cost Reduction
- Program Management | Design
- Business Analysis | Best Practices
- Employee Retention Initiatives
- Executive | Stakeholder Presentations
- Leadership | Team Management
- Coaching | Training | Development
- Background Investigations
- Process Improvement
- Organizational Management

EDUCATION

- August 2003-December 2006 Nova Southeastern University, Shepard Broad Law Center Ft. Lauderdale, FL
Juris Doctor
- August 1998-May 2002 Florida State University Tallahassee, FL
Bachelor of Science, *Political Science* Minor: *Communication Studies*
Honors: FSU Service Scholar/Torchbearer
 Golden Key Honor Society
 Bright Futures Scholarship
 Florida Southern Scholarship Foundation
Activities: Community Service-America Reads Foundation
 Alumni Association
 Peer Advisor College of Social Sciences

PROFESSIONAL EXPERIENCE

STATE OF FLORIDA

Family Safety & Community Services Director (Department of Children & Families - DCF) | 09/2019-Present

- Lead DCF Southern Region's Family Safety Program Office, Child Protective Investigations, and Child Care Regulation programs by providing direct leadership resulting in an influential impact on the workforce, community, the safety and well-being of children and families involved in our one system of care.
- Direct a team of 6 direct reports, including (2) Operations Managers, (1) MDT Manager and (1) Regional Program Manager, (1) Administrative Assistant, (1) Retention Specialist, and 225+ indirect team members responsible for child protective investigations, contracts, child care regulation, quality assurance, foster care licensing, training and staff development.
- Accountable for a \$30M Operating Expense budget overseeing 4 offices across 2 counties and a 2.6M+ population, developing and implementing solutions to ensure overall operations were executed with maximum efficiency, cost effectiveness, sense of urgency, integrity, and quality.
- Accelerate programmatic high performance on state and federal measures and lead operational efficiencies by developing and empowering program leadership teams, providing hands on guidance and support with innovative approaches, ensured continuity and sustainability of solid operations.
- Spearhead employee professional development program for in-service to post-service training with practice experts, coaches, mentors, and support protocols.
- Cultivate partnerships with a diverse team of international, national, and community stakeholders to further the agency's mission.
- Set up Family Navigation program which integrates mental health assessments and services upfront for client.
- Decreased turnover rate from 60.54% to 23.17%.
- Implemented Statewide program to assist with turnover and increase applicant pool by changing the requirements for the frontline Child Protective Investigator Position.
- Oversee contract with Miami Dade County Community Action and Human Services CPI Project-DV Advocate Subject Matter Project
- Integrate social services with local, county, regional and statewide partners including Healthy Start, Healthy Families, Law Enforcement, and Childrens Trust

Key Achievements 2019-present

- Decreased vacancy rate from 35.8% to 8.7%.
- Increased victim seen percent from 86.6% to 92.5%.
- Decreased average caseload from 12.8 to 9.2 cases.
- Decreased CPI with open investigation over 20 from 7.88% to 0.0%
- Diversity, Equity, Inclusion Initiative with CBC partners and community stakeholders.

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Operations Manager - Child Protective Investigations (DCF) | 04/2016-09/2019

Oversight: 2 Counties – Miami Dade (Circuit 11) & Monroe (Circuit 16)

- Direct all management and administrative oversight of Child Protective Investigations for Judicial Circuits 11 and 16 across 14 counties encompassing 2.6M+ residents responsible for contracts, program development, policy implementation and strategic planning success.
- Manage a team of 6 Program Administrators, 1- Staff Assistant, 2- Field Consultants, 1- Retention Specialist providing oversight to 4 service centers and guiding the child abuse investigations, 200 indirect staff, performance measure development, office organization, budgetary planning, and data analysis.
- Responsible for the daily operations, assessing and evaluating the effectiveness of individual and program performance, and identifying opportunities for enhancements.
- Provide guidance, support, and direction to all CPI staff, measuring, analyzing, and identifying trends in performance and implementing strategic action plans to achieve and exceed goals in regional performance.
- Direct operations for the two circuits Child Abuse Investigation program.
- Develop professional relationships within the community including Law Enforcements, Judicial System, School Officials, Hospital Administrators, Social Workers, Community Leaders, Child Welfare professionals, Daycare Directors, Foster Parents, and Mental Health Administrators.
- Provided child protective investigation and agency operational oversight and guidance to staff in Circuit 11 and Circuit 16.

Key Achievements

Trained 3 Child Protective Investigative Supervisor (CPIS) who were promoted from CPIS to Program Administrator, 1 promoted to Senior Human Service Program Specialist, 2 Promoted to Operations Managers

Spearheaded employee Recognition Program for SNR driving staff retention

Program Administrator - Child Protective Investigations (DCF) | 05/2015-04/2016

Oversight: 2 Counties – Miami Dade (Circuit 11) & Monroe (Circuit 16)

- Provided management and administrative oversight for Child Protection Investigation Units across 2 counties for the Evening and Weekend Units managing a 50-person team including 8 Child Protective Supervisors, 1- Specialist, 1- Administrative Professional, and 2- Field consultants, 40 Child Protective Investigators provide oversight to 4 service centers.
- Accountable for oversight, fiscal management, quality assurance, policy interpretation training, program development, planning, and technical assistance to operational staff to drive performance in moving investigations to safe closure.
- Led the Service Center by focusing on teamwork, peer support, and promoting a high level of moral support for child abuse and neglect investigations and protective services.
- Responsible for all daily operations involving child abuse investigations and adherence to the rules and regulations of Chapter 39, Florida Statutes: Proceedings Relating to Children.
- Interacted daily with the public and community partners including Law Enforcements, School Officials, Hospital Administrators, Social Workers, Community leaders, Child Welfare professionals, Daycare Directors, Foster Parents, Mental Health Administrators.
- Ensured implementation of procedures and key initiatives to improve the delivery of services to the abused, neglected, abandoned, and indigent in the region.
- Provided community training and awareness for agency professional and volunteer staff.
- Monitored performance metrics for supervisors over the Child Protective Investigations area as defined by the program director.
- Participated in the recruitment of child protective investigators and implemented inspirational leadership resulting in 80% staff retention.

Key Achievements

Trained 8 new investigators leading to them ultimately being promoted to Child Protective Investigative Supervisors

Coached investigators to improve efficiency resulting in a reduction of 85% of the backlog in 3 months

Child Protective Investigator Supervisor (DCF) | 08/2011-05/2015

Oversight: Miami Dade County (Circuit 11)

- Supervised and coached ~7 Child Protective Investigators and ~1 Staff Assistant supporting staff by planning workloads, workflows, deadlines, work objectives, and time utilization.
- Directed team on the ongoing investigations of an allegation of child abuse, threatened harm, and neglect, ensuring requirements are met, allegations of abuse are addressed, and a disposition of the case occurs within a reasonable time frame specified by the agency.
- Conducted risk assessment reviews, provided guidance, trained new staff, and utilized data to monitor staff performance and increase staff output and effectiveness within the unit.
- Possessed a thorough knowledge of child developmental patterns at all ages and the ability to interview children of any age, training new employees to evaluate abuse claims.
- Participated in the recruitment, selection, and hiring of child protective investigators and provided individual coaching which resulted in staff retention in a stressful occupation.
- Provided community education through public presentations to the daycares, schools, hospitals, and law enforcement partners.
- Offered subject matter expertise regarding complex domestic violence, medical neglect, human trafficking, and death cases.

Key Achievement

Certificate of Commendation as a 2019 Davis Productivity Awards recipient for improving the Case transfer process for judicial cases in Circuit 11

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Public Assistance Specialist Supervisor (Georgia DFCS Department of Family and Children Services) | 07//2010-08/2011

Oversight: All Georgia Counties

- Supervised a team of ~12 within Economic Self Sufficiency Specialists (Level I and II), coaching and developing team members by providing frequent feedback on all aspects of performance.
- Monitored workers through the Data and Reports system, tracking and reporting daily statistics of calls handled, average talk time, average DND time, and feedback on how the team member handled difficult client calls.
- Oversaw casework to ensure team was qualifying eligibility for the public assistance programs, including cash, food stamps, and Medicaid.

Child Protective Investigator (DCF) | 09/2004-07/2010

Oversight: Miami Dade County (Circuit 11)

- Conducted child abuse investigations for ~25 cases at a time within the Miami-Dade County Florida Department of Children and Families, responding to allegations of abuse, neglect, abandonment, or maltreatment of the vulnerable.
- Interacted with attorneys for Child Welfare Legal Services and the Guardian Ad Litem program to conduct child risk and safety assessments and appear in court when necessary.
- Completed consultations with child welfare stakeholders such as caregivers, children, school personnel, law enforcement officials, and medical professionals to obtain information pertinent to investigative findings.
- Created and updated various reports, including contact notes, assessments, and court documents regarding the investigative and case management process.
- Performed needs assessments to determine the level of service intervention required for families and counseled family members regarding community resources available for counseling services, mental health services, and medical case management within their local communities.

Key Achievement
Ensured that caseloads remained low by organizing and closing up to 15+ cases within the first 60 days

Economic Self Sufficiency Specialist (DCF) | 04/2003-09/2004

Oversight: Miami-Dade County (Circuit 11)

- Conducted comprehensive interviews to determine clients' eligibility for public assistance programs across all Florida counties.
- Consulted up to 65 clients daily to determine the eligibility of applicants and recipients for public assistance programs, including food assistance (SNAP), Medicaid, and temporary cash assistance (TANF)

CERTIFICATIONS / PROFESSIONAL DEVELOPMENT

Professional Certification: **Trauma & Resilience: Level 1 / Mandell Safe and Together Model / Supervising for Excellence**
Training: **Child Welfare Safety Practice / Safety Planning Expert / Present Danger Assessment Professional/ Lean Six Sigma Green Belt, Domestic Violence Mediation, Crimes Against Children, Human Trafficking, Sexually Abused and Exploited Children, Statewide Child Fatality Board Member, Adoption and Case Management**

Intern: **South Miami-Dade Courthouse**

Served as an assistant to judge during civil proceedings. Assisted parties with questions concerning judgments, status of cases, and subpoenas. Performed legal research and drafted legal memoranda on various issues, including civil procedure, domestic violence, and traffic infractions. Reviewed motions, prepared summaries of legal arguments and assisted in preparation of court rulings. Observed pre-trial conferences, settlement conferences and motion hearings. Provided judge with case briefs and research concerning certain cases.

Honorable Judge Mercedes A. Bach *Honors:* Miami Dade County Intern of the Year
Honorable Judge Micheal J. Samuels Florida Bar Association Scholarship

TECHNICAL SKILLS

Access | Accurint | ACT | Advanced Excel, Word, Outlook, PowerPoint | Avaya Internet Telephony System | Aventa | Case Management Systems (CMS) | CCIS (Florida Court record system) | CJIS | CLEAR (thomasoneruters.com) | Court Net | Court View | DAVID system. | DCF portal | Delinquency and Crystal Report | DJJ | E-docket | Electronic Benefits Transfer (EBT) | Florida Blue Zone Access Program | Florida Department of Transportation (DAVE) | Florida Medicaid Management Information System (FMMIS) | Florida Safe Family Network (FSFN) | Government Information Systems | Home SafeNet | Kronos | Lexis Nexis | Link analysis | Microsoft Office Suite | My Florida Market Place | OneNote | Publisher | Qualtrics | The Work Number | TJAIL | Vital Statistics

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