

ELEANOR CASTILLO SUMI, Ph.D.

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LICENSED PSYCHOLOGIST

8/01 State of Hawaii- PSY 738
4/01 State of California- PSY 17407

EDUCATION

1994-99 **Pacific Graduate School of Psychology at Palo Alto University**, Palo Alto, CA
APA Accredited
Ph.D., Clinical Psychology, September 1999
M.S., Clinical Psychology, July 1997

1992-94 **Chaminade University of Honolulu**, Honolulu, HI
M.S., Counseling Psychology

1988-91 **California State University**, Northridge, CA
B.A., Psychology, Cum Laude

PROFESSIONAL EXPERIENCE

2/12-Present **EMQ FamiliesFirst**, Campbell, CA
Director, Program Implementation and Development, Autism and Educationally Related Mental Health Services

Responsible for growing current business within the Educational setting to serve students in general and special education. Responsible for developing and implementing a business plan to build new business in Autism Spectrum Disorders. Business development includes marketing, finance (collaborating with Finance to establish usual and customary rates), technology (collaborating with IT to develop technical infrastructure), business process, human resources (defining necessary credentials and skills), and training.

2/10-Present **Castillo Sumi Consulting Services**, San Jose, CA
Independent Consultant/Licensed Psychologist

SCHOOL DISTRICTS:

Customers: *Campbell Union School District; Moreland School District; Palo Alto Unified School District; San Jose Unified School District; Santa Clara County Office of Education, District and School Supports*

Conduct training, consultation, and coaching to schools (pre K-12) and all levels of district administrators (e.g., Principals, Superintendents, Assistant Superintendents, Directors, etc.) of large (including the largest K-12 school district in Santa Clara County) to small urban school districts to implement a public-health approach, three-tiered level of positive behavior supports to address the social-emotional, psychological and behavioral needs of all students, School-Wide Positive Behavior Supports (SW-PBS). Utilize the National Implementation Research Network model to evaluate current systems and infrastructures and ensure high fidelity implementation.

- Facilitate communications between School Administrators and external systems collaborators (e.g., Department of Mental Health, District Attorney, Juvenile Justice, etc.) to plan, design, and execute District and school-wide organizational and cultural change initiatives (e.g., mental health linkage, improved school engagement based on National Center of School engagement research) to enhance and monitor behavioral supports.
- Provide class-wide and individual student consultation to schools regarding specific students' social-emotional, behavioral, and mental health needs.
- Provide consultation to schools to develop classroom based on Applied Behavior Analysis for students with special needs.
 - Provide clinical supervision to masters and doctoral level students.
- Grant writing

- Secured a grant for San Jose Unified School District (\$400K over 2 years) from the Department of Education, Office of Safe and Drug Free Schools to develop a protocol to link schools and mental health.
- Secured a grant for San Jose Unified School District (\$150K over 1 year) to collaborate with the Department of Mental Health to improve school engagement and decrease truancy.

DEPARTMENTS OF MENTAL HEALTH AND PROBATION:

Conduct psychological evaluation at the request of the Santa Clara County Superior Court to assess for mental illness and/or cognitive impairment as well as to address treatment recommendations for youth in custody at juvenile hall or foster care upon release and/or during their probationary period.

PRIVATE SECTOR:

- **Customers:** *Easter Seals Bay Area, Easter Seals Central California, EMQ FamiliesFirst, Rebekah's Children Services*
- Provide consultation, clinical supervision, and develop training curriculum for not-for-profits serving children with mental health needs and children with autism and related developmental disabilities.
- Grant- and proposal writing.

FAMILIES:

- Independent education advocate for children and families seeking educational assistance.
- Private practice providing assessment, psychological testing, and evidence-based mental health treatment for children and families.

6/08-2/10 **The May Institute Pediatric Specialty Center, San Jose, CA**
(Founding) **Clinical Director**

Developed the administrative and clinical infrastructure of a new (start-up) pediatric specialty center that serve culturally diverse children age birth to 21 with developmental disabilities, social-emotional and behavioral disabilities, learning disabilities, and other behavioral healthcare needs. Oversee the training and provision of empirically supported treatment, bridging the gap between science and research.

- Collaborated with pediatric medical community to develop an effective and efficient system to assess, treat, and coordinate all services with various child-serving agencies.
- Developed cross-agency relations (Regional Center, Education, Mental Health, FIRST 5, private insurance) to bridge services for all children in the county.
- Directed all operations, including planning, recommendation, and implementing programs, policies, and procedures, and providing administrative direction.
- Provided training and consultation to mental health service agencies, medical professionals, and educational systems.
- Established a formal affiliation with a local university to develop the mental health and developmental disabilities workforce by training individuals qualified to meet requirements of the Behavioral Analyst Certification Board (BACB) and state Psychology licensure.
- Provided clinical supervision to staff, practicum students, and interns on evidence-based practices and psychological and educational testing, as well as direct service to children and families.

6/07-5/08 **California Community Opportunities, Campbell, CA**
Executive Director

Responsible for a \$4.5M start-up not-for-profit agency (65+ employees) that serves individuals with developmental disabilities in an evidenced-based program, Family (and Extended Family) Teaching Model (FTM and EFT). Ensured successful transition of individuals from institutional settings to community-based settings. Responsible for the organization's consistent achievement of its mission and financial objectives.

Program Development/Administration:

- Assured that the organization has a long-range strategy which achieves its mission and make consistent and timely progress.
- Provided leadership in developing program, organizational and financial plans with the Board of Directors and staff, and carry out plans and policies authorized by the board.
- Developed process to main official records and documents, and ensure compliance with federal, state and local regulations.

- Provided administrative and clinical oversight to replicate and implement FTM and EFT within California's system.
- Developed business processes to streamline workflow and maximize data collection.
- Responsible for all aspects of communication and relations, internal and external.

Budget and Finance

- Worked with the staff, Finance Committee, and the board in preparing a budget; ensure that the organization operates within budget guidelines
- Responsible for developing and maintaining sound financial practices.

2/03-6/07 **EMQ Children and Family Services**, Campbell, CA

Outcomes and Quality Assurance Director

Corporate Compliance Officer (report directly to the CEO)

Directed and supervised all corporate operational activities in the Outcomes & Evaluations Dept., Health Information Management Dept., and Quality Assurance Dept. of a multi-site (Los Angeles, Sacramento, Santa Clara, and San Bernardino Counties) mental health and foster family agency that provide a wide array of services from addiction prevention and outpatient to wraparound and residential services. Agency is the largest not-for-profit Medi-cal provider for children services in California. Developed and implemented processes to minimize Medi-cal recoupment to less than 1%. Internal evidence-based treatment expert (e.g., initiated institution of Trauma-Focused Cognitive Behavioral Treatment).

Business and Systems Processes:

- Participated in executive management level strategic and vision planning development.
- Instrumental in leading cross-functional teams to evaluate and improve agency-wide business processes and policies and procedures to support business infrastructure, improvement, and growth.
- Provided internal consultation to clinical programs and foster family agency for continuous quality improvement and total quality management.
- Established outcomes and quality assurance processes at start-up regional offices in collaboration with regional management and provide on-going consultation.
- Integrated quality assurance (e.g., internal and external audit findings), evidence-based practices, clinical outcomes, and legal and ethical issues on clinical and social services and Medi-Cal documentation.
- Collaborated with the Training Department to develop curriculum and address corporate training needs regarding evidence-based practices and documentation of clinical services and outcomes.
- Collaborated with the Information Technology Department to execute an efficient business process regarding electronic health record (e.g., documentation, record storage, e-learning, etc.), daily clinical practices, and adherence to federal, state, and local regulations.
- Collaborated with Human Resources, Information Technology, and Training Departments to implement the Performance Management module for Softscape (Learning Management and Human Resources Information software).

Outcomes

- Responsible for design and analysis of treatment outcome studies (pre-, post-treatment, and post-discharge) on all services.
- Developed program logic models in collaboration with clinical programs and foster family agency and conduct program evaluations for all levels of care.
- Chair Clinical Forum, an internal venue to review internal outcomes data and national trends to inform provision of services.
- Consult with clinical programs regarding integration of clinical outcome data in provision of clinical services.
- Primary liaison for agency and Research Advisory Council composed of national leaders in the system of care field (Drs. Barbara Burns, Albert Duchnowski, Krista Kutash).
- Publish articles and present at conferences.
- Chair Internal Review Board (IRB)

Compliance and Quality Assurance:

- Oversee and conduct agency-wide mental health chart audit reviews to ensure credentialing, documentation, and fiduciary adherence to federal, state, and local Medi-cal/Medicare regulations, Title 22, and Title 9.

- Ensure that adequate internal controls of policies and procedures are maintained for all internal clinical audits and related systems.
- Responsible for ensuring the integrity and timeliness of all reporting to executive management and external auditors/customers.
- Produce agency quarter and annual reports.

Special Activities

- Develop technical reports for the State Mental Health Services Act Oversight and Accountability Commission
- Editor/Author EMQ Wraparound Manual (in progress)
- Co-Author EMQ Wraparound Supervision Manual
- Conduct Organizational Cultural Competence Assessment
- Santa Clara County Practice Guidelines Committee
- First Five Research and Development Committee
- National Wraparound Initiative Advisory Group
- California Alliance Accreditation

5/01-1/03 **State of Hawaii Department of Health,
Child and Adolescent Mental Health Division (CAMHD), Honolulu, HI
Best Practices Training Specialist**

In response to a federal consent decree (Felix), developed statewide practice policy and practice guidelines regarding evidence-based treatment for various psychiatric disorders and best practices in mental health for youth in the State System of Care (including social services, mental health, education, and juvenile justice).

Administrative

- Chaired Dept. of Health- CAMHD and Dept. of Education- School Based Behavioral Health Services (SBBH) Cross-Systems Training Committee (the State's two largest systems responsible for providing behavioral and mental health services to children and youth).
- Responsible for development of statewide training curricula and dissemination of information, training, consultation, and supervision on evidence-based treatment for children and adolescents in all levels of care (ranging from school-based services to community based agencies to hospital-based services), and their families.
- Actively participated in Evidence Based Services Committee (to stay abreast of current literature and various training curricula) and Training Committee activities.
- Participated in the development of a statewide HIPAA compliant system to track the effects of training and changes in practices on client outcomes.
- Liaison between direct-service providers and DOH/DOE senior management.
- Managed activities of training assistants for training preparation (e.g., mailing list, registration, etc.) and data entry.
- Provided on-call crisis consultation to State emergency services.

Training

- Provided training on clinical supervision and evidence-based treatment for disruptive behaviors and affective disorders to over 2000 mental health and education administrators, professionals, and paraprofessionals throughout the state.
- Conducted in-services on evidence-based treatment, diagnosis, and assessment.

4/00-6/01 **Didi Hirsch Community Mental Health Center, Culver City, CA
Director, Quality Assurance**

- Supervised Quality Assurance department staff (including budget management and staffing pattern) and psychology interns on program evaluation projects.
- Responsible for coordinating and conducting internal audits of client charts; and monitoring and evaluating the level and quality of mental health and substance abuse services provided to clients of all ages (children to older adults).
- Designed and implemented outcome studies based on logic models; and produced outcome reports to all stakeholders (e.g., Executive Staff, Board Members, mid-level managers, line staff, and consumers).
- Responsible for identifying program needs and evaluating systems issues to inform agency policies.

- Oversaw training of all staff in the agency's 12 sites to ensure documentation and compliance adherence to state, county, and local regulations.
- Chaired Human Subjects Committee; and Quality Improvement/Risk Management Committee.
- Primary facilitator for critical incident and adverse outcome debriefings.
- Liaison between direct-service clinical providers and administrators.

OTHER PROFESSIONAL EXPERIENCE

2/04-12/05 **Behavioral Counseling and Research Center (BCRC), San Rafael, CA**
Behavioral Consultant

1/03-2/03 **Santa Clara County Mental Health Division, San Jose, CA**
Quality Management Manager (Temporary Extra Hire)

- Managed daily activities of the Quality Management Division.
- Monitor county and contracted agencies' outpatient utilization resources (UR) and utilization management (UM).
- Oversee and conduct countywide clinical chart audits to ensure documentation and fiduciary adherence to federal, state, and local Medi-cal regulations and summarize results of agency audits.
- Responsible for overseeing professional credentials within county and county-contracted agencies.

9/99-4/00 **Didi Hirsch Community Mental Health Center, Inglewood, CA**
Registered Psychologist

- Provided individual, group, and family therapy to ethnically and socio-economically diverse children and families primarily presenting with behavioral problems and affective disorders. Also treated victims and perpetrators of abuse/neglect.
- Conducted psychological assessment for children & adolescents.
- Coordinated AB3632 services for clients and attended IEP meetings.
- Advocated for clients within legal, social services, and educational systems.
- Provided on-call and Officer-of-the Day crisis intervention.

9/98-9/99 **Didi Hirsch Community Mental Health Center, Culver City, CA**
Pre-Doctoral Psychology Intern, APA Accredited Internship

- Provided individual, group, and family therapy with ethnically diverse children and families primarily presenting with behavioral problems and affective disorders. Also treated victims and perpetrators of abuse/neglect.
- Performed psychological assessment of children and adults with a wide array of referral questions and provided feedback to the referral source and family.
- Provided crisis intervention to adults and families using a 4-6 week model.
- Conducted intakes with children and families.
- Served on agency's Human Subjects Committee.
- Coordinated AB3632 services for clients and attended IEP meetings.

PROFESSIONAL APPOINTMENT

9/04-6/07 **Journal of Behavioral Health Services & Research, Tampa, FL**
Manuscript Reviewer

4/02-1/06 **Bureau of Primary Health Care, HRSA, Washington D.C.**
Objective Reviewer

Review technical merits and provided recommendations of grant application seeking funding for substance abuse and/or mental health funding.

7/03 **Sage Publications, Thousand Oaks, CA**
Manuscript Reviewer- Reviewed manuscript on Evidence-Based Practices

2/00-Present **Substance Abuse and Mental Health Service Administration (SAMSHA), Rockville, MD**
Reviewer

Reviewed technical merits and provided recommendations for funding of grant applications seeking SAMSHA funding:

Dates	Location	Agency	Topic
2000	On-site; MD	SAMHSA- Center for Mental Health Services	Knowledge Dissemination Conference Grant
2001	Field review	SAMHSA- Center for Mental Health Services	Co-Occurring Diagnosis
2005	Field review	SAMHSA- Center for Mental Health Services	Evidence-based services for trauma
2005	Field review	SAMHSA- Center for Mental Health Services	Campus suicide prevention
2006	Field review	SAMHSA- Center for Mental Health Services	Evidence-based services for trauma
2006	Field review	SAMHSA- Center for Mental Health Services	Campus suicide prevention
2008	Field review	SAMHSA- Center for Mental Health Services	Evidence-based services for trauma
2008	Field review	SAMHSA- Center for Mental Health Services	Campus suicide prevention
April 2010	Field review	SAMHSA- Center for Substance Abuse Treatment	Juvenile Treatment Drug Courts
May 2010	On-site, MD	SAMHSA- Center for Substance Abuse Treatment (ATR)	Access to Recovery
June 2010	Field review	SAMHSA- Center for Mental Health Services	Mental Health Transformation Grant

FACULTY POSITIONS

- 6/03-12/04 **Santa Clara University**, Santa Clara, CA
Adjunct Faculty
- 8/01-12/01 **Chaminade University of Honolulu**, Honolulu, HI
Practicum Instructor
- 8/99-6/05 **California School of Professional Psychology at Alliant International University**,
Alhambra, CA
Clinical Assistant Professor
- 2/00-1/01 **Antioch University, Los Angeles**, Marina Del Rey, CA
Adjunct Faculty

PUBLICATIONS

Akutsu, P. D., **Castillo, E.**, & Snowden, L.R. (2007). Differential referral patterns to ethnic-specific and mainstream mental health programs for four Asian American groups. *American Journal of Orthopsychiatry*, 77 (1), 95-103.

Bertoldo, E., Cox, K., & **Castillo, E.** (February 2007). The relationship between fidelity to wraparound and outcomes. In C. Newman, C. J. Liberton, K. Kutash, & R. M. Friedman (Eds.). *19th Annual Research Conference Proceedings: A System of Care for Children's Mental Health: Expanding the Research Base*. Tampa: University of South Florida, Louis de la Parte, Florida Mental Health Institute, Research and Training Center for Children's Mental Health.

Berry, J., Oliveira, B., & **Castillo, E.** (February 2007). The wraparound fidelity index as a framework for service delivery. *19th Annual Research Conference Proceedings: A System of Care for Children's Mental Health: Expanding the Research Base*. Tampa: University of South Florida, Louis de la Parte, Florida Mental Health Institute, Research and Training Center for Children's Mental Health.

Castillo, E. & Davis, L. (January 2007). Transforming a youth residential program with positive behavior supports, families, and communities. Invited manuscript. National Association of Dual Diagnosis (NADD) Bulletin.

Castillo, E., & Padilla, V. (February 2007). Wraparound supervisor adherence measure: A pilot. 19th Annual Research Conference Proceedings: A System of Care for Children's Mental Health: Expanding the Research Base. Tampa: University of South Florida, Louis de la Parte, Florida Mental Health Institute, Research and Training Center for Children's Mental Health.

Doyle, F.J., **Castillo, E.**, Champion, L., Evora, D. (2008). EMQ Children and Family Services: Transforming from residential to wraparound services. Resource Guide to Wraparound: National Wraparound Initiative: <http://www rtc.pdx.edu/NWI-book/index.shtml>

Wenegrat, B., Abrams, L., **Castillo, E.**, & Romaine, I. J. (1996). Social norm compliance as a signaling system I: A study of fitness-related attributions consequent on everyday norm violations. Ethology and Sociobiology, Vol 17 (6), 403-416.

Wenegrat, B., **Castillo, E.**, & Abrams, L. (1996). Social norm compliance as a signaling system II: Studies of fitness-related attributions consequent on a group norm violation. Ethology and Sociobiology, Vol 17 (6), 417-429.

TECHNICAL REPORTS

Castillo, E. (2005). Definition and Overview: Prevention and Early Intervention (Issue 1). Prevention and Early Intervention Committee, California Mental Health Services Act Oversight and Accountability Commission.

Castillo, E. (2005). Definition and Overview: Prevention and Early Intervention Addendum (Issue 1). Prevention and Early Intervention Committee, California Mental Health Services Act Oversight and Accountability Commission.

Castillo, E. (2006). Evidence-Based Practices (Issue 2). Prevention and Early Intervention Committee, California Mental Health Services Act Oversight and Accountability Commission.

Castillo, E. (May 2006). Cultural Competence (Issue 3). Prevention and Early Intervention Committee, California Mental Health Services Act Oversight and Accountability Commission.

Castillo, E., Sumi, W.C., Alameda, C. K., Abang, Y., Kamai-Eguire, L., & Osiecki, S. (March 2002). Operationalizing the Hawai'i CASSP principles: A pilot focus group with Hawai'i Families As Allies. Child and Adolescent Mental Health Division, State of Hawaii, Department of Health.

EMQ Wraparound Supervisory Manual: Assuring Model Fidelity and Quality Assurance (July 2003). EMQ Children and Family Services, Campbell, CA.

PROFESSIONAL PRESENTATIONS

Akutsu, P.D., O'Brien, R., & **Castillo, E.** (2006, August). Causal attributions of mental health problems by Filipino Americans. Poster to be presented at the annual meeting of the Asian American Psychological Association. New Orleans, LA.

Bertoldo, E., Cox, K., **Castillo, E.**, & Pacini, R. (2006, February). The relationship between fidelity to wraparound and outcomes. Paper presented at the Florida Mental Health Institute, Research and Training Center. Tampa, FL.

Berry, J., Oliveira, B., & **Castillo, E.** (2006, February). The wraparound fidelity index as a framework for service delivery. Paper presented at the Florida Mental Health Institute, Research and Training Center. Tampa, FL.

Castillo, E., Davis, L., & Cox, K. (2007, June). What it really takes to implement evidence-based practices in community focused services. Paper presented at the Portland Family Research and Training Center. Portland, OR.

Castillo, E., & Padilla, V. (2006, February). Wraparound supervisor adherence measure: A pilot. Paper presented at the Florida Mental Health Institute, Research and Training Center. Tampa, FL.

Bertoldo, E., Wong, M.A., **Castillo, E.,** & Padilla, V. (2006, May). Improving practice of wraparound through fidelity measures, California Mental Health Advocates for Children and Youth, Asilomar, CA.

Bertoldo, E., Wong, M.A., **Castillo, E.,** & Padilla, V. (2006, May). Improving practice of wraparound through fidelity measures. Paper presented at the California Wraparound Institute, Universal City, CA.

Castillo, E., & Davis, L. (2006, May). Implementation of positive behavioral supports in a children's residential mental Health. Paper presented at the Positive Behavioral Supports Conference. Reno, NV.

Pena, N., & **Castillo, E.** (2006, May). A framework for considering prevention and early intervention. Invited presentation at California Mental Health Advocates for Children and Youth (CMHACY), Asilomar, CA.

Castillo, E., & Davis, L. (2006, July). Responding to the president's new freedom commission on mental health: Implementing evidence-based practices in a residential facility. Poster to be presented at the Georgetown University Training Institute, Orlando, FL.

Williams, N. J., McLean, A., Castillo, E. (2005, May). Family Finding: Implementation, Processes, Outcomes, and Successes. Paper presented at the Annual Conference of the Child Welfare League of America. New Orleans, LA.

Castillo, E. (2004, March). Operationalizing organizational cultural competence. Poster presented at the Florida Mental Health Institute, Research and Training Center. Tampa, FL.

Castillo, E. (2003, October). Organizational cultural competence. Paper presented at the annual meeting of the California Community Mental Health Association. Palm Springs, CA.

Castillo, E., Sumi, W. C., Alameda, C. K., & Smalley, K. A. (2002, March). Best practices with Hawai'i's youth: An integrated system of service-delivery. Panel presentation at the Pacific Rim Conference. Honolulu, HI.

Castillo, E., Akutsu, P. D., Fabella, V., & Picarrillo, C. (2000, August). General application of a modified SL-ASIA for Filipino Americans. Poster presented at the annual meeting of the American Psychological Association. Washington, D. C.

Castillo, E., & Akutsu, P. D. (1999, April). Filipino Americans' attitudes towards psychological assistance. Poster presented at the annual meeting of the Western Psychological Association. Irvine, CA.

Castillo, E., & Akutsu, P. D. (1998, August). Filipino Americans' preference for help-seeking sources. Poster presented at the annual meeting of the American Psychological Association. San Francisco, CA.

SPECIAL SKILLS

- Speak fluent Ilocano (dialect of the Filipino language)

References available upon request