

Paul Vincent, MSW, LCSW
Director, The Child Welfare Policy and Practice Group

Paul Vincent is the founder and Director of The Child Welfare Policy and Practice Group, a nonprofit technical assistance organization created in 1996. The Child Welfare Group directs its technical assistance toward improving outcomes for children and families through strengthening front-line practice.

Current work involves child welfare systems in Michigan, Pennsylvania, Illinois, Philadelphia, Los Angeles California, Oklahoma, Florida and Indiana. Work in these systems includes strategic planning, curriculum development and training, front-line practice coaching and system evaluation.

Mr. Vincent directs the overall work of the organization and represents it and the front-line practice perspective in various national policy forums and foundation initiatives. He also leads the organization's participation in class action litigation, such as in Los Angeles, where he serves as Chair of the Katie A. Advisory Panel in California, and in South Carolina, where he serves as co-monitor in the Michelle H. Settlement Agreement. The Child Welfare group was also court monitor in Utah through its exit from court oversight.

Prior to the creation of The Child Welfare Group, Mr. Vincent was the director of Alabama's child welfare system during a period of class action litigation, from 1989 to 1996. During that period Alabama emerged as a national leader in demonstrating improved outcomes through implementation of a strength and needs-based, individualized model of practice. Mr. Vincent and staff, along with the federal court monitor, also developed the Qualitative Service Review process during the same period. He was awarded NAPCWA's Annual Award for Excellence in Child Welfare Administration in 1994.

Sue D. Steib, PhD, LCSW
Independent Consultant, The Child Welfare Policy and Practice Group

Sue Steib has over 45 years of child welfare experience including direct practice, agency administration, research, and consultation. Prior to joining the Child Welfare Policy and Practice Group as an independent consultant in May 2016, she was a Sr. Director of Strategic Consulting at Casey Family Programs (CFP), a position she held for eight years. During that time, she led CFP's work in two states and served as part of a consulting team providing support to child welfare systems in 15 states. From 2001 to 2008, Dr. Steib was Director of the Research to Practice Initiative at the Child Welfare League of America (CWLA), leading work to synthesize current research in child welfare and related fields while making it accessible to agency leaders and direct practitioners through papers, workshops, and direct consultation. Dr. Steib came to CWLA following a 31-year career in Louisiana's child welfare system where she served in positions ranging from caseworker to supervisor, ultimately serving as the statewide Child Welfare Program Director.

Freida Baker, MSW
Consultant, Child Welfare Policy and Practice Group

Freida Baker served as the Deputy Director of Family Services for the Alabama State Department of Human Resources. She has 35 years' experience in child welfare beginning her career as a Social Worker, then Supervisor, and Program Manager prior to her appointment as Deputy. She was instrumental in preparation for two federal Child and Family Services Reviews (CFSR's) in Alabama and is keenly well-versed in current federal policies related to children and families. She is a certified Federal State Reviewer and has participated in the CFSR process nationally. She participated closely as a Program Manager in the implementation of Alabama's landmark R.C. Consent Decree and has expertise in systems and change management. She is also LAMM certified. She has for years conducted trainings and facilitated excellence across the nation for social workers, the judiciary, educators, foster parents, and physicians. Mrs. Baker has taught for the University of Alabama and is a frequent guest lecturer for social work classes across the country.

George Taylor, MA Psychology
Senior Associate, Child Welfare Policy and Practice Group

George Taylor is one of the founding members of CWG and has been involved in the majority of the group's projects in more than ten states and major jurisdictions. He has been principally involved in the assessment of systems intended to provide child welfare or mental health services to children, youth, and families; the development of strategic plans; training direct practice and assessment skills; and in the analysis of formal and informal evaluation results.

Examples of current and recent work include supporting the monitoring of a statewide child welfare reform in Utah, consulting with the Center for Community Partnerships in Child Welfare in the national rollout of the community partnership initiative supported by the Annie E. Casey Foundation and the Edna McConnell Clark Foundation, as part of an external evaluation of privatized child welfare services in Broward County, Florida, and providing data consultation and analytic support for the Katie A. Advisory Panel, which advises the Los Angeles County Department of Children and Family Services (DCFS) on the implementation of a settlement agreement designed to improve outcomes for children and youth with mental health needs served by the Los Angeles County DCFS.

Taylor retired from the University of Alabama's multi-service training and treatment center that addresses training, research, and services for children and adolescents with complex mental health needs, and for their families. In Alabama, Taylor was active in the statewide provider organization and was its president during the critical years of the Alabama child welfare reform.