

**Rebecca A. Haymond
P.O. Box 289
Waldron, IN 46182
317-402-1740
rhaymond@tds.net**

SPECIALITY SKILLS:

- **Forty years of experience in the field of disability services**
- **Strong communication skills including public speaking and interviewing techniques**
- **Extensive knowledge of community and state resources**
- **Supervision, mentoring, and training of staff**
- **Developing partnerships with community services**
- **Active team player and proven team leadership skills**
- **Creative and committed professional with diverse experience in early intervention field**

EXPERIENCE:

November 2010-Present

Thrive Alliance

First Steps South East – Program Director

- **Supervise program operation for 25 counties in south east Indiana**
- **Provide direct supervision of program and clerical staff**
- **Prepare and monitor all grant related activities**
- **Oversee budget and financial operation of program grant**

April 2006-Novemeber 2009

Aging and Community Services of South Central Indiana

First Steps-South East – Service Coordinator Supervisor

- **Developed policies and procedures for implementation of service coordination services coming under System Point of Entry**
- **Provide direct supervision of staff**
- **Develop on-going trainings for staff**
- **Perform oversight and chart audits for quality assurance**
- **Conduct monthly staff meetings and oversight of new staff training**

March 1982-April 2006

Shares, Inc. - Service Coordinator

- **Performed case management, counseling, and home visits**
- **Assessed needs and provided support services for persons with developmental disabilities**
- **Developed and coordinated service plans for families**

- Developed and implemented various programmatic components of early intervention services for agency including supervision of staff
- Connected families to advocacy and community resources
- Assisted with transition to public school and community programs
- Facilitated community disability awareness projects
- Developed county specific brochures, surveys, and public awareness materials
- Conducted informational sessions for local physicians and community social service agencies

ProKids - Trainer

- Trainer with Indiana Unified Training System
- Coordinated and oversaw regional and local meetings to ensure quality
- Developed community educational programs
- Developed core curriculum and training modules for service coordinators
- Regional Point of Contact for Indiana's First Steps Program
 - Provided supervision and mentoring of new and existing service coordinators
 - Facilitated phone hot line to field programmatic questions/concerns
 - Performed record/file reviews

COMMUNITY SERVICE:

- Appointed to Indiana's ICC – November 2007
- Co-Chairman of Hancock County Legislative Forum-November 2001
Bartholomew County ARC Board Member June 2016-June 2022
- Participation on ICC work groups
- Organize community youth activity program for Waldron Baptist Church
- Participation on Blue River Community Foundation Southeastern Hometown Committee
- Assistant Cub Master Waldron Pack 220

EDUCATION:

Ball State University	BA-Social Work	August 1981
Butler University	MS-Special Education	August 1986

CERTIFICATIONS:

Routines-Based Interview Certification Institute Indiana - LSW # 33000449A	March 16, 2009
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