



CHANGE THE WORLD FROM HERE

Aaron L. Horn, Ed.D, LMFT

Curriculum Vitae

Department of Counseling Psychology
University of San Francisco
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Phone: (415) 812 - 9770

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Expertise: Passionate creator of authentic and restorative healing spaces utilizing a unique therapeutic engagement technique entitled R.A.M (Relationships-Accountability-Mentoring) which allows individuals to feel seen, heard, and valued. Use of R.A.M. engages students, faculty, and school organizations to develop identity awareness, purpose, and unity. In addition, twenty-five years of consulting, teaching, and counseling experiences in both personal and organizational development, specializing in student engagement and kindergarten through university vision planning.

CERTIFICATIONS

Licensed Marriage and Family Therapist, 2021- 2023

California Board of Behavioral Sciences, License #114998

Registered Government Contractor, 2021 - Present

System for Award Management (SAMS)

Mindfulness and Emotional Intelligence Certification, 2021 - Present

Search Inside Yourself Leadership Institute

Single Subject Clear Credential, 2014 - Present

State of California Commission on Teacher Credentialing

EDUCATION

School of Education, University of San Francisco, 2010 - 2012

Master of Arts, Counseling Psychology, Marriage and Family Therapy

EDUCATION (CONTINUED)

School of Education, University of San Francisco, San Francisco, 2005 - 2008

Doctor of Education, International Multicultural Education, University of San Francisco: emphasis on a role model's educational support and identity development for young African American males. Dissertation Title: *The impact of care: young African American males' perceptions of in-home, one-on-one tutoring.*

School of Education, San Francisco State University, 1999 - 2001

Master of Arts, Education Curriculum Development

San Francisco State University, 1990 - 1992

Bachelor of Arts, Sociology

ACADEMIC APPOINTMENTS

Adjunct Faculty, Department of Counseling Psychology, Marriage and Family Therapy Graduate Students, University of San Francisco, San Francisco, CA, 2015 - Present

Adjunct Faculty, Department of Educational Psychology, Marriage and Family Therapy Graduate Students, California State University East Bay, Hayward, CA, 2016 - 2020

Adjunct Faculty, Department of Education, K-12 School Teacher Students, University of Santa Clara, Santa Clara, CA, Fall 2014

Adjunct Faculty, Department of Education, College Preparation and Training for High School Students, Upward Bound, University of San Francisco, San Francisco, CA, 2013-2014

Adjunct Faculty, Department of Secondary Education, K-12 School Teacher Students, San Francisco State University, San Francisco, CA, 2005-2007

TEACHING EXPERIENCE

Career Counseling, Graduate Students, Counseling Psychology Department, University of San Francisco, Adjunct Faculty, *Fall 2017 - Present*

- Facilitate discussions and engagement of career development projects that are used within the graduate students' traineeship.
- Create customized group experiences that enhance the critical discussions of multiculturalism and interconnectedness.
- Support students in engagement of critical thinking for career development modalities to use within a social justice framework that support BIPOC and community mental health clients.

Counseling Across Cultures, Graduate Students, Counseling Psychology Department, University of San Francisco, Adjunct Faculty, *Fall 2015 - Present*

- Facilitate social justice discussions and engagement of projects that are used within the graduate students' traineeship.
- Create customized group experiences that enhance the critical discussions of multiculturalism and interconnectedness.
- Support students in engagement of critical thinking through trauma informed care for clients, to support BIPOC and community mental health clients.

Lifespan Development, Graduate Students, Educational Psychology Department, California State University, East Bay, Adjunct Faculty, *Fall 2018 - Spring 2019*

- Supervise social justice projects that are currently being implemented within the school counseling internships.
- Create unique group experiences that allow school counseling interns to learn, practice, and enhance specific counseling techniques.
- Create customized group experiences that enhance the critical discussions of multiculturalism and interconnectedness.

Cross Cultural Course, Graduate Students, Educational Psychology Department, California State University, East Bay, Adjunct Faculty, *Fall 2016 - Spring 2018*

- Supervise social justice projects that are currently being implemented within the school counseling internships.
- Create unique group experiences that allow school counseling interns to learn, practice, and enhance specific counseling techniques.
- Support students in engagement of critical thinking through trauma informed care for clients, to support BIPOC and community mental health clients.

TEACHING EXPERIENCE (CONTINUED)

Foundations of Psychology, Graduate Students and Teaching Interns, Education Department, Santa Clara University, Adjunct Faculty, *Fall 2014*

- Cultivated and supervised classroom discussions on the importance of mental health awareness and intersectionality in the K-12 classroom.
- Modeled examples of evidence based pedagogical practices for K - 12 teachers.
- Support students in engagement of critical thinking through trauma informed teaching within their classrooms to support learning and mental health awareness.

Upward Bound Program, Life Skills Workshop, San Francisco Unified K-12 Students, University of San Francisco, Adjunct Faculty, *Fall 2013 - Spring 2014*

- Facilitated classroom discussions on the importance of community safety and mental health awareness.
- Modeled examples of effective violence prevention strategies, including the interconnecting method of R.A.M. (Relationships-Accountability-Mentoring).
- Support students in engagement of critical thinking through trauma informed teaching within their classrooms to support learning and mental health awareness.

Internship Advisor and Professor for Teacher Interns, San Francisco Unified School District, Department of Secondary Education, San Francisco State University, Adjunct Professor, *Fall 2005 - Spring 2007*

- Facilitated classroom discussions on the importance of intersectionality and multicultural teaching principles in the K-12 classroom.
- Modeled examples of effective K-12 teaching practices that increase classroom participation, awareness, and student support.
- Support students in engagement of critical thinking through trauma informed teaching within their classrooms to support learning and mental health awareness.

Mental Health Consultant Youth Enrichment Program, Life Skills Workshops for San Francisco Unified K-12 students, 3rd Street Youth Center and Clinic, *Fall 2013 – 2014*

- Facilitated classroom discussions on the importance of community safety and mental health awareness.
- Modeled examples of effective violence prevention strategies for students.
- Modeled importance of community support and unity.

TEACHING EXPERIENCE (CONTINUED)

Educational Consultant, Life Skills Workshop for San Francisco Unified K-12 Students, Brainstorm, Family Mosaic Project, 2013- 2014

- Facilitated family discussions on intersectionality awareness and social justice regarding safety for the K-12 students inside and outside of the classroom.
- Implemented effective community safety prevention strategies, including R.A.M. (Relationships-Accountability-Mentoring).
- Support student engagement of critical thinking through trauma informed teaching within their classrooms to support learning and mental health awareness.

Social Studies Teacher, Galileo High School, San Francisco Unified School District, 2003- 2004

- Teacher of World History to 10th grade San Francisco Unified high school students.
- Facilitated life skills workshops on the importance of organizational awareness.
- Co-facilitated Individual Educational Planning (I.E.P.) meetings for designated students.

Healthy Start Program Coordinator, Peres Elementary School, West Contra Costa Unified School District, 1997 - 1998

- Developed and taught multifaceted Life Skills Curriculum for K-6 grade students
- Facilitated classroom discussions on the importance of community safety and awareness.
- Implemented Positive Behavioral Intervention and Support Strategies (PBIS).

Social Studies Teacher, Aria Non-Public Day School, San Francisco Educational Services, San Francisco Unified School District, 1997- 1998

- Taught World History to 10th grade San Francisco Unified high school students.
- Facilitated classroom discussions on the importance of community safety and violence prevention using a Social Justice Curriculum.
- Implemented Positive Behavioral Intervention and Support Strategies (PBIS) for high school students.

Teacher and Counselor at Harold House, Hickman Homes Incorporated, 1990 - 1994

- Taught World History to San Francisco Unified high school students.
- Facilitated classroom discussions on the importance of community safety and violence prevention using Social Justice Curriculum.
- Taught Life Skills workshops to San Francisco Unified high school students regarding organizational awareness and development.

PUBLICATIONS

Horn, A. & Reid-Horn, C. (2021). *I Love to Read: The Adventures of Lisa and her Love for Reading.* Amazon.com.

Horn, A. (2021). *R.A.M. Reflection Workbook for School Practitioners: A Workbook to Deepen Human Connections through Relationships, Accountability, and Mentoring.* Amazon.com

Horn, A. & Reid-Horn, C. (2020). *I Love to Read: The Adventures of Jack and his Love for Reading.* Amazon.com.

Horn, A. & Flannes, J. (2018). *Thoughts from The Road: Inside the minds of two community mental health healers.* Amazon.com.

Horn, A. (2015). *The Beauty of R.A.M. Deepening Human Connections through Relationships, Accountability and Mentoring.* Amazon.com

Horn, A. (2013). *I Got' Cho Back. Improving Relationships with Young Black Males.* Amazon.com

Horn, A. (2010). *The Role of Father-Like Care in the Education of Young Black Males.* New York, NY: Edwin Mellen Press.

Horn, A. (2008). Language of the Yoruba People. *Journal of Global Education Review, 1, 1-26.*

TRAININGS

Professional Development Training for New Employees, Project Permanence Department, Lincoln Child Center, 2014 - Present

- Present on the concept of Relationships-Accountability-Mentoring (R.A.M.) to incoming staff.
- Facilitate discussions on the importance of using mutual trusting relationships to provide high standards of professionalism.
- Provide incoming staff with professional development training tools to assist with workplace transitioning.

Professional Development Training for Counselors, School of Education, University of San Francisco, San Francisco, CA, 2013

- Present on the concept of Relationships-Accountability-Mentoring (R.A.M.) to incoming staff.
- Facilitate discussions on the importance of using mutual trusting relationships to provide high standards of professionalism.
- Provide incoming staff with professional development training tools to assist with workplace transitioning.

Self-Care: Tools for Caregiving Professionals, Family Daycare Program Children's Council of San Francisco, San Francisco, CA, 2013

- Presented to Family Daycare staff and consultants about the importance of practicing healthy self-care.
- Facilitated discussions on practical self-care awareness activities.
- Provided Family Daycare staff and consultants with a self-care packet of evidence-based self-care exercises.

Maintaining Professional Boundaries in the Childcare Profession, Family Daycare Program, Children's Council of San Francisco, San Francisco, CA, 2013

- Presented a hybrid professional code of ethics using guidelines from various caregiving professions.
- Facilitated a discussion on basic ethical principles for childcare professionals.
- Practiced having one-on-one dialogues to discuss potentially harmful ethical issues using childcare ethical boundaries vignettes.

TRAININGS (CONTINUED)

Professional Development Training for Teachers, School of Education, University of San Francisco, San Francisco, CA, 2013

- Presented the concept of Relationships-Accountability-Mentoring (R.A.M.) to graduate students in the teacher education department.
- Facilitated discussions on the importance of using mutual trusting relationships to provide high standards of K-12 teaching.
- Provided the graduate department with a professional development training tool to assist with increasing academic achievement.

Intersectionality Awareness for Childcare Professionals, Family Daycare Program, Children's Council of San Francisco, San Francisco, CA, 2013

- Presented the importance of being aware of Intersectionality as a childcare professional.
- Facilitated a cultural awareness dialogue and reflection activity.
- Provided an Erick Erickson Lifespan Development Scale highlighting the 0-5 normative issues that occur among most children.

Critical Pedagogy Methodologies for K-12 Teachers, School of Education University of San Francisco, San Francisco, CA, 2010

- Presented the significance of using concepts of Paulo Freire's Critical Pedagogy techniques to enhance K-12 teaching practices.
- Demonstrated a Freirean teaching technique using active listening, dialogue, and reflection activities.
- Provided real world examples of how to effectively create, plan and implement critical pedagogy within the K-12 classroom.

Professional Development Training for Teachers, Department of Secondary Education, San Francisco State University, San Francisco, CA, 2006

- Presented the concept of Relationships-Accountability-Mentoring (R.A.M.) to graduate students in the teacher education department.
- Facilitated discussions on the importance of using mutual trusting relationships to provide high standards of K-12 teaching.
- Provided the graduate department with a professional development training tool to assist with increasing academic achievement.

TRAININGS (CONTINUED)

Professional Development Training for Educational Consultants In-Home After School Enrichment Programs, Brainstorm, San Francisco, CA, 2005

- Presented the concept of Relationships-Accountability-Mentoring (R.A.M.) for K-12 educational consultants.
- Discussed the importance of using R.A.M. in the K-12 curriculum.
- Provided consultants with a professional development training tool to assist with increasing academic achievement.

Staff Relations Training, Community Housing Programs, Supportive Housing Project, San Francisco, CA, 1995

- Presented the concept of Relationships-Accountability-Mentoring (R.A.M.) for community resource providers.
 - Discussed the importance of using R.A.M. in the training curriculum.
 - Provided consultants with team building activities to increase staff morale and collaboration.
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PROGRAM DEVELOPMENT

Resource and Program Development, Sankofa Holistic Counseling Services, Oakland, CA, 2013 - present

- Developed community resources to assist organizations with supporting underserved families with effective community resources.
- Provided monthly training to intern staff regarding Board of Behavioral Science (BBS) licensure requirements.
- Created and implemented organizational procedures for Chief Executive Officer and staff.

University Curriculum and Program Development, Counseling Psychology Department, University of San Francisco, San Francisco, CA, 2010 - Present

- Co-created and implemented the concept, mission, and goals to establish a support group for students of color.
- Provided weekly confidential group meetings to students and staff.
- Created and implemented a mental health college group curriculum that encouraged exploration of students' voice and identity.

PROGRAM DEVELOPMENT (CONTINUED)

Organizational, Training and Program Development, Horn Development Consulting (HDC), San Francisco, CA, 2010 - Present

- Create and implement the concept, mission, and goals to establish a for-profit coaching organization.
- Focus strategic direction of the organization to establish and implement goals monthly with experienced consultants.
- Assess the organizational strengths, challenges, and opportunities by building collaborative support networks.

K-12 Academic Curriculum Development, Brainstorm, San Francisco, CA, 2003 - 2014

- Created and implemented a K-12 dialogical curriculum that encourages student dialogue and promotes understanding.
- Facilitated activities which allowed students to develop their questioning and listening skills.
- Introduced students' native language and cultural experiences within the reading, writing and classroom activities.

High School Mental Health and Academic Curriculum Development, Community Programs for Youth, San Francisco, CA, 2013

- Created, implemented, and facilitated a comprehensive mental health life skills group curriculum for high-risk high school students.
- Created, implemented, and facilitated a comprehensive mental health peer relationship group curriculum for pregnant teenagers.
- Infused key reflection topics within each curriculum module, including physical, intellectual, social, emotional, and spiritual.

Battalion Program Development, 173rd Airborne Brigade, United States Army, Vicenza, Italy, 2000 - 2003

- Created and implemented a secure tracking method to maintain soldiers' documents while serving on long-term deployments.
- Provided weekly family meetings to families of deployed soldiers.
- Created and implemented life skills curriculum for new soldiers.

University Curriculum Development, Secondary Education Department, San Francisco State University, San Francisco, CA, 1994 - 1998

- Co-created and implemented a K-12 training curriculum that encouraged student dialogue and promoted understanding.
- Facilitated activities during lectures demonstrating with teachers on developing their K-12 students' questioning and listening skills.
- Introduced the Four Stage Rocket curriculum to teachers and school staff which focused on developing student's leadership skills.

SPECIALIZED PRESENTATIONS

Healing and Wellness Panelist, African Centered Career Panel Discussion, Professionals in the Mental Health Field, Health and Human Resources Education Center, Oakland CA, 2020

- Presented to future mental health clinicians how to deepen their understanding of navigating and supporting Black mental health and wellness.
- Demonstrated, through a Social Justice Contract, from R.A.M., how clinicians can make an impact with underserved populations.
- Provided guidance on how to investigate ones' cultural bias, and how to dig deeper into one's own cultural experiences.

The Internal Working Model, Counseling Psychology Training, Department of Counseling Psychology, University of San Francisco, San Francisco, CA, 2019

- Presented the concept of Relationships-Accountability-Mentoring (R.A.M.) to counseling psychology graduates.
- Facilitated discussions on importance of understanding the Internal Working Model (IWM)
- Provided counseling trainees with professional development tools to bring awareness to one's identity, IWM, and interconnectedness with the community.

Do You Believe in Love, A Married Couple Panel Discussion, RBD Church, Vallejo, CA, 2019

- Presented the concept of Relationship-Accountability-Mentoring (R.A.M) to married couples in a church
- Engaged in dialogue with married couples around communication, trusting relationships, and accountability to improve their relationships with themselves and with their partner.
- Provided couples with tools they can use to improve their bond and communication.

The Power of Healing Relationships, Counseling Psychology Training, Department of Counseling Psychology, University of San Francisco, San Francisco, CA, 2018

- Presented the concept of Relationships-Accountability-Mentoring (R.A.M.) to counseling psychology graduates.
- Facilitated discussions on the importance of understanding the Internal Working Model (IWM) of trauma exposed families.
- Provided counseling interns with professional development training tools to assist with IWM, identity, and intersectionality awareness.

SPECIALIZED PRESENTATIONS (CONTINUED)

Professionals in the Mental Health Field, A Career Panel Discussion, Health and Human Resource Education Center, California Institute of Integral Studies (CIIS), San Francisco, CA, 2018

- Presented the concept of Relationships-Accountability-Mentoring (R.A.M.) to mental health clinicians.
- Facilitated discussions on the importance of understanding the Internal Working Model (IWM) of various populations they are serving.
- Facilitated dyad discussions on issues of intersectionality: class, vulnerability, discrimination, oppression, and disempowerment.

Professional Development for Community Mental Health Students, Integral Counseling Psychology & Community Mental Health, California Institute of Integral Studies (CIIS), San Francisco, CA, 2017

- Presented the concept of Relationships-Accountability-Mentoring (R.A.M.) to high school athletes.
- Facilitated discussions on the importance of using mutual trusting relationships to provide high standards of academic performance, accountability, and mentoring.
- Provided counseling interns with a professional development training tool to assist with increasing improved therapeutic relationships.

Cultural Humility Awareness, New Hire Workshop, Lincoln, Oakland, CA, 2015

- Provided participants with a conceptual understanding of culturally sensitive and competent practices with underserved clients.
- Facilitated dyad discussions on issues of intersectionality: class, vulnerability, discrimination, oppression, and disempowerment.
- Conducted a cultural self-assessment to help participants to recognize their own cultural identity, intersectionality, and bias.

Social Justice and Multicultural Awareness, Black Lives Matter Symposium, City College of San Francisco, San Francisco, CA, 2015

- Presented concepts from published qualitative research regarding the lived experiences of African American males impacted by racial microaggressions, and specific types of racism African American males face in everyday life.
- Discussed personal experiences of being impacted by racial microaggressions.
- Provided support and individual coaching for San Francisco Unified School District (SFUSD) teachers and staff on multicultural awareness.

SPECIALIZED PRESENTATIONS (CONTINUED)

Professional Development for High School Athletes, Athletic Department Oakland Military Institute, Oakland, CA, 2014

- Presented the concept of Relationships-Accountability-Mentoring (R.A.M.) to high school athletes.
- Facilitated discussions on the importance of using mutual trusting relationships to provide high standards of academic performance.
- Provided teachers and students with a professional development training tool to assist with increasing student achievement and accountability.

Effective Qualitative Research for Graduate Students, School of Education, University of San Francisco, San Francisco, CA, 2013

- Presented the process of creating and implementing effective qualitative research methods.
- Discussed the various qualitative research methodologies using a variety of qualitative research scholars.
- Provided sample logistical procedures regarding the planning and implantation of qualitative research.

Self-Care: A process for developing Professional Goals, Science Enrichment Program, Nexgenegirls, San Francisco, CA, 2013

- Presented to middle and high school students about the importance of practicing healthy self-care to establish career goals and objectives.
- Facilitated discussions on practical self-care awareness activities.
- Provided experiential and personal experiences about using self-care to develop and obtain professional goals and objectives.

Self-Care: Tools for Caregiving Professionals, Family Daycare Program, Children's Council of San Francisco, San Francisco, CA, 2013

- Presented to Family Daycare Program staff and consultants about the importance of practicing healthy self-care.
- Facilitated discussions on practical self-care awareness activities.
- Provided Family Daycare Program staff and consultants with a self-care packet of evidence-based self-care exercises.

SPECIALIZED PRESENTATIONS (CONTINUED)

From High School to College: Academic Life and Student Transitions, High School Youth Program, 3rd Street Youth Center and Clinic, San Francisco, CA, 2013

- Presented on the transitional process of leaving high school and becoming acclimated to a college environment.
- Facilitated a dialogue on the multiple ways to create and maintain highly effective college preparation skills
- Provided students with the Horn Accountability Instrument (H.A.I.) as a tool for maintaining organizational efficiency during college.

Intersectionality Awareness for Mental Health Clinicians, Department of Education, Santa Clara University, Santa Clara, CA, 2013

- Presented on the importance of being aware of Intersectionality as a mental health clinician.
- Facilitated a cultural awareness dialogue and cultural bias reflection activity.
- Provided a Lifespan Development Scale of normative socio-emotional issues that occur among some clients of color.

Intersectionality Awareness for Mental Health Clinicians, Department of Education, Santa Clara University, Santa Clara, CA, 2012

- Presented on the importance of being aware of Intersectionality as a mental health clinician.
- Facilitated a cultural awareness dialogue and cultural bias reflection activity.
- Provided a Lifespan Development Scale of normative socio-emotional issues that occur among some clients of color.

Intersectionality Awareness for Undergraduate Psychology Students, College of Arts and Sciences, University of San Francisco, San Francisco, CA, 2012

- Presented on the importance of being aware of Intersectionality as a mental health clinician.
- Facilitated a cultural awareness dialogue and cultural bias reflection activity.
- Provided a Lifespan Development Scale of normative socio-emotional issues that occur among some clients of color.

Experience Academic Life at the University of San Francisco, Graduate Retention and Recruitment Department, University of San Francisco, San Francisco, CA, 2012

- Provided tangible college transition techniques used to manage a full time graduate schedule and class load.
- Communicated the professional impact of being a School of Education alumni working in the fields of education and counseling.
- Facilitated a cultural awareness dialogue and graduate cultural bias training to highlight the university's teaching of social justice.

SPECIALIZED PRESENTATIONS (CONTINUED)

Effective Qualitative Research for Graduate Students, School of Education, University of San Francisco, San Francisco, CA, 2010

- Presented the process of creating and implementing effective qualitative research methods.
- Discussed the various qualitative research methodologies using a variety of qualitative research scholars.
- Provided sample logistical procedures regarding the planning and implantation of qualitative research.

Experience Academic Life at the University of San Francisco, Graduate Retention and Recruitment Department, University of San Francisco, San Francisco, CA, 2009 - 2013

- Provided tangible college transition techniques used to manage a full-time graduate schedule and class load.
- Communicated the professional impact of being a School of Education alumni working in the fields of education and counseling.
- Facilitated a cultural awareness dialogue and graduate cultural bias training to highlight the university's teaching modalities.

The Importance of Black English Vernacular in Education, School of Education, University of San Francisco, San Francisco, CA, 2008

- Presented concepts of published dissertation regarding the significance of understanding Black English vernacular and its benefits of use in schools.
- Discussed the importance of including children's native language and cultural experiences to improve K-12 pedagogical learning.
- Demonstrated K-12 lesson plans using Black English Vernacular to improve the comprehension of the lecture and comprehension of cultural value systems.

From Military to Civilian: Life Transition Processes of the American Soldier, Student Services and Administration Department, University of Reno, Reno, Nevada, 2008

- Presented on the transitional process from leaving active military duty and adjusting to the daily lifestyle of civilian life.
- Facilitated a dialogue on the importance of social capital as the primary means for adjusting to civilian life.
- Provided personal examples of military to civilian life transition obstacles and success stories.

SPECIALIZED PRESENTATIONS (CONTINUED)

The Importance of Black English Vernacular in Education, School of Education, University of California, Berkeley, CA, 2008

- Presented concepts of published dissertation regarding the significance of understanding Black English vernacular.
- Discussed the importance of including children's native language and cultural experiences to improve K-12 pedagogical learning.
- Demonstrated K-12 lesson plans using Black English Vernacular as a means to improve the comprehension of the lecture.

The Importance of Black English Vernacular in Education, Department of Secondary Education, San Francisco State University, San Francisco, CA, 2007

- Presented concepts of published dissertation regarding the significance of understanding Black English vernacular.
 - Discussed the importance of including children's native language and cultural experiences to improve K-12 pedagogical learning.
 - Demonstrated K-12 lesson plans using Black English Vernacular as a means to improve the comprehension of the lecture.
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COUNSELING EXPERIENCES

Community Mental Health Clinician and Coach, Horn Optimal Wellness Services, 1728 Ocean Avenue, #306; San Francisco, CA 94112, 2022 - Present

- Create a space to identify frameworks that provide a foundation of insight for clients to increase insight and wellness.
- Provide weekly individual, couples, and family counseling in a Relationship Based healing model to identify tools and skills that support holistic functionality within their relationships.
- Implement use of Narrative Therapy for individual and family therapy to support clients in reclamation of their lived experiences and stories.

Registered Vendor, Respite Services, Golden Gate Regional Center, 1355 Market St #220, San Francisco, CA 94103, 2016 - 2021

- Provide respite and life skills training to special needs and dual diagnosis clients.
- Facilitate family meetings to discuss DSM 5 diagnosis and coordinate services.
- Participate in provider meetings and collaborate with multidisciplinary mental health teams on an as needed basis.

COUNSELING EXPERIENCES (CONTINUED)

Community Mental Health Clinician, Project Permanence Program, Lincoln, Oakland, CA, 2014 - 2021

- Conduct assessments, diagnoses, treatment plan development and case management plans for clients and families.
- Facilitate monthly child and family team meetings that provide detailed progress reports for clients and families.
- Provide individual and family counseling, clinical case management, advocacy, and referral and linkages to resources for clients and families.

Community Mental Health Clinician, Sankofa Holistic Counseling Services, Oakland, CA, 2013 - 2022

- Conducted assessment, diagnosis, and treatment plans for clients and families.
- Provided weekly individual and group therapy for clients and families.
- Facilitated monthly mental health awareness training for clients and families.

Community Mental Health Clinician, Community Health Programs for Youth, San Francisco, CA, 2013 - 2014

- Conducted assessment, diagnoses, and treatment plans for adolescents and young adults.
- Provided weekly individual and group therapy for clients and families.
- Created and implemented life skills, trauma and grief groups for adolescents and young adults.

Mental Health Consultant, Children's Council of San Francisco, San Francisco, CA, 2012 - 2014

- Conducted mental health observations for San Francisco Unified School District (SFUSD) pre-kindergarten schools.
- Provided mental health, teaching and curriculum recommendations for administration, staff, and teachers.
- Facilitated monthly mental health awareness training for the Family Child Care consultants.

Community Mental Health Clinician, Youth Justice Institute, San Francisco, CA. 2011 - 2012

- Conducted assessment, diagnoses, treatment plan development and case management plans for clients and families.
- Provided individual psychotherapy for incarcerated and probationary clients.
- Implemented a therapeutic tool (Horn Accountability Instrument H.A.I.) to guide all the clinical work at the YJI.

COUNSELING EXPERIENCES (CONTINUED)

Case Manager, Family Mosaic Project, Brainstorm, San Francisco, CA, 2003 - 2014

- Advocated for K-12 San Francisco Unified School District (SFUSD) clients and their families by attending school, community, and mental health meetings.
- Case managed SFUSD K-12 clients and families by linking parents to resources in the community and serving as a family liaison.
- Provided life skills workshops that addressed the organizational development needs of SFUSD K-12 clients and their families.

Battalion Liaison, Airborne Paratrooper, United States Army, 173rd Airborne Brigade, Vicenza, Italy, 2000 - 2003

- Advised incoming soldiers about the battalion way of life.
- Assisted incoming families with international lifestyle transition.
- Provided Case management services to children and families of deployed infantrymen during long-term battalion missions.

Battalion Liaison, Airborne Ranger, United States Army, Hunter Army Airforce Base, Savannah, GA, 1998 - 2000

- Advised incoming soldiers about the battalion way of life.
- Assisted incoming families with international lifestyle transition.
- Provided Case management services to children and families of deployed infantrymen during long-term battalion missions.

Healthy Start Coordinator, Peres Elementary, West Contra Costa Unified School District, Richmond, CA, 1997 - 1998

- Facilitated monthly parent meetings concerning educational support for low performing students.
- Provided clients with referrals for needed services.
- Coordinated interagency activities for clients' specific needs.

Program Support Specialist, San Francisco Educational Services, San Francisco, CA, 1994 - 1997

- Created and implemented intake and enrollment procedures for clients in the after-school programs.
- Provided clients with referrals for academic and mental health services.
- Case managed K-12 clients by providing integral community-based services for children exposed to trauma.

COUNSELING EXPERIENCES (CONTINUED)

Residential Counselor, Hickman Homes Incorporated, San Francisco, CA, 1990 - 1994

- Served as a liaison to residents by attending supervised family, community, and school meetings.
- Facilitated daily check-in groups that addressed the social-emotional needs of the residents.
- Provided life skills workshops that addressed academic and professional development needs of the residents.

CONSULTING EXPERIENCE

Co-Founder and Chief Program Officer, Horn Optimal Wellness Services, 1728 Ocean Avenue, #306; San Francisco, CA 94112, 2022 - Present

- Collaborate on business development ideals to outreach to prospective community clients seeking therapeutic services.
- Create a space to identify frameworks that provide a foundation of insight for clients to increase insight and wellness.
- Provide weekly individual, couples, and family counseling in a Relationship Based healing model to identify tools and skills that support holistic functionality within their relationships.

Executive Coaching, Ayudando Latinos A Soñar- ALAS, 636 Purissima St, Half Moon Bay, CA 94019, January 2022 - Present

- Coach senior leadership and ALAS management staff in communication skills, accountability tools, and staff engagement techniques.
- Support senior leadership and management staff in decisions on cultural humility and cultural awareness.
- Advocate for staff to inform and provide education to all staff about social justice initiatives and issues.

Executive Coaching, On The Margins, Sonoma, CA, January 2022 - Present

- Coach senior leadership and On The Margins management staff in communication skills, accountability tools, and staff engagement techniques.
- Support senior leadership and management staff in decisions on cultural humility and cultural awareness.
- Advocate for staff to inform and provide education to all staff about social justice initiatives and issues.

CONSULTING EXPERIENCE (CONTINUED)

Executive Coaching, 3rd Street Youth Center and Clinic, San Francisco, CA, *January 2022 - Present*

- Coach senior leadership and 3rd Street Youth Center and Clinic management staff in communication skills, accountability tools, and staff engagement techniques.
- Support senior leadership and management staff in decisions on cultural humility and cultural awareness.
- Advocate for staff to inform and provide education to all staff about social justice initiatives and issues.

Career and Leadership Development, Belinda Hernandez-Arriaga, Program Director, University of San Francisco - South Bay Campus, Department of Education, Graduate Program, San Jose, CA, *August 2021 - Present*

- Provide individual coaching to the Program Director of South Bay University of San Francisco Campus using the Horn Accountability Instrument (H.A.I.) to guide sessions.
- Facilitate weekly check-ins to track and employ goals and objectives.
- Create and implement tailor-made coaching tools which support the Program Director with the organization of her administrative duties.

Career and Leadership Development, San Francisco State University, Career Counseling Center, San Francisco State University, San Francisco, CA, *2018- Present*

- Provide career counseling to university students using RAM curriculum.
- Facilitate training on leadership and development skills for a diverse workforce.
- Collaborate with program directors to implement a unique RAM experience, using an intersectionality awareness framework.

Founder and Chief Executive Officer, Horn Development Consulting (HDC), San Francisco, CA *2010 - Present*

- Provide individual, business and behavior coaching using the Horn Accountability Instrument (H.A.I.) to guide services.
- Facilitate monthly check-ins to local and international clients regarding the implementation of designated goals and objectives.
- Advocate and provide coaching support for families with disabilities and mental health issues.

CONSULTING EXPERIENCE (CONTINUED)

Executive Coaching, Senior Leadership and Middle Management, Lincoln Families, Oakland, CA, 2014 - 2021

- Coach senior leadership and Lincoln management staff in communication skills, accountability tools, and staff engagement techniques.
- Support senior leadership and management staff in decisions on cultural humility and cultural awareness.
- Advocate for staff to inform and provide education to all staff about social justice initiatives and issues.

Executive Coaching, Dr. Brad Washington, Assistant Vice Provost, Notre Dame De Namur University, Belmont, CA, 2005 - 2020

- Provide individual coaching to Assistant Provost using the Horn Accountability Instrument (H.A.I.) to guide sessions.
- Facilitate weekly check-ins to track and employ goals and objectives.
- Create and implement tailor-made coaching tools which support Assistant Vice Provost with the organization of his administrative duties.

Faculty Coaching, Dr. Brad Washington, Tenure Track Professor, University of San Francisco, San Francisco, CA, 2012 - 2017

- Provided individual coaching to a tenure track professor using the Horn Accountability Instrument (H.A.I.) to guide sessions.
- Facilitated weekly check-ins to track and employ goals and objectives.
- Created and implemented tailor-made coaching tools which supported the professor with organizing tenure-track documents.

Academic Coaching, Graduate and Undergraduate Students, University of San Francisco, San Francisco, CA, 2008 - 2012

- Advise doctoral candidates on program expectations including USF graduate school requirements.
- Provide monthly individual coaching sessions concerning thesis development for doctoral candidates.
- Evaluate candidates' academic performance through videotaped presentations and periodic thesis reviews.

Faculty Coaching, Dr. Soma Sen, Tenure Track Professor, San Jose State University, San Jose, CA, 2005 - 2010

- Provided individual coaching to a tenure track professor using the Horn Accountability Instrument (H.A.I.) to guide sessions.
- Facilitated weekly check-ins to track and employ goals and objectives.
- Created and implemented tailor-made coaching tools which supported professors with organizing tenure-track documents.

CONSULTING EXPERIENCE (CONTINUED)

Executive Coaching, Ms. Marlena Jackson, CEO, Nexgenegirls, San Francisco, CA, 2003 - 2017

- Provide individual coaching to the CEO to help create and maintain basic concepts and principles for managing an effective non-profit business.
- Facilitate monthly check-ins to track and employ goals and objectives.
- Create tailor-made coaching tools to support the CEO with organizational development and logistical planning.

Faculty Coaching, Ms. Guilaine Salamon, Full Time Staff, San Francisco State University, San Francisco, CA, 2003 - 2017

- Provided individual coaching to a tenure track professor using the Horn Accountability Instrument (H.A.I.) to guide sessions.
- Facilitated weekly check-ins to track and employ goals and objectives.
- Created and implemented tailor-made coaching tools which supported professors with organizing tenure-track documents.

Academic Coaching, Undergraduate and Graduate Fraternity Members, Alpha Phi Alpha Fraternity Incorporated, San Francisco, CA, 1992 - 2020

- Recruited and screened potential members to perform social justice and public service volunteer work.
- Provided monthly coaching sessions for members involving fraternity operations and logistics.
- Facilitated life skills workshops for members regarding professional development for potential employment opportunities.

COMMUNITY ENGAGEMENT

Accountability Coach, *African Community March in Solidarity for Black Lives Matter*, Career Counseling Course, University of San Francisco, San Jose, CA, 2020

- Guiding Graduate cohort on exercise of creating, planning, and implementing a social justice movement.
- Used R.A.M Social Justice Contract to promote and execute a social justice movement
- Walked in solidarity with 100 others in San Jose, and supported cohort members in the social justice movement with encouragement, a speech, and engaging in trusting dialogue and mutual respect.

Volunteer Career Counselor, Career Outreach Programs, San Francisco State University, San Francisco, CA, 2019 - Present

- Provide career counseling to undergraduate and graduate students seeking extra support and mentoring.
- Utilize Horn Accountability Inventory (HAI) to guide students toward accomplishing career goals.
- Facilitate leadership training to individuals and within classroom settings.

Life Skills Training Coach, Independent Life Skills Training and Respite Services, Golden Gate Regional Center, San Francisco, CA, 2017 - 2021

- Facilitate educational support meetings to clients and family members seeking respite services.
- Facilitate discussions on the concepts of R.A.M. (Relationships, Accountability, Mentoring).
- Provide supportive tools from R.A.M. around life skills and mentoring.

Life Skills Training Coach, Independent Life Skills Coaching, United States Army Veterans, 2003 - Present

- Facilitate educational support meetings to Veterans transitioning from battalion life into civilian life.
- Facilitate discussions around the concepts of R.A.M. (Relationships, Accountability, Mentoring).
- Provide supportive tools from R.A.M. around life skills and mentoring to ease civilian transition for Veterans.

CONFERENCE PRESENTATIONS

Redwood Chapel Community Church, (March 8, 2014). *Coaching Parents to be Disciplers*. Presented for the Bass Church Workers Convention, Castro Valley, CA.

University of Pennsylvania, (February 27, 2009). *The Impact of Care: Young African American Males' Perceptions of In-home, One-on-One Tutoring*. Presented for the Ethnography in Education Conference, Philadelphia, PA.

GRANTS & SCHOLARSHIPS

- *Search Inside Yourself*, San Francisco Public Health Department, San Francisco, CA, 2020
- *Community Mental Health Scholarship*, Youth Justice Institute, University of San Francisco, San Francisco, CA, 2012
- *California Marriage and Family Therapy Stipend*, Balboa Teen Health Center, Phillips Graduate University, San Francisco, CA, 2012
- *Graduate Merit Scholarship, Counseling Psychology*, University of San Francisco, San Francisco, CA, 2011
- *Graduate Merit Scholarship, International Multicultural Education*, University of San Francisco, San Francisco, CA, 2007
- *California Highway Patrol Scholarship*, Sacramento, CA, 1998

MANUSCRIPT REVIEWER

Edwin Mellen Press, Manuscript Title: "Black People with White People in Their Families and Vice-Versa: A False Self-Identity among Black, Negro, Colored, and White People in the United States." (2015)

Edwin Mellen Press, Manuscript Title: "The Cry of Black Rage: Exploring the Anger of Frederick Douglass and Beyond." (2012)

Edwin Mellen Press, Manuscript Title: "The Freedom March from Selma to Montgomery, Alabama." (2012)

Edwin Mellen Press, Manuscript Title: "African American Community Development: A Plan for Self Determination." (2012)

Edwin Mellen Press, Manuscript Title: "A Sociology of Black Clergy in the State of Illinois." (2011)

MEDIA APPEARANCES

University of San Francisco Edward J. Griffin Award and Professional Achievement Award, Video Introduction (2015):https://www.youtube.com/watch?v=k0TVAK_7liU

Blogtalkradio.com, Interview Title: “Discussing Dr. Horn’s concept of R.A.M. (Relationships, Accountability, and Mentoring.” Stop Bullying System, Shakeel Ali. (2013)

Blogtalkradio.com, Interview Title: “How Families can create a Bully Free Zone in Their Homes and Communities.” Stop Bullying System, Shakeel Ali. (2013)

University of San Francisco Magazine, Interview Title: “Teaching Accountability.” Alumni Section, Monica Villavicencio. (2012)

AWARDS & RECOGNITION

- ***Griffin Award, Alumni of the Year***, School of Education, University of San Francisco, 2015
 - ***Principles of Care Award, Respect, Project Permanence Program***, Lincoln, 2015
 - ***Associated Students Award***, College of Education, San Francisco State University, San Francisco, CA, 2004
 - ***Community Advocate Award, College of Education***, San Francisco State University, San Francisco, CA, 1998
 - ***Minority in Speech Advocate Award***, Department of Special Education, San Francisco State University, San Francisco, CA, 1994
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PROFESSIONAL AFFILIATIONS

- American Association for Marriage and Family Therapy
- American Educational Research Association
- Alpha Phi Alpha Fraternity Incorporated



PROFESSIONAL REFERENCES

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