



Nicole George

2018 Democratic Primary Election Candidate for Metro 21 Council

Nicole George has spent her career working with families to improve child safety and wellbeing. For the last 15 years, Nicole has worked as a public servant delivering both frontline services in child protection and holding an array of child welfare administrative roles. These jobs have focused on organization improvement, policy analysis, and project management.

Nicole spearheaded a statewide initiative to reduce trauma and enhance behavioral health services for children in foster care. As a licensed social worker, Nicole is professionally trained to use available assets to drive positive change. Nicole values the ability of community to enhance the lives of all its citizens and support them in reaching their potential.

Nicole brings fresh ethical leadership to her neighbors in Metro District 21. Her vision includes a plan to increase economic development and security, improve educational outcomes, and strengthen neighborhood resiliency.

Nicole, a life-long resident of the Southend of Louisville, has been married for almost two decades to small business owner and IBEW, Local 369 member, Ricky George.

Nicole brings a vast array of volunteer experiences through organizations such as the Beechmont Neighborhood Association; Big Brothers/Big Sisters; Hazelwood Family Resource Center Advisory Board; the state and Louisville boards of the League of Women Voters; Louisville Democratic Executive Committee; Emerge Kentucky; the Metropolitan Women's Political Caucus and the South Louisville Community Ministries.

Nicole George, an avid runner and outdoor enthusiast, is committed to serve the citizens of Metro Council District 21 through her leadership in economic growth and maintaining the beauty of our Metro 21 District as **the next Metro Councilwoman in 2018.**



Campaign Fund for Nicole George, Ricky George treasurer
4517 Southern Parkway, Louisville, Kentucky 40214

www.george4louMetro21.com

facebook.com/NicoleGeorgeforMetroConcil21

Nicole George

4517 Southern Pkwy
Louisville, KY 40214

EXPERIENCE

University of Louisville, KY

2014-Current

Project Manager

- Provides support to the grant's principal investigator and assists in planning and implementation
- Manages the day-to-day project activities
- Facilitates meetings with partner agencies for planning and progress monitoring
- Troubleshoots programmatic challenges
- Reviews evaluation data
- Submits federal reports

Spalding University, Louisville, KY

2014-2016

Adjunct Lecturer

KY Cabinet for Health and Family Services, Louisville, KY

2012-2014

Family Services Office Supervisor

- Planned, assigned, supervised and evaluated the work of social service workers responsible for providing family based services
- Determined the operational and office procedures of a social service workers in accordance with departmental policy
- Assessed training needs and makes recommendations for providing appropriate formal training as well as providing on-the-job training
- Conducted staff meetings to interpret policies, procedures, progress reports, and other phases of the family-based service program
- Monitored expenditures
- Submitted reports to the immediate manager and central office as required
- Interviewed prospective employees
- Conferred with employees on areas of improvement and recommends appropriate disciplinary action when needed
- Developed and maintains working relationships with local, state, and federal officials to further coordinate community efforts for meeting the needs of clients and their families

KY Cabinet for Health and Family Services, Frankfort, KY

2010–2012

Internal Policy Analyst

- Managed the Continuous Quality Improvement case review process for all levels of case review
- Provided training and technical assistance to stakeholders and agency staff both internal and external to the department on federal and state child welfare outcomes
- Reviewed and drafted standards of practice
- Reviewed administrative regulations and statutes to identify the impact of agency programs and identify policy issues and needs
- Conducted analysis of data and literature reviews within programs to evaluate state performance related to child welfare outcomes
- Participated in the development of policy requests and advises agency management on program issues
- Defined program objectives and identified funding sources to assure agency adherence to budget and planning policies
- Assisted in the collection, maintenance and reporting of grant/contract compliance data
- Co-coordinated statewide re-accreditation and assists in accreditation maintenance

KY Cabinet for Health and Family Services, Louisville, KY

2007 - 2010

Procedures Development Coordinator

- Managed service complaints to Regional Office and the Ombudsman's Office which includes the development of Corrective Action Plans and entry into the Complaint Tracking System
- Monitored the Region's TWIST reports, identifies trends, and provides assistance to management through the analysis and manipulation of reports
- Monitored AFCARS elements and works with agency staff to ensure compliance
- Coordinates and monitors the regional Continuous Quality Improvement Program including the management of CARES and MITS
- Managed special projects as assigned by SRA and SRAA including such tasks as special data requests, in-depth case reviews for complex cases or personnel issues, case assignments, etc.
- Participated in monthly CFSP meetings and Family-to-Family Self Evaluation Strategy to provide program and data analysis and assist in the implementation of program improvement
- Provided technical assistance to the Parent Advocate Program and participates on the Parent Advocate Advisory Board
- Assisted in program design, implementation, and coordination of the Parent Orientation Program
- Served as the DCBS representative on the Neighborhood Place Outcomes and Trends Committee.
- Assisted the region in the implementation of racial disproportionality work
- Acted as the designated regional liaison for the NSCAW and provides assistance and information to their field representatives
- Provided back-up facilitation for Team Decision Making meetings
- Served as a member on the selection panel for the PCWCP and MSW Stipend Programs

Kentucky Cabinet for Health and Family Services, Louisville, KY

2005 - 2007

Social Service Worker II

- Investigated complaints of child abuse, neglect, dependency, or domestic violence
- Conducted home and school visits and collateral interviews to accurately assess risk to children
- Developed safety plans, made referrals, and coordinated needed services
- Maintained accurate and up-to-date confidential files and case records
- Initiated court actions such as petitions and motions on behalf of children, testified at hearings, monitored conditions set by the court

Sam Swope Auto Group, Louisville, KY

1998 - 2005

Administrative Assistant

- Provided general office support by typing documents, filing reports, entering data, ordering supplies, and answering phones
- Promoted customer satisfaction through clear and concise communication
- Rendered assistance to the sales department through the implementation of stock maintenance
- Performed general ledger analysis, month end reports, and accounts payable and receivable tasks
- Coordinated on-site campaign fundraising for the Metro United Way

EDUCATION

Spalding University, Louisville, KY

2009

Master of Social Work

PROFESSIONAL TRAINING

- Team Decision Making Facilitation - Annie E. Casey Foundation , 2008
- Undoing Racism - People's Institute, 2008
- Public Child Welfare Certification Program - Kentucky Cabinet for Health and Family Services , Kentucky, 2004 - 2005

LICENSES

- Certified Social Worker - Association of Social Work Boards, Kentucky, Kentucky, 2009

HONORS

- MSW Outstanding Learner as Teacher Award - Spalding University, 2009
- M. Trueheart Titzel Outstanding BSW Award - Spalding University, 2005. *Demonstrating excellence in academics and potential for significant contributions to the social work profession.*

VOLUNTEER ACTIVITIES

- Beechmont Neighborhood Association
- Hazelwood Elementary Family Resource Advisory Council
- South Louisville Community Ministries