

**Ludley O. Howard, LCSW-C, LICSW**

**EDUCATION**

**Master of Social Work**, Smith College School for Social Work,  
Northampton, MA 1990

**Bachelor of Arts**, Psychology, McDaniel College (formerly Western Maryland College),  
Westminster, MD 1984

**EMPLOYMENT**

**President & CEO, 02/2001 - Present**  
**Pride Youth Services, Inc., (PYS), Rockville, MD & Washington, D.C.** (*A private, non-profit mental wellness organization that reaches out to young people through their youth development programs and counseling services*)

**RESPONSIBILITIES:**

- Establish and implement youth development programs and counseling services designed to assist adolescents develop the confidence and skills necessary to make healthy & positive choices as they deal with life's challenges.
- Provide clinical oversight of all PYS programs and services.
- Provide fiscal oversight and management of PYS budget & financial resources.
- Responsible for marketing PYS services & public / community relations.
- Provide individual and family therapy services for a caseload of 5- 8 clients.

**ACCOMPLISHMENTS:**

- Pride Youth Services, Inc., became incorporate in February, 2001 and obtained 501 ( c ) (3) non-profit status.
- Established a board of directors with diverse expertise and backgrounds.
- Successfully created three youth development programs including securing funding to support these programs.

**Director, Community Outreach and Prevention 06/1999 – 01/ 2001**  
**CPC Health, Rockville, MD** (*A non-profit corporation integrating the services of Chestnut Lodge Hospital & Community Psychiatric Clinic*)

**RESPONSIBILITIES:**

- Developed and implemented community-based programs within Montgomery County, MD and the District of Columbia, whose primary focus was preventing children from entering or having extensive involvement within the mental health system.
- Clinical supervision and administrative support to staff.
- Provided Overseen the fiscal management of programs and services.
- Developed and expanded professional & community networks.

**ACCOMPLISHMENTS:**

- Successfully developed and secured funding for various community-based programs with an annual operating budget of over \$500,000.
- Established successful professional and collaborative relationships with other community agencies and organizations.

**Ludley O. Howard, LCSW-C, LICSW**

**Director, Camp Greentree  
CPC Health, Rockville, MD**

**Summer 06/1998- 08/1998**

**RESPONSIBILITIES:**

- Provided clinical and administrative supervision to camp staff in a therapeutic day program for moderate to severely emotionally challenged children 5-16 years old.
- Supervised and trained staff in planning & implementing psycho-educational & activity group therapy.
- Overseen fiscal management of daily camp functions.
- Responsible for assessment, screening and intake process for camp participants.
- Provided feedback and evaluation to staff regarding job performance.

**ACCOMPLISHMENTS:**

- Created a fun and successful camp experience for 86 emotionally challenged youngsters.
- Maintained a balanced camp budget.

**Director, Redl House,  
CPC Health, Rockville, MD**

**07/1994 – 05/1999**

**RESPONSIBILITIES:**

- Provided clinical and administrative supervision of a therapeutic group home for emotionally challenged boys ages 6 -12.
- Directed a multi-disciplinary team that was responsible for program development, outreach, and other services.
- Served as a liaison between state & local foster care and adoption agencies.
- Created and conducted staff development programs & training.
- Supervised 12 full-time equivalent employees, which included a licensed psychiatrist, licensed social worker, and support staff.
- Facilitated the field placement supervision of M.S.W. students.
- Responsible for the management of an annual budget of approximately one million dollars.

**ACCOMPLISHMENTS:**

- Established a successful fund raising program for Redl House.
- Maintained a 95% staff retention rate over a five year period.
- Successfully maintained JACHO & COMAR certification over a five year period.
- Developed a Redl House mentoring program comprised of community volunteers.

**Program Coordinator, Prince George's County Group Homes    10/1990 – 06/1994  
Guide Program, Inc., Hyattsville, MD**

**RESPONSIBILITIES:**

- Provided clinical and administrative oversight of two therapeutic group homes for emotionally challenged adolescent males, 13 - 18 years old.

- Overseen personnel matters including staff promotions, salary adjustments, and annual evaluations.
- Developed and implemented staff continuing education programs and training.
- Served as a liaison with community agencies including DSS, DJJ, and DHMH.
- Assisted in writing grant proposals for expansion of agency programs.

**ACCOMPLISHMENTS:**

- Developed a thorough and comprehensive orientation program for new residents and Guide staff.
- Maintained a 97% staff retention rate over a four year period.
- Successfully completed four annual site review visits conducted by state and local licensing officials.
- Worked with small businesses within the community to create employment opportunities for the participants in the program.

**CONSULTANT EXPERIENCE:**

**The Martin Pollack Project** **06/1998 – 12/2004**  
**Baltimore, MD**

**RESPONSIBILITIES:**

- Lead weekly teen enrichment group for dually-diagnosed adolescents, 16-20 years old, involved in the Young Adult Initiative Independent Living Program.

**The Choice Programs** **05/1997 - Present**  
**University of Maryland at Baltimore County (UMBC), Catonsville, MD**

**RESPONSIBILITIES:**

- Clinically supervise case managers who are working with adolescents and their families in a community-based setting.
- Assist in the development of treatment plans and strategic planning.

**Department of Corrections and Rehabilitation** **02/1995 - Present**  
**Montgomery County, MD**

**RESPONSIBILITIES:**

- Facilitate therapeutic services through the Community Accountability, Reintegration & Treatment (CART) and Pre-Release Center (PRC) programs to persons ages 18 - 50 years of age that are experiencing substance abuse and drug lifestyle issues.

**Private Practice** **01/1995 – 02/2006**

**RESPONSIBILITIES:**

- Provided individual and family therapy services to adolescents (ages 12-21) and their families.

**Licensures:**

Maryland State License # 08507 (LCSW-C)  
 District of Columbia License # LC 303280 (LCSW)