

## Advisory Group Application

### Step 1

#### Application for Appointment to Whatcom County Advisory Groups

##### Public Statement

**THIS IS A PUBLIC DOCUMENT:** As a candidate for a public advisory group, the information provided will be available to the County Council, County Executive, and the public. All advisory group members are expected to be fair, impartial, and respectful of the public, County staff, and each other. Failure to abide by these expectations may result in revocation of appointment and removal from the appointive position.

Title	Ms.
First Name	Heather
Last Name	Carson
Today's Date	7/28/2025
Street Address	
City	
Zip	
Do you live in Whatcom County?	Yes
Do you have a different mailing address?	Field not completed.
Primary Telephone	
Secondary Telephone	
Email Address	

### Step 2

1. Name of Advisory	Child & Family Well-Being Task Force
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## Group

Child & Family Well-Being Task Force

Yes

2. Do you meet the residency, employment, and/or affiliation requirements of the position for which you're applying?

Yes

3. Which Council district do you live in?

District 4

4. Have you ever been a member of this Advisory Group

No

5. Do you or your spouse have a financial interest in or are you an employee or officer of any business or agency that does business with Whatcom County?

No

6. Have you declared candidacy (as defined by RCW 42.17A.055) for a paid elected office in any jurisdiction within the county?

No

You may attach a resume or detailed summary of experience, qualifications, & interest in response to the following questions

Attached

7. Please describe your occupation (or former occupation if retired), qualifications, professional and/or community activities,

I have attached my resume which provides detailed information about my dedication to improving the well-being of youth and families at the city, county, and state-level.

and education

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8. Please describe why you're interested in serving on this Advisory Group.

My family moved back to Washington state in 2022 and settled in Bellingham in 2023. I have spent over thirty years serving and supporting youth and their families in professional, civic, and philanthropic positions. The Child and Family Well-Being Task Force has the potential to make a historical impact on our youngest citizens and I believe my experience with system-level change aligns with the vision and mission of this group. I am eager to support this important work.

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References (please include daytime telephone number):

See attached resume for contact information. Most relevant references for this position would be: Kathy Oren, Jim Roberts, and Mark Stewart. These three individual served on the Council for Youth Development Bartholomew County Steering Committee when I was the director. We worked closely on a variety of county initiatives.

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Appointment Requirements

I understand and agree

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Signature of applicant:

Heather Carson

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Place Signed / Submitted



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(Section Break)

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# Heather K. Carson

## PROFESSIONAL EXPERIENCE

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### Program Supervisor

#### Washington State Office of Superintendent of Public Instruction (OSPI)

2023-  
June 2025

*Ensured over 300 Washington state local education agencies maximized the impact of federal grants designed to improve the quality of instruction and administration as part of the Title II, Part A Program Office, within the Division of Educator Growth and Development at OSPI.*

- Provided technical assistance and training to local education agencies (LEAs), including school districts, educational service districts, public charter schools, and tribal compact schools.
- Maintained knowledge of current federal rules and regulations pertaining to Title II, Part A and applicable state laws.
- Reviewed and approved Title II, Part A federal grant applications, budget amendments, end-of-year reports with an annual distribution of \$35 million to Washington state LEAs.
- Conducted on-site LEA visitations and developed reporting template adopted by OSPI federal program leadership team.
- Designed and produced guidance materials, virtual workshops, and video tutorials that support professional development and other federal requirements.
- Led OSPI Program Review and Support teams to complete the federal and state oversight monitoring process for four LEAs during the 2024-25 review cycle.
- Assisted in the management of \$3 million state-funded K-12 Intensive Tutoring Grant.
- Managed program coordination through Microsoft Teams, Microsoft 365 desktop applications, Zoom, and Calendly.
- Provided LEA oversight and guidance using OSPI Education Grants Management System (EGMS) and Education Data System (EDS).

### Director

#### Council for Youth Development Bartholomew County, Columbus, Indiana

2017-  
October 2022

*Led cross-sector coalition consisting of over 100 school and community partners responsible for the development and implementation of a comprehensive Youth Master Plan focused on youth empowerment, family engagement, and professional development strategies to advance a culture of positive youth development across Bartholomew County. Website [www.cydbartholomew.org](http://www.cydbartholomew.org).*

- Designed and implemented county-wide Vision 2025 Youth Master Plan including developing operational plan outcome metrics and creating Youth Development Index data resource for internal and external evaluation of coalition initiatives.
- Fulfilled Council for Youth Development operations responsibilities including long-term planning, managing \$260,000 annual budget, strategic partnerships, and report-outs to funders and community.
- Established new long-term funding for transformative youth development initiatives within Bartholomew County including state agency and foundation grants.
- Advocated for policies, practices, and data collection that advanced community-wide implementation of social-emotional well-being frameworks and to ensure Bartholomew County becomes a trauma-responsive community for all youth and families.
- Supervised, coached, and provided programmatic support to four staff and seasonal college interns.
- Established and monitored staff performance and development goals, assigned duties, set objectives, establish priorities, and conduct performance reviews.
- Developed, facilitated, and evaluated professional workshops including Developmental Assets, Developmental Relationships, and Adverse Childhood Experiences (ACEs).
- Integrated multimedia, asset based, and trauma responsive approaches to educational resources including video, print, virtual instruction, and social media content.
- Led planning teams to design, implement, and evaluate annual county-wide Youth Empowerment Summit, Youth Empowerment Workshops for Latino and Black and Biracial High School Students, and Bartholomew County Spark Spirit Week.
- Established and supervised Youth Ambassador evidence-based teen leadership program.

- Rebranded CYD including logo design, created website, social media accounts, and established CRM to track and grow coalition network.
- Designed and maintained CYD publications such as the monthly newsletters, annual report, event programs, and press releases by writing and suggesting articles, providing information, and editing documents

**Resilience Through Strengths Community Pilot Research Project Lead  
Council for Youth Development Bartholomew County, Remote**

**2020-  
February 2023**

*Coordinated the Resilience Through Strengths planning team as CYD director from March 2020 through October 2022 and continued responsibilities after relocating to Washington state.*

*Resilience Through Strengths Community Pilot [www.cydbartholomew.org/resilience-presentation](http://www.cydbartholomew.org/resilience-presentation).*

- Led community project planning sessions with school corporation superintendents, school administrators, and researchers from Search Institute, Indiana University-Purdue University School of Education, and the International Institute for Child Rights and Development.
- Ensured project milestones completed to administer IRB approved Search Institute Resilience Through Strengths Pilot Survey to Bartholomew Consolidated School Corporation and Flat Rock-Hawcreek School Corporation students in grades 4-12 in September 2022.
- Designed and supervised communication strategies to inform school leadership, parents, students, and community about the Resilience Through Strengths project.
- Co-presented Resilience Survey Report with Search Institute on March 2, 2023, as part of community outreach strategic planning.

**Mississippi KIDS COUNT Communications Director  
Family and Children Research Unit, Social Science Research Center, Mississippi State University**

**2012-2013**

- Designed and implemented strategic communication plan.
- Created MS KIDS COUNT presentation materials in print, video, and PowerPoint format.
- Launched and managed social media including Facebook, Twitter, and YouTube channel.
- Managed content and design for website, monthly electronic newsletter, email campaigns.
- Drafted and disseminated press releases for KIDS COUNT policy reports.
- Organized inaugural MS KIDS COUNT *Light Up the Night* awards fundraiser.
- Designed a new sponsorship level program and streamlined the online donation process in partnership with Mississippi State University Foundation.
- Responsible for MS KIDS COUNT Advisory Board member communication and updates.
- Organized MS KIDS COUNT 6th Annual State-Wide Summit including youth program, facilities coordination, and media materials.
- Coordinated media outreach for annual national and state data book release, MS KIDS COUNT legislative day, and policy report releases.

**Board President  
Starkville Foundation For Public Education, Starkville School District, Mississippi**

**2009-2011**

- Led 16-member board and managed a \$150,000 balance sheet.
- Launched and managed WordPress website, PayPal account, and Constant Contact CRM system resulting in a 100% year over year increase in charitable donations for fiscal years 2009, 2010, and 2011.
- Designed membership campaigns, organized community events, and established social networking opportunities to strengthen donor participation.
- Organized community partnerships with school administrators, local business, and civic organizations to increase outside funding for Starkville School District.
- Designed and led Board Strategic Planning Retreats in 2010 and 2011.
- Experienced public speaker including district teacher convocation, Starkville High School graduation award ceremony, and annual Foundation Spring reception honoring district alumni.

**Membership Director  
Teachers Without Borders, Seattle Headquarters and Remote from Mississippi**

**2007-2009**

- Created a membership program and process where none previously existed.

- Assisted in developing infrastructure to manage membership worldwide through creative solutions such as on and offline registration processes, integrated Salesforce CRM system, and global membership requirements manual and policies.
- Created TWB Volunteer manual and training templates for international TWB country coordinators.
- Coordinated volunteer recruitment for TWB country coordinators and special program leaders.
- Consulted with IT team to design an online volunteer directory for educators to connect, collaborate, and share knowledge and teaching experiences.
- Management responsibility for three interns inclusive of performance evaluations.

**High School Teacher**  
**Washington State Public Schools**

**1994-2002**

## **COMMUNITY IMPACT**

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Executive Team, Columbus Regional Health Network, Healthy Communities Council	<b>2021-2022</b>
Guiding Team, Black and Biracial Youth Development Bartholomew County	
Guiding Team, Equity Works! Initiative Bartholomew County	<b>2020-2022</b>
Lead Team, Bartholomew County Emergency Child Care Task Force	<b>2020-2021</b>
Guiding Team, Avenues to Opportunity, United Way of Bartholomew County, Indiana	<b>2018-2022</b>
Guiding Team, Bartholomew County Early Learning Coalition, Indiana	<b>2016-2022</b>
Board Member, Bartholomew Consolidated School Foundation, Indiana	<b>2016-2018</b>
Volunteer, PreK4All Referendum Campaign, Columbus, Indiana	<b>2014</b>
Co-Chairperson, Starkville Play Task Force, Starkville, Mississippi	<b>2010-2013</b>
Founder, GoPlay Initiative, Starkville School District, Mississippi	<b>2009-2013</b>

## **EDUCATION**

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<b>Master of Public Affairs, Nonprofit Management</b> Indiana University, Bloomington	<b>July 2017</b>
<b>Master of Education, Curriculum and Instruction</b> University of Washington, Tacoma	<b>June 2000</b>
<b>Teaching Certification – Endorsements 4-12 English and History Education</b> Washington State University, Pullman	<b>December 1994</b>
<b>Bachelor of Arts, English and Bachelor of Arts, History</b> Washington State University, Pullman	<b>May 1994</b>

## **CERTIFICATION & TRAININGS**

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Government-to-Government Relationships with Federally Funded Tribes Training, Virtual	<b>2024</b>
Child Psychological Maltreatment Training of Trainers Convening, Virtual	<b>2021</b>
Wyman Teen Outreach Program Training of Trainers Coordinator Certification, Virtual	
Child Advocates of Indianapolis Interrupting Racism for Children Training, Virtual	<b>2020</b>
Trust Based Relational Intervention for Courageous Communities Training, Virtual	
ACE Interface Master Trainer Certification, Greenwood, IN	<b>2019</b>
Lilly Endowment Inc. Executive Journey Fellowship (one-year program), Indianapolis, IN	
Search Institute Developmental Assets Essentials Training of Trainers Certification, Columbus, IN	<b>2018</b>
Annie E. Casey Foundation KIDS COUNT Communications Institute, Denver, CO	<b>2012</b>
Oktibbeha County Leadership Forum (one-year program), Starkville, MS	<b>2010</b>

## GRANTS

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Heritage Fund – The Community Foundation of Bartholomew County, Community Impact Three Year Grant, \$195,000	2022
Indiana Family and Social Services Administration – Division of Mental Health and Addiction, Mental Health Awareness BIPOC & Latino Communities Grant, \$100,000	
Mark & Wendy Elwood Foundation, Youth Empowerment Three Year Grant, \$100,000	2021
Indiana Department of Health, Maternal and Child Health Title V Block Grant, \$90,000	
City of Columbus, Indiana, American Rescue Plan Grant, \$10,000	
Heritage Fund – The Community Foundation of Bartholomew County, Community Impact Three Year Grant, \$300,000	2020
Lilly Endowment Inc., Youth Program Fund, \$30,000	2019
Indiana Family and Social Services Administration - Division of Mental Health and Addiction, Bureau of Substance Abuse Prevention and Mental Health Promotion Grant, \$15,000	
Heritage Fund – The Community Foundation of Bartholomew County, Pilot Community Impact Three Year Grant, \$270,000	2017
KaBoom! Organization, Community Built Playground Grant, \$30,000	2012

## HONORS & AWARDS

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Youth Work Advocate of the Year, Indiana Youth Services Association	2020
The Journey Executive Fellowship, The Lilly Endowment, Inc.	2019
Community Leadership Award, U.S. President's Council on Fitness, Sports & Nutrition	2013
Gold Medallion Award, Mississippi School Public Relations Association	2012
Playful City USA Recognition for Starkville, Mississippi, KaBoom! Organization	2011
Parent of the Year, Starkville School District	2010

## REFERENCES

**Louann Stalder, Former Director**  
**Title II, Part A and National Board Program**  
Office of Superintendent of Public Instruction  
[REDACTED]

**Kathy Oren, Retired President and CEO**  
Community Education Coalition  
[REDACTED]

**Jim Roberts, President and CEO**  
Community Education Coalition  
[REDACTED]

**Mark Stewart, President**  
United Way of Bartholomew County  
[REDACTED]