

LISA THORSEN, ED.D., C.R.C., C.P.S.I.  
Supervised Care Specialist in Education, Rehabilitation, Adult Care Settings

## PROFESSIONAL EXPERIENCE

2008 to present **Robson Forensic, Inc.**  
*Associate*

Provide forensic investigation, analysis, report, and testimony toward the resolution of claims and litigation involving public and private supervised care facilities including educational (primary and secondary levels), adult care, residential and rehabilitation facilities, day care, preschool settings and playgrounds.

### Standard of Care issues as they relate to:

**Supervision** - appropriateness to environmental context, staffing ratios, staff training and professional development, behavioral expectations, and management of target population (age, cognitive, emotional, social, and physical abilities), classroom/activity management and safety, curriculum/activity design, program compliance, equipment appropriateness, on/off premises activities

**Policies and Procedures** – analysis of organizational structures, formulation, implementation and evaluation of policies, procedures, and practices specific to organizational context, hiring practices, vetting procedures, performance evaluations, best practices, program compliance

**Playground Safety** - supervision, equipment, maintenance, surfacing, organizational policy and practices

**Risk Management** - identify hazards, incidence and occurrence reporting, accident trending, preventative analysis, program, and safety compliance

**Safety** - emergency protocol and procedures, facility based emergency, evacuation and disaster planning

**Disability Analysis** - assessment of functional strengths and weaknesses of individual as they relate to disability, environment, and standard of care; vocational analysis regarding transferability of skills and training; analysis of Individualized Educational plan, Service Plans, Rehabilitation Plans and Plans of care

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2002 to  
2009

**The Rehabilitation Institute (TRI)**

*Administrator*

2005-2009

- Administration of Care Facility/Vocational Education training program for individuals with disabilities.
- Formulated, implemented, and evaluated organizational policies and procedures.
- Collaboration with external agencies that support all disability groups including: State agencies, Dept. of Education, group homes and other not for profit training programs.
- Managed five unique programs involving all disability groups; neurological, physical, emotional, psychiatric, learning, orthopedic, mental retardation and developmental disorders.
- Managed staff of 60, population of 300.
- Incident/occurrence reporting.
- Developed and implemented organizational Policies & Procedures.
- Corporate Compliance to internal and external needs.
- Instituted staff training and professional development.
- Human resource issues; fingerprinting, hiring, firing, training, inoculations, background checks.
- Grant writing.
- Strategic Planning; systems approach.

*Director of Transition to Work Program*

2002-2005

- Coordinated the Transition to Work program for multiply disabled youth from fifteen to twenty-one years of age.
- Developed, implemented and evaluated program based policies, procedures and best practices.
- Established collaborations with external school districts, families, and students.
- Implemented and developed Individual Educational Plans (IEP's) with school. districts and Rehabilitation Plans and Service Plans with State agencies.
- Provided ongoing counseling to students.
- Formulated student handbook and code of conduct.
- Supervised staff.
- Developed and taught social skills, conflict resolution and life skills groups to students.

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1995 to  
2002

**St. Peter's Early Learning Center**

*Co-creator and Director*

- Founder of community pre-school providing programming for children from one to five years of age.
- Established policies, procedures, and best practices to address school guidelines, health, care, safety and security issues
- Developed curriculum, implemented, and taught early education programs.
- Developed organizational structure of Board of Directors to oversee school.
- Identified special needs of students and coordinated appropriate referrals to outside agencies.
- Interacted with parents of pre-school age students on a daily basis.
- Facilitated communication between church, school and community through monthly newsletters, fundraisers, community activities and parent/teacher meetings.
- Wrote and implemented annual budget, payroll, and financial records. Managed and supervised teaching staff of fifteen.
- Developed playground safety/supervision guidelines specific to environment.

1990 to  
1995

**In Home Day Care**

*Day Care Provider*

- Provided in home day care for children from birth to grade school with a staff to student ratio of 1:3.
- Organized and implemented creative structured lesson plans.
- Onsite and offsite premise activities.
- Developed best practices to ensure health, safety and well being of children.

1981 to  
1989

**Vocational Services for Individuals with Disabilities (VESID / OVR)**

*Rehabilitation Counselor*

VESID is a division of the NYS Department of Education working with disabled individuals.

- Developed liaisons with a variety of school districts, vocational training sites and colleges.
- Provided services for individuals with physical, emotional, neurological, intellectual, psychiatric, and developmental disabilities.
- Provided counseling regarding adjustment to disability, vocational evaluation, planning, and training, and functional assessments.
- Formulated Individualized Rehabilitation Plans.
- Developed on the job training sites, employer contacts and job placements.
- Coordinated medical examinations and reviewed medical histories for eligibility purposes and vocational rehabilitation and guidance.
- Office Specialist for individuals with Learning Disabilities and Traumatic Head Injury.
- Coordinated with facility based programs in regard to provision of services for individuals with disabilities.

THE EXPERTS  
**Robson Forensic**

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1980 to  
1981

**United Cerebral Palsy**

*Rehabilitation Counselor*

A rehabilitation facility that provides comprehensive rehabilitation services to adult individuals with disabilities.

- Provided rehabilitation counseling services to individuals with neurological, intellectual, and developmental disabilities.
- Formulated Individualized Rehabilitation Plans.
- Coordinated vocational training services.
- Provided work adjustment training services.
- Developed and taught social skills and life skills group.

1978 to  
1980

**Quality Care Agency**

*Home Health Care*

- Provided quality home care to aging adults and individuals with disabilities and their families.
- Directed and implemented Activities of Daily Living Services to include bathing, dressing, feeding, personal hygiene.
- Provided individualized supervision in community integration experiences and home, facility and off site premise activities.

**PROFESSIONAL CREDENTIALS**

Certificate in Advanced Studies, Educational Administration; Building and District Levels,  
Hofstra University, Hempstead, NY (SDA)

Certified Rehabilitation Counselor (CRC)

Teaching Certification, Nursery – 6<sup>th</sup> grade

Certified Playground Safety Inspector

Certified Instructor in Non Violent Physical Crisis Prevention Intervention (inactive)

**EDUCATION**

Ed.D. in Education within Foundations of Leadership & Policy Studies, Hofstra University,  
Hempstead, NY, 2012

M.S. in Education, Specialization in Rehabilitation Counseling, Hofstra University,  
Hempstead, NY, 1980

B.S. in Elementary Education, C.W. Post College, LI University, 1979

## **CONTINUING EDUCATION**

### POLICY STUDIES/ORGANIZATIONAL STRUCTURES

Connecting Research, Practice, and Policy to Ensure Equity for Children Birth, November 2019

Effective Communication and Conflict Resolution Among Early Childhood Professionals, November 2019

Professionalizing our Interpersonal Relationships in the Workplace, November 2019

Resilient Leadership and Coaching, November 2019

Developing Suicide Prevention Programming and Institutional Crisis Protocols, 2017

JuST Response: Policy and Field Guidance on Implementing Protective Responses for Juvenile Sex Trafficking, 2017

Care Provider Background Screening Clearinghouse, 2015

Staff Educational Requirements for NAEYC Accreditation, 2015

Techniques for Engaging in Difficult Conversations with Staff, 2015

Applied Research in Educational Administration, September 2007

Ethical Dimensions in the Health Professions, December 2007

Educational Administration, January 2007

School District Business Fiscal Planning & Management, July 2006

Educational Program Development, Delivery and Assessment, January 2006

Framing Problems & Making Decisions, September 2005

Engaging External Environments in Schools, July 2005

Schools as Social Organizations/Building Learning Communities in Schools, January 2005

Understanding Individuals within in Organizational Settings, September 2004

Measurement of Effective Team Performance, March 2004

Rehabilitation Administration – Building Team Dynamics, January 2004

Improving Management Skills, September 2002

Marketing and Public Relations, January 2002

### DISABILITY AND REHABILITATION

Ethics: Working with Students with Disabilities, 2023

Ethics: Considerations for Counselors Working with LGB Individuals, 2023

An Ethical Charge to Commit to Intentional Self-Care Practice, 2023

Autism Spectrum, Different Not Less, 2021

A Practitioner's Guide to Autism Assessment, 2021

No More Autism Meltdowns: Strategies to Deescalate Meltdowns and Reduce Anxiety, 2021

Sensorimotor Interventions to Improve Social, Emotional, and Cognitive Functioning: Neurological Approaches to Children with Autism, 2021

Early Intervention for ASD, 2021

The Neuroscience of Safety, 2021

Child-centered Approaches to Effective Autism Treatment, 2021

Motivational Interviewing for High-Functioning Autism in Adulthood, 2021

Theory of Mind: Implications for Clients with Autism Spectrum Disorder, 2021

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- 2021 Suicide Prevention Summit, online conference by Mental Health Academy
- Innovation in Mens Mental Health
  - A strength-based Approach to Suicide Assessment and Treatment
  - Managing Hopelessness, Helplessness and Despair with Younger Clients
  - Planning for Safety and Post-traumatic Growth
  - Perception is Everything: Stigma, Mental Health & Suicide in Marginalized Communities
  - Rethinking Suicide: Implications for Military Personnel and Veterans
  - Contemporary Clinical Suicide Prevention
  - Creating a Suicide-safe Culture with Zero Suicide
  - Addressing Youth Depression and Suicidal Ideation in a Post Pandemic World
  - Psychosocial Interventions for Suicidal Youth and their Families
- 2020 Suicide Prevention Summit, online conference by Mental Health Academy
- Applicability of Zero Suicide in Diverse Settings
  - Clinicians as Suicide Loss Survivors: Postvention for Caregivers
  - Data Science, Digital Media, and Suicide Prevention: A State of the Union Address
  - Recovery-oriented Cognitive Therapy and Suicide Prevention: Uncovering the Meaning of High-risk Desires for Individuals with Serious Mental Health Conditions
  - Moving America's Soul on Suicide: 988 and Integrated Crisis Response Services and Supports
  - The Collaborative Assessment and Management of Suicidality (CAMS): Effective Procedures for using CAMS in Crisis Intervention Situations
  - Suicide in Schools: Prevention and Intervention
  - Suicide Prevention in the Age of Coronavirus: Working with Disaster-affected Clients
  - When Suicidal Thoughts Persist: Treating Chronic Ideation
  - Suicide: Why are Older "White" Men so Vulnerable?
- A Lifetime of Survival: Social Emotional Life Skills of Survival for Young Children, November 2019
- Using Trauma Informed Approaches to Enhance Self Awareness and Prevention Strategies, November 2019
- Suicide and Self Mutilation, 2017
- Counseling Girls for Depression during the Transition to Adolescence, 2017
- Keeping Dreams Alive: Creating an LGBTQ Youth Specific Suicide Assessment Model, 2017
- Empowerment! Promoting Self-Advocacy in Counseling with LGBTQ Clients, 2017
- Creative Interventions for Use with Those Who Self Injure, 2017
- Strength Centered Counseling, Bipolar Disorder, Medication Compliance, and Health Self, 2017
- Embodied Healing: A Relational Body- Centered Approach to Trauma Counseling, 2017
- Adolescent Self-Injurious Behavior: Analysis of the Youth Risk Behavior Survey Trends, 2017
- Working with Transition-Aged Youth with Disabilities, 2017
- Working with Students with Disability, 2017
- Dementia Capable Care, 2014
- Battling Post Traumatic Stress and Suicide, 2012
- Career Counseling for Military Personnel and Veterans with Disability, 2012

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Adapting to Stress, 2012  
Transforming Trauma Through Energetic Healing, 2012  
Providing Counseling Support to Returning Veterans, 2012  
Ethical Responses to Dangerousness; March 2012  
Supervision of Rehabilitation Counselors; Supervising and Being Supervised Ethically;  
March 2012  
Avoiding Ethical Hazards in Serving Complex Clients; March, 2011  
Ethical Workplace Cultures in Rehabilitation, March 2011  
Ethics and the Law in Rehabilitation, March 2011  
Treating Masked Depression & Preventing Suicide, March 2011  
Cognitive Behavioral Treatment for Mild Head Trauma in Children, March 2010  
Using Teens Knowledge to Improve Depression Screening, March 2010  
Adventure Based Counseling Interventions for Children & Adolescents  
Obesity & Disability, March 2010  
Sexuality & Disability, March 2010 & February 2017  
Post Secondary Counseling/Support for Students with Learning Disability and Post  
Traumatic Stress Syndrome Veterans, March 2010  
Predictors of Attitudes toward Disability and Employment Policy Issues, March 2010  
Caring for Alzheimer Patients, March 2010  
Rehabilitation Counseling Ethics, March 2010  
Strategies for Crisis Intervention Prevention, 2008, 2006  
Awareness of Disability Conference, May 2004  
Conflict Resolution Skill Development, March 2004

SCHOOL/SCHOOL VIOLENCE

Preventing and Intervening with Aggressive Behaviors in Young Children, November 2019  
Impact of gender-stereotyped bullying behaviors in early years, November 2019  
Challenging Behaviors in the Classroom: Understand, Prevent, and Respond, November  
2019  
Anger, Tantrum and Rage: Helping the Out of Control, November 2019  
The Standard of Care for Transporting Students, March 2018  
Bullying and the Emotional Mind: Using DBT Skills to Foster Resiliency, 2017  
Effective Collaboration Approaches Between Assessors and Providers in Using the  
Environmental Rating Scales for Quality Improvement, 2015  
Teaching Young Children With Autism Spectrum Disorder in the Inclusive Classroom, 2015  
Gender Identity in Early Childhood, 2015  
Involving Children in the Conflict Resolution Process, 2015  
Children Environmental Exposures in Early Care and Learning: Preventing Harm Through  
Emerging Initiatives and Best Practice, 2015  
Addressing Grief and Loss with Children, 2015  
Gender: It's More Complicated Than We Think, 2015  
School Response to Violence Seminars, 2010-2012  
Improving School Climate to Eradicate Climate of Bullying- March 2011  
School Emergency Preparedness to Violence- March 2011

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Dating Violence among the Adolescent Population, March 2011  
Relevance and Outcomes of Motivational Interviewing across Behavioral Problems,  
July 2010  
Counselor and Educator Practices that Promote Student Resiliency, June 2010  
Assessing Violence Risk, American Counseling Association, May 2010  
Developmental Assets for Children, March 2010  
Cyber Bullying & Balance, March 2010  
Qualitative analysis in Educational Research–‘Getting & Keeping my job’- a 3 year  
longitudinal study of disabled secondary education youth who successfully transitioned  
from school to work, 2009  
Quantitative Analysis in Educational Research – “Are They Ready?” a formative program  
evaluation to determine the preparedness of disabled youth in entering the job market,  
2008  
Fire/Arson in schools, 2006  
Drug/Alcohol in schools, 2006  
Youth, Violence + Gangs – Promoting Healthy Alternatives, November 2006  
School Violence Prevention Intervention, 2006  
Problem Solving Skills: Impact on Services, March 2004

#### PLAYGROUND

National Recreation & Park Association Playground Safety Inspector Training, 2012  
National Program for Playground Safety, University of Northern Iowa- Playground Safety  
School, August 2010  
National Program for Playground Safety, 2010  
Playground Supervision Training for Child Care Providers  
Playground Supervision Training for Elementary Schools  
Playground Maintenance for Front Line Workers

#### ABUSE

Moving Upstream to Prevent Child Sexual Abuse, 2023  
The Prevention of internet Sexual Exploitation, 2023  
Sustaining Successful Multi-Disciplinary Investigations of Child Sexual Abuse, 2023  
Child Sex Trafficking and Exploitation: Prevention and Intervention, 2023  
The Role of the Child Protection Worker in a Criminal Investigation of Child Sexual  
Abuse, 2023  
Child Sexual Abuse: Developing Communication/evaluative Skills with Children and Parents  
as Prevention Tool When Confronted with Possible Child Sexual Abuse and Problematic  
Sexual Behaviors, 2023  
Overview of Evidence-Based Trauma Interventions for Children and Adolescents Impacted y  
Child Sexual Abuse, 2023  
Best Practices in Assessing and Treating Children who Initiate Problematic Sexual Behavior  
with Other Children, 2023  
Sexual Assault, 2020  
Inside the Mind of the Trafficker, 2018



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Sex Trafficking: Understanding and Empowering Survivors of Sexual Slavery, 2017  
Child Physical Abuse: Crime Scene Investigation, 2017  
Can Youth Serving Organizations Personnel be Influenced to Develop Prevention Behaviors, 2017  
Preventing Child Abuse and Neglect: Overview of the Center for Disease Control's Technical package, 2017  
Safety Planning With Adolescents Who Have Engaged in Sexually Abusive Behavior, 2017  
Overcoming Barriers to Protecting Children from Sexual Abuse, 2017  
Supervising for Safety: The Administrator's Role in Abuse Risk Management, 2017  
Why do Forensic Interviewers Need to Ask About Grooming Activities, 2017  
Don't Forget About Me: Sexual Abuse Prevention and Children with Disabilities, 2017  
An Overview of Children with Problematic Sexual Behaviors, 2017  
Sexual Abuse Prevention Training, January 2011

#### **PROFESSIONAL MEMBERSHIPS**

American Counseling Association  
American Professional Society on Abuse of Children  
American Rehabilitation Counseling Association  
Association for Adult Development and Aging  
ASTM International  
International Association of Rehabilitation Professionals  
National Association of Education of Young Children (NAEYC)

#### **INVITED SPEAKER/PRESENTATIONS**

Perrin Conference. "Coverage and Litigation Issues Surrounding Sexual Harassment, Assault and Abuse Claims Conference," 2020  
Broward County Justice Association, "Safety in our Playgrounds & Supervised Care Settings," 2014  
Florida Justice Association CLE Course, "Playground and Sports Safety and Standard of Care," 2013  
North Museum of Natural History and Science, Exhibits, Demonstrations, Science Fair Judge, Lectures, 2011-2012  
New London County Bar Association, Supervision and Vocational Rehabilitation, June 2010  
Legal Support Staff of North Carolina, Understanding and Getting the Most Out of Your Expert, April 2010  
American Association of Legal Nurse Consultants, Safe Care and Supervision, January 2010  
Lancaster Area Paralegal Association, Understanding and Getting the Most Out of Your Expert, September 2009

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## **PUBLICATIONS**

Olsen, H., Thorsen, L. (2013). Supervision on the school playground. *Scholar-Practitioner Quarterly*, 7(1),85-93

Thorsen, L. (2012). *A hop, skip and a jump; A case study examining playground safety practices and policies within a mid-sized school district.* (Doctoral dissertation). Hofstra University, Hempstead, NY. (ProQuest: AAT 3499395)

## **POLICY/OPERATIONS/ADMINISTRATIVE EXPERIENCE**

- Developed and implemented organizational structures, policies and procedures, and risk management plans.
- Performed employee human resource activities and issues including new hires, terminations, disciplinary actions, job descriptions, employee evaluations, orientation protocol and salary surveys.
- Developed Corporate Compliance Plans for agency.
- Directed and participated in Incident Review Committees to develop trends and corrective actions.
- Investigated employee, student and client occurrences and incidents.
- Developed conflict resolution strategies, code of conduct and orientation practices and protocols for students.
- Managed and directed individual programs and entire agency for State and County audits.
- Implemented agency fingerprinting policy and PPD inoculations for all staff members.
- Developed long term strategic plans for agency.
- Supervised staff of up to sixty exempt and non exempt employees.
- Marketed new programs to funding sources and performed program evaluations to determine their efficacy.
- Wrote grants to State, County and private agencies for program expansion and services.
- Organized and facilitated fund raising activities for organizational based settings.
- Planned and prepared budgets.
- Oversaw construction and renovation of 39,000 square foot building involving licensure of Office of Mental Retardation and Developmental Disability, Office of Mental Health, NYS school districts, Vocational Educational Services for Individuals with Disabilities and County municipalities and zoning boards.
- Coordinated transportation arrival and dismissal process within facility based program
- Developed, coordinated, and supervised summer day programs for students and older adults.

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### **EARLY EDUCATION EXPERIENCE**

- Developed and implemented Policies and Procedures for preschool in regard to safety, supervision, health care, risk management, emergency protocols, written student evaluations, staff development, and organizational structure.
- Director and Founder of preschool for children one to five years of age.
- Developed curriculum for early childhood preschool for students ages one to five.
- Developed and coordinated Summer Camp programs.
- Taught classes for preschool children from one to five years of age.
- Provided early detection of special needs assessments of children.
- Evaluated program efficacy on ongoing basis.
- Evaluated staff lesson plans and written student evaluations.
- Supervised staff in all issues involving safety, supervision, and education of children.
- Initiated external communication between parents, schools, community and church through open houses, conferences, early intervention meetings, fund raising activities, publications, and support services.
- Developed Board of Directors as governing agent for the school and chaired monthly meetings for oversight.
- Provided Home Day Care for children ages one month to five years.
- Performed playground safety inspections in indoor and outdoor play areas in day care, pre-school, and elementary schools.
- Investigated safety and supervisorial components of playground injuries.
- Organized and facilitated fund raisers for not for profit setting.
- Initiated, organized, and participated in offsite premise activities.

### **SECONDARY EDUCATION EXPERIENCE**

- Developed, implemented, and evaluated policies, procedures and practices to ensure health and safety of students.
- Initiated special education programs for Special Education at risk youth between the ages of fifteen to twenty-one.
- Supervised teaching staff, implemented written staff evaluations, classroom observations, curriculum oversight and professional development.
- Developed and coordinated liaisons between students, school districts, families and school.
- Participated in interdisciplinary Committee for Special Education meetings on individual students with school districts.
- Collaborated with school districts to develop Individualized Educational Plans for students.
- Taught and counseled students with varying disabilities, socioeconomic status, racial and demographic diversity.
- Developed behavioral strategies in integrating students with disabilities into the mainstream population.
- Formulated and implemented classroom management techniques and functional behavioral assessments plans.

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- Developed individual student schedules and curriculum for vocational training and academic programs.
- Provided ongoing counseling to students regarding adjustment to disability, social skills, life skills, sexuality issues, conflict resolution, interpersonal issues, and work adjustment skills.
- Knowledge and understanding of gang cultures, behavioral patterns, and students 'at risk' of involvement.
- Advisor of teen youth group.
- Investigated sexual abuse cases in juvenile residential facilities, school settings and employment settings.
- Assessed the educational, vocational, and physical impact of disability of students in school and college settings.
- Assessed and implemented environmental modifications specific to student needs.
- Coordinated transportation arrival and dismissal process of Out of District program
- Coordinated with Foster Care agencies for benefit of students
- Developed and coordinated Summer Day Program to include specific Independent Living Skills for secondary education students with disabilities.

**ADULT CARE EXPERIENCE**

- Developed, implemented, and evaluated policies and procedures to ensure compliance, best practices, health, and safety to older adults.
- Assessed environmental accommodations to assist in independent functioning and safety factors.
- Formulated, participated in, and supervised interdisciplinary teams for comprehensive patient/resident/consumer care.
- Performed functional assessments of individuals with acquired and congenital disabilities.
- Assessed, developed, implemented, and evaluated Plans of Care for individuals with disabilities.
- Supervised staff in the implementation of Care Plans.
- Investigated fall protocols in adult day care, rehabilitation, residential and hospital settings.
- Maintained compliance to governing agents through the development, implementation and evaluation of policies and procedures in care facilities.
- Developed and wrote incident /occurrence reports and participated in agency internal and external incident/occurrence review committees.
- Underwent external fiscal and program audits and implemented internal fiscal and program audits.
- Instituted staff fingerprinting initiative for hiring procedures and maintained staff training and professional development.
- Provided attendant care in home and hospital settings regarding activities of daily living, bathing, feeding, cooking, companionship, and community integration activities.
- Coordinated and led group treatment sessions for psychiatric Day Treatment program
- Provided individualized counseling for adjustment to disability.

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**VOCATIONAL REHABILITATION EXPERIENCE**

- Worked with individuals in all disability groups from fifteen through adult including neurological impairment, psychiatric, learning and emotional disorders, mental retardation, developmental disabilities, orthopedic impairments, substance abuse, autism, Asperger's syndrome and traumatic brain injury.
- Performed vocational assessments of individual strengths and weaknesses of individuals with disabilities.
- Determined transferability of skills and employability of individuals with disabilities.
- Developed internships, mentorships, and community integration sites for students in work settings.
- Developed job training sites, employer contacts and provided job placement for individuals with disabilities.
- Wrote grants and developed programs for Intensive Supported Work programs.
- Developed Individualized Rehabilitation Plans for persons with disabilities.
- Provided vocational and rehabilitation counseling for individuals with both congenital and acquired disabilities.
- Performed vocational rehabilitation assessments for workers compensation and private cases.
- Provided comprehensive assessments for employability, job trends, occupational titles and job tasks.

EXPERT NOT RETAINED