

Tracy Flynn, M.Ed.

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Career Highlights and Skills

A mission-driven relationship builder, able to focus the perspectives of multiple groups on common goals. Broad experience in local and national health, welfare, and education institutions. Proven ability to lead the development, delivery and expansion of effective, culturally competent, research-based programs.

Expertise includes:

- Training, facilitation and instructional design
- Leadership and organizational development
- Coaching and mentoring
- E-learning/Web-based training
- K-12, University and NGO experience
- Community engagement and public relations
- Management, supervision, and fiduciary responsibility

Career Experience

Tracy Flynn Consulting (present)

Principal

Providing training and professional development, coaching and program assessment for professionals working in both the public and private sector. Clients include Associated Recreation Council of Seattle Parks and Recreation, School's Out Washington, CARDEA (Center for Health Training), Washington State Service Corps/AmeriCorps, Washington Coalition of Sexual Assault Programs, and others.

Welcoming Schools, a Project of the Human Rights Campaign Foundation (present)

Pacific Northwest Regional Consultant

Welcoming Schools is an LGBT-inclusive approach to addressing family diversity, gender stereotyping, bullying and name-calling in K-5 learning environments. Working across the Pacific Northwest to help elementary schools and other youth and family-serving professionals take a systemic approach to be inclusive of all kinds of diversity among staff, clients, and children—including children with LGBT parents and students who are gender creative.

Planned Parenthood of Western Washington (PPWW), Seattle, WA (2006–2008)

PPWW has over 350 staff, serving over 150,000 patients annually in 23 separate clinics located throughout Western Washington. (DBA Planned Parenthood of the Greater Northwest)

Director of Training

Directed new staff orientation and staff development pathways. Created and presented staff training related to cultural competency, customer satisfaction, clinic safety, birth control, STI prevention and technical skills necessary for working in a clinic setting. Put into operation continuous improvement process for delivery of HIV testing and patient education services. Provided “train the trainers” sessions for other PP affiliates engaged in training and community education. Collaborated with community and public health partners to promote access to quality health care and to provide quality training for health care practitioners including University of Washington medical school and school of nursing staff, students, interns and residents.

National Court Appointed Special Advocate Association, Seattle, WA (2000–2006)

NCASAA is a national not-for-profit organization of 948 member programs with 53,847 volunteer advocates for children and youth in foster care.

National Training Director

Led design and delivery of child advocacy training supporting over 200,000 foster children across the United States. Developed national volunteer standards and curricula that improved advocacy skills and judicial satisfaction with 53,847 volunteer advocates. Directed oversight of quality assurance and continuous improvement of training and leadership programs. Recruited and supervised national and local faculty for training including six annual conferences involving over 7,500 participants. Supervised a multi-site staff. Developed and delivered multi-media curricula on leadership development, organizational development, law and policy, cultural competency, and educational advocacy. Training delivery included web-based and e-learning opportunities as well as classroom settings. Led the creation of and served as staff liaison for board of directors' national diversity committee. Managed \$1,000,000 annual budget.

Seattle Public Schools, Seattle, WA (1991–2000)

Public school system serving over 45,000 students in 104 locations.

District Specialist, Health Curriculum/Health Education

Designed, implemented, and evaluated staff development curricula, student programs, and resources for comprehensive health education, HIV/AIDS prevention, Family Life and Sexual Health (FLASH), cultural competency, anti-harassment law and policy, mandatory reporting, personal safety and community/family involvement, and parent/guardian education. Targeted school efforts to at-risk students. Recruited, trained, and supervised community volunteers, interns, and contract trainers. Taught in K–12 classrooms. Coordinated and facilitated student support groups and peer education programs, including *Girls' Empowerment*, *Coalition for AIDS Peer Education (CAPE)*, *Gay/Straight Alliances* and *Anti-Bullying* initiatives. Coached classroom teachers and administrators. Collaborated with the City of Seattle Office for Civil Rights to develop the “We All Belong” anti-harassment curriculum and public awareness campaign. Provided teen health center staff with training and service coordination.

GCSS, Seattle, WA (1987–1993)

Board Coordinator

First paid staff of a broad-based human service and granting organization. Umbrella agency for grassroots start-ups including POCAAN, Babes, Heart to Art and others. Coordinated public relations. Developed budgets and administered grants program, including project applications, grant applications, and grant awards.

Council for Prevention of Child Abuse and Neglect (CPCAN), Seattle, WA (1988–1991)

Program Manager

Developed, implemented, and evaluated public awareness and education programs. Supervised staff, interns, and volunteers. Responsible for community relations, public speaking, and media relations. Instituted member newsletter. Developed and managed agency budget. Wrote grants to fund programs. Served on state board for four years.

Supporting Experience

Adjunct Faculty - Courses include Health Education, Sexual Harassment, Issues of Abuse and Neglect, Multicultural Education
City University, Masters in Teaching (MIT) program, Bellevue, WA (1994–present);
Seattle Pacific University; BA and MIT programs, Seattle, WA (2008–present)
Antioch University, MIT and Psychology programs, Seattle, WA (1993–2002)
Seattle University, MIT program, Seattle, WA (1999–2002)
University of Washington, MIT and BA programs, Seattle and Bothell, WA (1999–2002)

Professional Associations and Awards

School's Out Washington Consultant, coach, and trainer (2010–)
Out in Front Steering Committee Co-Chair (2011–)
Camp Ten Trees Board of Directors (2009–)
501 Commons Non-profit volunteer consultant (2007–present)
American Society for Training and Development National member, local member and volunteer (1999–present)
Child Welfare League of America: Youth in the Margins Task Force (2004–present)
Human Rights Campaign All Children All Families - Advisory committee/trainer (2009–present)
Safe Schools Coalition of Washington Volunteer consultant/Professional trainer (1994–present)
King County Juvenile and Family Court Disproportionality Task Force (2006–2007)
Girl Scouts of Puget Sound Volunteer, Girl Scouts Beyond Bars program (2005–2007)
Casey Family Programs National Partners for Educational Success (2004–2006)
Committee for Children Contract Trainer and Consultant (1991–present)
American Friends Service Committee Youth Programs Advisory Board (1998–2002)
PFLAG Seattle Community Salute Award (1998)
Ingersoll Center Judith Botzer Memorial Award (1998)
GLSEN Washington Educator of the Year Award (1997)

Recent Professional Education

InsideOut Advantage Coaching Certification Course (2008)
Leadership Institute of Seattle (LIOS) Leading with Integrity Certificate (2005)
Vignettes for Training Certificates in Web-Based Learning (2004)

Education

Master of Arts – Adult Education

Antioch University, Seattle, WA

Bachelor of Arts – Zoology

University of Washington, Seattle, WA