

DARLENE SAMPSON

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EDUCATION

University of Colorado Denver
Ph.D Educational Leadership and Innovation
Culturally Relevant Curriculum and Pedagogy
May, 2008

University of Denver
Masters of Social Work
May, 1986

University of Northern Colorado, Greeley, Colorado
Bachelor of Science in Rehabilitation and Psychology
March, 1980

PROFESSIONAL EXPERIENCE

June 2018-present

Western Educational Equity Assistance Center/Metropolitan State University of Denver

Equity Specialist Coordinator

Provide training and technical assistance for businesses and k-12 schools including charters, magnet, innovation, and career and technical schools, state education agencies, tribal education agencies, and other governmental departments on behalf of all students, to promote equitable programming and outcomes. Anchor training around issues relating to race, sex, national origin and religion within a 13-state region. Provide topic-specific training regarding prevention of bullying and harassment in schools, specifically related to race, national origin, gender, religion, and any other aspect of educational equity. Promote and teach culturally inclusive and emancipatory pedagogy. Develop specific and individualized school plans to address disproportionality, equitable policies and procedures, gender and Civil Rights compliance, socioeconomic diversity, content specific curriculum, and English Language Learner and early childhood supports. Act as a community and multi-state collaborative equity partner. Develop diversity, equity, and inclusivity workshops, conferences, and position papers.

August 2016-June 2018
Metropolitan State University of Denver/Department of Social Work

Clinical Field Faculty

Taught Master's level students in the Department of Social Work, increased community and business partnerships on behalf of students, the department and the University, acted as a lead faculty managing, updating, and augmenting specific courses online and on campus. Provided consultation and mediation to facilitate communication and conflict resolution between students and agency field supervisors. Developed and administer field education programming and training for field supervisors, screened field agencies, placed students in appropriate field sites, provided field instruction and supervision to assigned students, and developed, coordinated, and delivered social work field-related events. Provided professional guidance to students, acted as a department resource, and engaged in active and ongoing scholarly professional development. Advised a designated caseload of social work students, acted as a resource in the student support process, provided professional mentoring and community connection, and engaged in active service on boards and on behalf of community-based agencies. Provided ongoing equity and culturally responsive education, support, and consultation to the department, community, students, and field placement agencies.

August 2010-July 2016
Denver Public Schools/Office of Post-Secondary Readiness

Director of Culturally Responsive Education

Provided leadership, development, and implementation of culturally and linguistically responsive school-based plans anchored in the research on urban school reform. Synthesized and expanded research-based culturally responsive practices to schools, teams, and departments. Assisted in aligning the principles of culturally responsive pedagogy with District and State Standards. Evaluated curricula to ensure culturally responsive pedagogical applications that were engaging, academically rigorous, and culturally responsive. Evaluated data to reduce disproportionality in suspensions, discipline, and Special Education placement. Collaborated with principals, instructional leaders, teachers, coaches, and facilitators to develop viable and appropriate culturally responsive plans. Increased student, parent, and community voices via development of multiple projects. Developed objectives and measurable benchmarks aligned with student and community needs. Maintained current knowledge and application of the most effective models of diversity, inclusiveness, and culturally responsive pedagogical practices.

May 2008-August 2010

Educational Liaison

Provided consultation, training, and support to schools with affective needs classrooms. Monitored disproportionality related to equity across systems, instruction, and professional development. Supported teachers working with children demonstrating challenging emotional/behavioral issues. Supervised and monitor sexually offending youth. Mentored incoming social workers for the District. Extensive community and system collaboration.

January 2000- May 2008

Denver Public Schools

School Social Worker

Provided clinical, mental health, culturally responsive, and special education consultation to teachers and administrators. Engaged in extensive community and internal collaboration. Utilized research, data, progress monitoring, and observation to promote achievement and service fidelity. Provided behavioral interventions, pedagogical support, programmatic reviews, mentoring, and professional development. Worked within a collaborative team and individually to support turnaround schools and challenging educational systems.

July 1998-January 2000

Mayor's Office of Youth, Education and Advocacy; City and County of Denver Great Kids Head Start

Family Services Program Administrator

Monitored and supported family services supervisors and workers in all Head Start Centers for the City and County of Denver. Provided technical assistance, consultation, and quality control in accordance with Federal and State regulations. Responsible for monitoring health, mental health, enrollment, and family services programs and partnerships in over 40 Head Start sites. General supervision duties, training, and collaboration with numerous centers. Completed extensive reports, documentation, program evaluation, and review for positive child and family outcomes.

January 1994-November 1997

Prevention Research Center for Family and Child Health and Home Visitation 2000/Children's Hospital

Program Manager

Implemented a home-based research and service project to increase positive pregnancy and parenting outcomes for first-time mothers. Supervised paraprofessional staff, developed and augmented curriculum, and maintained effective partnerships with numerous community agencies. Provided ongoing training. Engaged in general administrative duties, program development, coordination with research staff, resource acquisition, program evaluation, quality maintenance, public relations, and program management.

**November 1990-January 1994
Mental Health Corporation of Denver**

Clinical Supervisor

Acted as a Clinical supervisor of the Family Preservation and Re-unification Program home-based therapy program. Provided ongoing supervision of 17 family therapists. Collaborated with numerous contacts and coordinated with contractors, community organizations, and institutions. Responsible for program and resource development, public relations, budgeting, and general maintenance of the program. Performed various managerial tasks and duties related to the financial viability of the program.

**January 1990-November 1990
Adams County Social Services**

Supervisor/Child Abuse Intake

Provided clinical and supportive services to nine child protection workers responding to calls of child abuse and neglect. Coordinated family services with numerous community, court, law enforcement, and other collateral contacts. Performed various administrative duties such as fiscal management, service provision, and development of community liaison relationships. Maintained quality standards and development of necessary resources.

**September 1981-January 1990
Adams County Social Services**

Child Protection Social Worker III

Provided intake and ongoing child protection services for children at risk of abuse and neglect and out of home placement. Provided group and individual counseling, parenting education, cultural competence training and consultation, minority foster resource parent recruitment and treatment planning.

**May 1980-September 1981
Denver Children's Home**

Child Care Worker

Provided supervision of a dormitory of young girls who were victims of child abuse and neglect. Provided counseling, worked as a part of a mental health team, and provided case management and support to transition children home or to other least restrictive environments.

CONSULTATION EXPERIENCE

Warriors for High Quality Schools 2019-present
Association of Black Social Workers 2018-present
Hearts & Hand Center Consultant 2017-present
Achievement Network Consultant 2016-present

Alabama Department of Education 2016-present
Various Denver Public Schools 2016-Present
Huntsville, Alabama City Schools 2014-16
National Black Child Development Institute 2015-present
Boys & Girls Clubs of Metropolitan Denver 2015-16
Denver Museum of Natural History 2014-15
Families Forward Resource Center 2008-present

RADIO INTERVIEWS

Sampson, D. (February, 2014). *Teachers undo personal bias to help students of color* [Radio series episode]. Brundin, J. (Executive Producer), *National Public Radio*.

TELEVISION CONSULTATION & INTERVIEWS

Channel 7 Consultant (ongoing subject-matter expert since 2016)
Channel 9 Consultant (ongoing subject-matter expert since 2019)

INTERNATIONAL EXPERIENCE

South Africa Study Abroad/Independent Study Fieldwork and Volunteer Services (Capetown, Pretoria (Tshwane) and Johannesburg, South Africa). New York University, Summer, 2006

Institute of International Education Presenter/Rocky Mountain Regional Center, 2006-2009

VOLUNTEER EXPERIENCE

Trans-racial Adoption Council Consult for Displaced Haitian Children
Institute of International Education
Black Chamber of Commerce Host
The Black Western Museum and Heritage Center Volunteer

PROFESSIONAL COLLABORATION/CONSULTATION

***partial list**

Metropolitan State University of Denver Center for Multicultural Excellence and Inclusion
Metropolitan State University of Denver Equity Assistance Center
Breaking the Chains Partner
Allies of Diversity Faculty Partner
EducCare Center-Salute to Black Educators
Sistahpreneurs Consulting
100 Black Men of Denver-Mobilizing the Village Initiative
National Black Child Development Institute/Denver Chapter
Council on Social Work Education

Placement Alternative Commission
Senate Bill 94 Committee
Family Preservation and Family Support Advisory Council
Coors Field Diversity Consult
BECOME (Black Employees Committed to Opportunity, Mobility, and Equality)
Black Women's Network
Colorado Foundation for Families and Children
University of Denver Graduate School of Social Work Field Instructor
National Association of Black Social Workers
Collaborative Decision Making Team
Civil Rights Commission
Denver Dozen Project
Big Jon Platt Scholarship Committee Chairperson
Lowry Family Center Collaborative
Aurora Public Schools Culturally Responsive Consult
Community College of Denver Diversity Consult
Denver Public Schools Cultural/Linguistic Collaboration
Denver Public Schools Disproportionality Taskforce
Colorado Criminal Justice Consult
My Brother's Keeper Initiative
National Association of Social Workers

PROFESSIONAL ENDORSEMENTS

Licensed Clinical Social Worker, (LCSW) Colorado #989881

Professional Special Services License, Colorado Department of Education #0269550

SCHOLARSHIPS/HONORS/AWARDS

Honoree Colorado Legislature, April, 2019

National Association of Social Workers Spotlight, March, 2019

Recognized as Distinguished Adjunct Faculty, University of Denver, Graduate School of Social Work, December, 2018

Institute of International Education Study Abroad Scholarship, June, 2006

Educational Leadership and Innovation Scholarship, University of Colorado at Denver, September, 2003

Chosen as "Focus On Social Worker to Spotlight" by Denver Public Schools, December, 2002.

City and County of Denver Head Start Family Services Mentoring Award: Developed and implemented a city-wide agency mentoring project for family services workers, April, 1999.

PUBLICATIONS

Garrison-Wade, D., Sampson, D., & Diggs, G. Creating culturally responsive research-based trajectories for school leaders and educators. Manuscript in Preparation.

Sampson, D., & Garrison-Wade, D. (2011). Cultural Vibrancy: Exploring the Preferences of African American Children toward Culturally Relevant and Non-Culturally Relevant Curriculum. *Urban Review*: DOI: 1007/s11256-010-0170-x

Hiatt, S.; Sampson, D.; & Baird, D. (1997). Paraprofessional Home Visitation: Conceptual and Pragmatic Considerations. *Journal of Community Psychology*, 25(1) p.77-93.

NEWSLETTERS

Equity Corner, Denver Public Schools Office of Post-Secondary Readiness, 2012-2016

Institute of International Education, Rocky Mountain Regional Center Newsletter, 2006

Family Preservation Quarterly (Creator, Publisher, and Editor) 1992-1994

Harambee Quarterly/Association of Black Social Workers Denver Chapter Newsletter, 1998-2004

MAGAZINE ARTICLES

Women of Color Facing Racism as a Child. *Glamour Magazine*, October, 1993.

GRANT PROPOSALS

Colorado Trust Serving Communities of Color Grant, April 2016 (funded)

African Dance & Drumming Collaborative in conjunction with Dr. Kwasi Ampene, University of Colorado, September 2008 (funded)

Karen Berland Mental Health Grant, May, 2007 (funded)

Safe City Mentoring Grant, February, 2002 (funded)

Karen Berland Home Visiting Grant, May 2007 (funded)

Michael Jordan Educational Excellent Grant, June 2007 (funded)

TEACHING EXPERIENCE

University of Denver Graduate School of Social Work Adjunct
2017-present

Metropolitan State University of Denver; Department of Social Work
2016-present

Metropolitan State University of Denver School of Education Consultant and co-teacher, August
2016-present

University of Denver, Graduate School of Social Work
Class: Child Welfare Practice 1995-1997

Metropolitan State College
Taught one class session during fall/spring 1989-1990; Human Services Program

Taught Multi-Cultural Learning Class, October, 1997; School of Psychology

Community College of Aurora
Taught displaced homemakers and welfare to work recipients/2-part series in 1996-1997

Various guest lectures at Red Rocks Community College, University of Northern Colorado,
University of Denver, University of Colorado Denver, and Front Range Community College

MENTORING

Metropolitan State University of Denver Department of Social Work Advisor (ongoing)

Licensure Social Work Supervisor, 2014 (ongoing)

Denver Public Schools Social Work Mentor, 2003-2009

Denver Human Services LCSW Mentor, 1999-2001

Black Girls Rock Anti-Bullying Initiative (ongoing)

Trainer-of-Trainers/Diversity and Inclusiveness Mentor (ongoing)

Circle of Greatness African American Boys Group (ongoing)

CURRICULUM DEVELOPMENT

Sampson, D. (2019). Civil Rights & Me, Washoe County School District Social Affective Curriculum

Sampson, D. (2016). Huntsville, Alabama School District Leading for Equity Curricula

Sampson, D. (2012). *Culturally Responsive Trainer-of-Trainer Manual*. Denver Public Schools Equity Project.

Sampson, D. (2010). *The Culturally Responsive Teacher Handbook*. The Denver Public Schools Culturally Responsive Integration Project.

Sampson, D. (1997, January). *Home visitation paraprofessional training model and father's protocol*. The Prevention Center for Child and Family Health and Home Visitation 2000, Denver, CO.

Sampson, D. (1997, November). *The Prevention Center for Child and Family Health and Home Visitation 2000 prenatal and infancy protocol for expectant mothers*. Home Visitation 2000 Grant, Denver, CO.

Sampson, D. (1997, April). *Coming Together: A collaborative approach for foster parents and child welfare workers*. Colorado Department of Human Services Curriculum, Denver, CO.

Sampson, D. (1995, February). *Life Skills Training Model for Paraprofessionals*. The C. Henry Kempe Center for the Prevention and Treatment of Child Abuse and Neglect, Denver, CO.

Sampson, D. (1995, August). *Home Visitors Curriculum*. The Colorado Department of Education and the Colorado Foundation for Families and Children, Denver, CO.

PROGRAM DEVELOPMENT/PROGRAM EVALUATION

School Year 2015-16/Development of Culturally Responsive Trainer-of-Trainer Curriculum for Huntsville City Schools/Huntsville Alabama

Educational Equity Auditor in 14 Schools/2015-16

REQUEST FOR PROPOSALS

Request for Proposal (RFP). (1996, June). The Colorado Department of Human Services Cultural Competence Training for Supervisors and Working with Children with Developmental Delays in Relationship to Child Abuse, Denver, CO.

VIDEO & ONLINE PRODUCTION

Sampson, D. (2019). Race is not Real-Racism Is! Virtual College/Metropolitan State University of Denver.

Sampson, D. (February, 2018). *Sign of the times*. Metropolitan State University of Denver featured faculty. The Insider. Story by Marlee Kobzej.

Sampson, D. (2016). *What Educators Need to Know?* Denver Public Schools Production in conjunction with Producer, Ben McKee.

Sampson, D. (Writer/Director). (1994). *Cultural and Racial Sensitivity in the Workplace*. Prevention Research Center for Child and Family Health and Home Visitation 2000.

EQUITY TALKBACKS AND COMMENTARY FOR THE ARTS

October, 2018/Denver Center for the Performing Arts Equity Consultant for the play, "*Smart People*."

February, 2018/Denver Curious Theatre Equity Consultant for the play, "*Detroit 67*."

PRESENTATIONS

*partial list

- Sampson, D. (1989, January). *Introduction of home, community, and family-based services*. Paper presented to Home Visitation 2000, Denver, CO.
- Sampson, D. (1989, February). *Three-part discipline series*. Paper presented at the Adams County Parenting Commission, Denver, CO.
- Sampson, D. (1990, March). *Multi-needs families: Assessment to intervention*. Paper presented at the Colorado Department of Education Conference, Denver, CO.
- Sampson, D. (1990, April & 1991, April). *Healing the Healer: Rejuvenation for healing professionals and examination of past historical experiences*. Paper presented to the National Association of Black Social Workers, Los Angeles, CA; & Atlanta, GA.
- Sampson, D. (1990, May). *Afrocentric Practices and Treatment*. Paper presented to Adams County Social Services foster parents, Denver, CO.
- Sampson, D. (1992, October). *Cultural/ethnic sensitive service delivery*. Paper presented to the Mental Health Corporation of Denver, Denver, CO.
- Sampson, D. (1993, May). *Intervention with juvenile offenders exhibiting oppositional/anti-social behaviors*. Paper presented to the Juvenile Justice Conference, Denver, CO.
- Sampson, D. (1993, June). *Evaluating family services programs*. Paper presented at the Family Preservation Conference, San Diego, CA.

- Sampson, D. (1993, August). *Teaching teambuilding skills to managers*. Paper presented to Mental Health Corporation of Denver Staff Training, Denver, CO.
- Sampson, D. (1994, February). *Cultural and ethnic competence for home visitors*. Paper presented at the C. Henry Kempe National Center for the Prevention and Treatment of Child Abuse and Neglect Case Aide Training, Denver, CO.
- Sampson, D. (1994, March & 1994, December). *Culture Competence for Child Welfare Workers*. Paper presented at the Denver Department of Human Services Conference, Denver, CO.
- Sampson, D. (1994, April). *Trans-racial Adoption*. Paper presented at the Rocky Mountain Adoption Exchange Conference, Denver, CO
- Sampson, D. (1994, April) *Perpetuation of the domestic violence cycle by human services professionals and systems*. Paper presented at the Coalition for Multi-Cultural Mental Health Services Sixth Annual Conference, Denver, CO.
- Sampson, D. (1994, May). *Transracial Adoptions*. Paper presented at the Rocky Mountain Adoption Exchange Conference, Denver, CO.
- Sampson, D. (1994, June). *Reconceptualizing health care for the Black Family*. Paper presented at the Second Midwest Regional Conference on Black Families and Children, Kansas City, KS.
- Sampson, D. (1994, September). *Cultural competence for teachers*. Paper presented at the Colorado Foundation for Families and Children Conference, Denver, CO.
- Sampson, D. (1994, October). *Increasing personal strengths and reducing risk in Colorado*. Paper presented at the Prevention Partners Conference, Denver, CO.
- Sampson, D. (1994, November). *Parenting the emotionally disturbed or mentally ill child*. Paper presented at the Mental Health Association of Colorado Conference, Denver, CO.
- Sampson, D. (1994, November). *Family preservation theory and practice*. Paper presented at the Effective Parents Conference, Kansas City, KS.
- Sampson, D. (1995, January). *Working with child protection services*. Paper presented at the Twentieth Annual Conference, Council on Child Abuse and Neglect, Denver, CO.
- Sampson, D. (1995, January). *You're skin and mine (2-part series assisting children in accepting racial diversity)*. Presented at the Boulder County Diversity Conference, Boulder, CO.
- Sampson, D. (1995, January). *Help I'm drowning: Healing for African American Human Services Professionals*. Paper presented at the Home Visitation 2000 Conference, Denver, CO.
- Sampson, D., & Askew, D. (1995, January). *It takes a whole village to raise a child: Preventing gang involvement*. Presentation at the Gang Intervention Strategies Conference, Denver, CO.
- Sampson, D. (1996, October). *Recruitment and retention of minority resource homes*. Paper presented at the Boulder County Department of Human Services "What's Love Got to Do with It" Conference, Boulder, CO.
- Sampson, D., O'Hara, N., and Carrilo, T. (1996, January) *Involving fathers in home visiting models: What works and what are the problems*. Paper presented at the effective home-based strategies for Family Support Convention, San Diego, CA.

- Sampson, D. (1996, March). *The double bind of racism and sizeism*. Paper presented at the Culturally Competent Service Delivery Conference, Denver, CO.
- Sampson, D. (1997, February). *Team building for foster parents and adoption and foster care coordinators*. Paper presented at the Kinship Conference, Denver, CO.
- Sampson, D. (1997, April). *Cultural and racial dilemmas in home visiting*. Paper and video presented at the Home Visitation 2000 Conference, Columbia, SC.
- Sampson, D., & Suazo, L. (1997, October). *Cultural beliefs and practices in pregnancy*. Paper presented at the Home Visitation 2000 Conference, Washington D.C.
- Sampson, D. (1999, April) *Theoretical perspectives guiding family service practice*. Paper presented at the Denver Great Kids Head Start Conference, Denver, CO.
- Sampson, D., Del Castillo, R., and Del Castillo, J. (1999, May). *Substance abuse and families of color*. Paper presented at the Cultural Diversity and Addictions Treatment Training, Denver, CO.
- Sampson D., and Fullerton, E. (2003, October). *Bridging the gap between what we were and where we are now: Latino children assimilating into the school culture and community*. Paper presented at the Parenting Seminar Series, Montbello High School, Denver, CO.
- Sampson, D. (2003, November). *What do culturally competent classrooms look like?* Paper presented at the Teacher in Residence and Special Education Seminar, Denver, CO.
- Sampson, D. (2003, April). *PTSD: Post traumatic slavery disorder: The aftermath*. Paper presented at the Lowry Family Center Cultural Competence Conference, Aurora, CO.
- Sampson, D., and Cooper, R. (2004, April). *WOZA (Rise): Acquiring the PhD: The final rite of passage*. Paper presented at the National Convention of Black Social Workers Conference, Pittsburgh, PA.
- Sampson, D. (2004, May). *Hip hop music: Embrace or reject*. Paper presented at the Kinship Care Conference for the State Family Centers, Community College of Aurora, Aurora, CO.
- Sampson, D. (2004, August). *The Juvenile Justice System: Is this a misnomer*. Paper presented for the Adams County Annual Juvenile Justice Conference, Brighton, CO.
- Sampson, D. (2005, December). *Discipline is a child's right*. Paper presented at the Mayor's Office of Education Workshop, Denver, CO.
- Sampson, D. (2006, January). *School to home connections with children of color*. Workshop presented for the National Association of Black Social Workers/Denver Chapter Conference, Denver, CO.
- Sampson, D. (2008, May). *Culturally Relevant Teaching Practices*. Workshop presented to Community Challenges and Choices Administrators and Teachers, Denver, CO.
- Sampson, D. (2008, February). *Connecting Parents of Color with special needs children to community resources*. Workshop presented at the NOVA conference, Denver, CO.
- Sampson, D. (2009, January). *Culturally Relevant Pedagogy and Curriculum*. Affective Needs Classroom Teacher Training, Denver Public Schools, Denver, CO.
- Sampson, D. (2009, March). *Black Privilege*. Pedagogy of Privilege Conference, University of Denver, Denver, CO.

- Sampson, D., Joseph, O. (2009, October). *Honoring the Curricular Preferences of African American Children*. EL Paso County School District Annual Conference, Colorado Springs, CO.
- Sampson, D. (2010, February). *Culturally Responsive Teaching and Curricular Alignment for African American Students*. Denver Public Schools Professional Development Unit, Denver, CO.
- Sampson, D. (2011, April). *Speak on it: African American Social Workers Monitoring what goes in the hearts and minds of our students*. National Association of Black Social Workers Conference, New Orleans, LA.
- Sampson, D. & Garrison-Wade, D. (2011, April). *Cultural Vibrancy: Exploring the Preferences of African American Children Toward Culturally Relevant and Nonculturally Relevant Lessons*. Paper presented at American Education Research Association (AERA).
- Sampson, D., Wilson, A. & Dawkins, N. (2013, April). *Leading with Equity Workshop: The Hallmarks of Culturally Responsive Leaders*. The National Council on Educating Black Children Conference, Chicago, Illinois.
- Sampson, D. (2014, April). *Busting Disproportionality: Leading for Equity*. The Council of Great Cities Schools Conference, Los Angeles, California.
- Sampson, D. (2014, September). *Counseling for Equity*. Huntsville, Alabama Workshop Series.
- Sampson, D. (2015-16 August-May) *Culturally Responsive Teaching, Disproportionality, Authentic Student- Teacher Relationships, and Leading for Equity workshop series* (Ongoing).
- Sampson, D. (2017 May-August). *Leading for Equity in Recreational Programs*. Two-part series for Heart & Hand.
- Sampson, D. (2017, December). *Racial Bullying in Schools*. Presentation for the National Black Child Development Institute/Denver.
- Sampson, D. (2018-19 September-May). *Leading for Equity Bootcamp Series*, Metropolitan State University of Denver.
- Sampson, E. (2019, May). *Mentoring for Equity, Urban Scholars*.