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CURRICULUM VITAE

EDUCATION

- 2001 - 2002 **Master of Social Work**
Faculty of Social Work, McMaster University
Thesis: Adoption Disclosure and Reunion
- 1995 - 1999 **Honours Bachelor of Social Work**
University of Windsor

PROFESSIONAL EXPERIENCE

Successful Families Inc.
Director, Independent Practice

May 2008 - Present

Therapy:

- Individual (child, adolescent, adult) - CBT, EFFT, Brief/Solution Focused Therapy, Play Therapy
- Co-Parent Counselling/Coaching
- Family Counselling
- Reunification therapy for parent-child contact problems including intensive multi-day family intervention
- Therapeutic Access
- Sexual Therapy
- Grief/Loss
- Trauma - EMDR Level 1

Family Mediation & Parenting Coordination

- Accredited Family Mediator (OAFM)
- Mediation/Arbitration services
- Parenting Coordination

Assessments

- Parenting Plan Assessments, S.30 C.L.R.A (Custody/Access Assessment)
- Adoption/Permanency Home Studies

Voice of the Child Reports

- Meet with children to help provide their views and preferences in separated/divorced families.

Consultation/Training

- High conflict case consultation with Catholic Children's Aid Society of Hamilton
- High conflict case consultation with Children's Aid Society of Hamilton
- Ongoing training with both community child protection agencies
- Ongoing training for Interval House of Hamilton
- Collaboration with Interval House of Hamilton to offer training and supervision to other community women's services in the Durham region

Supervision

- Professional supervision to private clinicians offering both counselling and forensic social work services.
- Supervision of both B.S.W. and M.S.W. students from McMaster University, Western University and the University of Manitoba.

Hamilton Wentworth Catholic District School Board
School Social Worker

July 2020 - Present

- Assess, develop and implement a clinical counseling treatment plan for students dealing with a large array of social-emotional and mental health concerns.
- Provide clinical recommendations to clients and families
- Crisis intervention for school wide and/or board wide crises
- Clinical consultation provided to parents, students and school
- Provide in depth resource counseling for school staff, parents and students
- Provide in class informational and age appropriate sessions on a variety of topics including (but not limited to) social media and internet usage, respectful relationships, body image and self-esteem, self-regulation and stress reduction
- Provide attendance counseling where necessary
- Provide professional development to school staff regarding mental health, self-regulation strategies for early years learners

Office of the Children's Lawyer, Ministry of the Attorney General
Clinician

Mar. 2006 - Present

- Conduct clinical custody/access investigations or provide representation for children in personal rights cases, including both child protection and custody and access cases
- Collaborate with legal counsel providing clinical formulations for legal positions pursuant to S.89 of the *Courts of Justice Act*

McMaster Children's Hospital, CYMH, ICCS 0-6
Clinical Social Worker - Team Lead

Mar. 2006 – May 2008

- Supervision with parent therapists (R.E.C.E) in the delivery of home care children's mental health services
- Liaising with community partners on issues of quality and resource development
- Provision of assessment, treatment, and advocacy to clients while seeking community-based services for ongoing, long term support

- Effective teaching of B.S.W. students, peers and clients with a committed teaching affiliation with McMaster University

Catholic Family Services Windsor-Essex County

June 2002 – Feb. 2006

Clinical Social Worker/ Supervisor CCAC Social Work Program

- Assessment, treatment and intervention of treatment plans with individuals, couples and families for matters pertaining to abuse, child rearing and development, adjustment, relationships, alcohol and substance abuse, behaviour and psychiatric issues
- Assess for the need for crisis intervention services and/or other community social services, as well as the ability to think critically and problem-solve effectively in unfamiliar, multifaceted situations
- Supervision of B.S.W. Case Managers in the delivery of home care social work services through the C.C.A.C. including management of quality and financial issues
- Effective teaching of B.S.W. students, peers and clients with a committed teaching affiliation with the University of Windsor
- Play Therapy with children focused on issues specific to children's anxiety and depression, attention-deficit hyperactivity disorder, and attention deficit disorder

Windsor-Essex Children's Aid Society

June 1999 – June 2002

Child Protection Worker – Family Services

- Investigate allegations or evidence that children are in need of protection
- Provide guidance, counseling and other services to families for protecting children or for the prevention of circumstances requiring the protection of children
- To work both individually, as well as in a team setting, with excellent organizational and communication skills
- Work in collaboration with child and adult mental health services, medical professionals, police and government agencies to provide comprehensive services for families and children

RESEARCH EXPERIENCE

Research Assistant, King's College at Western University

Sept. 2017 -Sept. 2018

Project Lead: Dr. Rachel Birnbaum (Professor at King's College)

- Conducted a critical review of the literature, including an annotated bibliography for research proposal
- Conducted surveys with judges who has participated in the pilot project entitled "Voice of the Children Pilot Project in Ontario", gathered and organized data

Graduate Student, School of Social Work, McMaster University

Sept. 2001 - July 2002

Major Paper - Adoption Disclosure and Reunion

- Conducted interviews with individuals to gather data regarding their experiences with adoption disclosure and reunion experience, including a thorough literature review and a content analysis of the data

TEACHING EXPERIENCE

Niagara College, Social Service Worker Program
Instructor

Jan. 2012 - Apr. 2013

- Planned and facilitated introductory Social Service Work Foundations
- Helping Models and Strategies, Concepts of Helping
- Social Justice and Social Change
- Leadership and Management

Wilfrid Laurier University, Faculty of Social Work
Field Advisor/Liaison - Master of Social Work Program

Sept. 2009 – Sept. 2010

- Superior knowledge of field placements and field work for social workers
- Provide consultation, support and education to both M.S.W. students and field instructors. Conduct educational seminars on relevant topics in the field of social work.
- Interpret the expectations and policies of the Faculty of Social Work
- Provide guidance in the examinations of students learning goals and needs

PUBLICATIONS:

- Hayes, M. L., & Birnbaum, R. (2019). Voice of the Child Reports in Ontario: A Content Analysis of Interviews with Children. *Journal of Divorce and Remarriage*.

PROFESSIONAL AFFILIATIONS

Ontario College of Social Workers and Social Service Workers
Ontario Association of Social Workers
Ontario Association of Family Mediators: Accredited Member
Association of Family and Conciliation Courts (AFCC) and AFCC Ontario Chapter
Supervised Visitation Network

COMMUNITY/PROFESSIONAL INVOLVEMENT

- AFCC Ontario Chapter, Treasurer Oct. 2018 - Oct. 2019
- AFCC Ontario Chapter Board of Directors Oct. 2016 - Oct. 2019
- AFCC Ontario Communications Committee Sept. 2012 - Present
- AFCC Ontario Membership Committee Oct. 2016 - Present
- Hamilton High Conflict Forum, Chair July 2012 - Sept. 2017

PRESENTATIONS/PAPERS:

- Baker, Madam Justice K., **Hayes, M.**, Siu, H., and Pawagi, Madam Justice M. (2019). Breaking Bad News. *Ontario Court of Justice Annual Family Law Seminar, September 2019, Collingwood, Ontario*.

- **Hayes, M.,** Graham, J., Netto, J., & Yasenik, L. (2019). The Voice of the Child: International Applications. *Association of Family and Conciliation Courts, May 29 - June 1, 2019, Toronto, Ontario.*
- **Hayes, M.** (2019). Screening for Domestic Violence and Power Imbalances. *April 2019, Hamilton, Ontario.*
- **Hayes, M.** (2018). What Should Children Know: The Role of Supervised Access Centres in Educating Children About Separation. *Supervised Visitation Network, April 2018, Toronto, Ontario.*
- **Hayes, M.,** & Martin, K. (2018). The Role of Parenting Coordination in Child Welfare Involved Custody and Access Cases. *3Voices Conference, McMaster University, February 2018, Hamilton, Ontario.*
- **Hayes, M.** (2017). Parenting Coordination. *Family Court Community Resource Committee, February 2017, Hamilton, Ontario.*
- **Hayes, M.,** & Geraldo, L. (2015). Spilling Your Guts: The Impact of Disclosure on Interventions. *Association of Family and Conciliation Courts, May 27-30, 2015, New Orleans: USA*
- **Hayes, M.** (2014). Working with High Conflict Families. *Catholic Children's Aid Society of Hamilton, December 2014, Hamilton, On.*
- **Hayes, M.,** Hurwitz, H., Christensen, J., & Pivko, S. (2014). A Better Approach: Working with Communities to Help High Conflict Families. *Association of Family and Conciliation Courts, May 28-31, 2014, Toronto, On.*
- **Hayes, M.** (2012). Screening for Domestic Violence and Power Imbalances. *March 2012, Hamilton, Ontario.*
- **Hayes, M.** (2012). Role of the Office of the Children's Lawyer. *Hamilton Law Association, February 2012, Hamilton, Ontario.*
- **Hayes, M.** (2012). Post-Separation Contact Between Parents and Children, *Family Court Community Resource Committee, February 2012, Hamilton, Ontario.*
- **Hayes, M.** (2011). High Conflict Families. *Family Court Community Resource Committee, September 2011, Hamilton, Ontario.*
- **Hayes, M.** (2011). Differential Recommendations for Siblings in Custody and Access Assessments. *Association of Family and Conciliation Courts, June 2011, Orlando: USA.*
- **Hayes, M.** (2010). The Role of the Parenting Coordinator in Collaborative Law. *Ontario Collaborative Law Federation Annual Conference, September 2010, Burlington, On.*
- **Hayes, M.** (2010). Children and Anxiety. *Associated Services for Children and Youth (ASCY), September 2010, Hamilton, On.*
- **Hayes, M.** (2010). Screening for Domestic Violence and Power Imbalances. *July 2010, Hamilton, On.*
- **Hayes, M.** (2010). Children and Anxiety. *Associated Services for Children and Youth, January 2010, Hamilton, On.*
- **Hayes, M.** (2009). Children and Anxiety. *Hamilton Wentworth Catholic Child Care Centres, May 2009, Hamilton, On.*

- **Hayes, M.** (2009). Psychiatric Disorders in Children. *Hamilton Wentworth Catholic Child Care Centres, May 2009, Hamilton, On.*
- **Hayes, M.** (2009). Screening for Domestic Violence and Power Imbalances. *January 2009, Ottawa, On.*
- **Hayes, M.** (2008). Challenging Children, Challenging Times: Anxiety and Children. *Intensive Community Children's Service 0-6, McMaster Children's Hospital, January 2008, Hamilton, On.*

QUALIFICATIONS/CONTINUING EDUCATION

- **Brief Intervention for School Clinicians (BRISC)**
School Mental Health Ontario (2020)
- **Adoption & Permanency Curriculum for Child Welfare & Mental Health Professionals (“ACT”)**
Adoption Council of Ontario (2020)
- **Pharmacology**
Wilfrid Laurier University (2020)
- **Eye Movement Desensitization and Reprocessing (EMDR), Level One**
Niagara Stress and Trauma Centre (2020)
- **Intensive Sex Therapy Training Program**
University of Guelph (2016)
- **Evidence-Based Treatment of Personality Disorders**
Dr. Jeff Riegenbach (2016)
- **Views of the Child Report in Ontario**
The Law Foundation of Canada (2016)
- **Navigating the Steps to Family-Resolutions in a State of Uncertainty**
AFCC Ontario Chapter Conference (2016)
- **Courageous Conversations: High Conflict, Domestic Violence and Differentiation**
Hamilton High Conflict Forum (2016)
- **Managing the Many Faces of High Conflict Families**
Hamilton High Conflict Forum (2015)
- **Children in the Court System: Different Doors, Different Responses, Different Outcomes.**
Association of Family and Conciliation Courts (2015)
- **New Ways for Families: Managing High Conflict Clients in Separation/Divorce**
Dr. Bill Eddy, New Ways for Families, (2015)
- **Turning Down the Heat on High Conflict Families**
Hamilton High Conflict Forum (2014)
- **Navigating the Waters of Shared Parenting Guidance from the Harbour**
Association of Family and Conciliation Courts (2014)
- **The Explosive Child: Solving Problems Collaboratively**
Dr. Ross Green (2013)
- **Overcoming Barriers High Conflict Divorce Camp**
Professional Training and Camp Immersion, Starksboro, Vermont (2013)
- **Children Resisting Post-Separation Contact**

- Dr. Barbara Fidler and Jacqueline Vanbetlehem, (2011)
- **The Impact of Violence, Abuse and Neglect on Children**
- **Children Caught in the Crossfire**
Linda Chodos and Howard Hurwitz, (2010).
- **Screening for Domestic Violence and Power Imbalance Training**
Gary Direnfeld (2008)
- **Parenting Coordination Training**
Dr. Barbara Fidler and Linda Chodos, (2008)
- **Family Group Conferencing Training**
George Hull Center for Children and Families (2008)
- **Family Law Arbitration Certification Program**
Wilfrid Laurier University, Conrad Grabel, University of Waterloo (2008)
- **Cognitive Behavioral Therapy, Level 1-3**
Mood Disorders Clinic, St. Joseph's Hospital, Hamilton (2007)
- **Play Therapy: Short Term Models of Healing for Children**
Wilfrid Laurier University (2006)
- **Mediation Techniques for Managing Conflict**
University of Wisconsin (2004)
- **CAMH Family and Couple Therapy**
Centre for Addiction and Mental Health (2003)

EXPERT TESTIMONY

- 2019, January - Deemed an expert for the purpose of giving evidence on custody and access assessments, high conflict families, and the impact of conflict on child development and children's mental health/Superior Court of Justice, Family Court, St. Catharines, Ontario/Mr. Justice Lococo
- 2018, June – Deemed an expert for the purpose of giving evidence on custody and access assessments, high conflict families, child development and children's mental health/Superior Court of Justice, Family Court, Hamilton, Ontario/Madam Justice Brown.
- 2015, November - Deemed an expert for the purpose of giving evidence on custody and access assessments and high conflict families/ Superior Court of Justice, Family Court, Hamilton, Ontario/ Mr. Justice Pazaratz.
- 2014, February – Deemed an expert for the purpose of giving evidence on custody and access assessments and the impact of parental conflict on children/ Superior Court of Justice, Family Court, Hamilton, Ontario/ Mr. Justice Pazaratz.
- 2013, May – Deemed an expert for the purpose of giving evidence on children's mental health, alienation and high conflict families/ Superior Court of Justice, Family Court, Hamilton, Ontario/ Madam Justice Lefreniere.
- 2012, November - Deemed an expert for the purpose of giving evidence on child development in the context of high conflict families/ Superior Court of Justice, Family Court, Hamilton, Ontario/Madam Justice Brown
- 2010, November - Deemed an expert for the purpose of giving evidence on custody and access assessments/ Superior Court of Justice, Family Court, Newmarket, Ontario/ Madam Justice McGee