

CRYSTAL HAWKINS

Licensed Mental Health Professional

SUMMARY

Equity-driven leader and child advocate with a proven track record of advancing educational and mental health outcomes for historically marginalized students. Skilled in supervising operations, managing resources, and aligning policies and practices with district goals for equitable early education and social-emotional learning. Experienced in implementing Multi-Tiered Systems of Support (MTSS) across Tiers 1–3 and leading trauma-informed, inclusive, and culturally responsive initiatives. A strategic collaborator and systems thinker, adept at fostering cross-sector partnerships, addressing disproportionality in discipline and special education, and creating feedback loops that elevate policy through practice.

EDUCATION

Norfolk State University | Norfolk, VA

Master of Social Work
2011 – 2014

Norfolk State University | Norfolk, VA

Bachelor of Arts Degree in Sociology
2003 – 2006

SKILLS

- Strong organizational and time-management skills
- Exceptional communication and interpersonal skills
- Ability to work independently and as part of a team
- Detail-oriented and able to handle multiple tasks simultaneously
- Experience in managing budgets and handling financial documents

CERTIFICATIONS

- California Board of Behavioral Sciences
Licensed Clinical Social Worker
(LCSW)#97268
- California Commission on Teaching
Credential Pupil Personnel Services
Credential (PPSC) #180163156

PROFESSIONAL EXPERIENCE

Consultant

Stanford University | 2023 – 2025

- Collaborated with a team to develop a proposal aimed at addressing the production of racial and linguistic ability stratification.
- Assisted in the development and formulation of "A Blueprint for Systemic Transformation," focusing on comprehensive strategies for systemic change.
- Contributed to research efforts, including data analysis and literature review, to inform the proposal's content and recommendations.
- Facilitated affinity meetings with African American educators, administrators, mental health professionals, community-based organizations, and researchers to collectively address racial and systemic barriers in school districts.

Black Girl, Brown Girl Books

Co-founder and Author | 2020– Present

- Played a key role in establishing and launching the children's book company, contributing to its conceptualization, planning, and execution.
- Co-authored children's books, contributing creative ideas, storylines, characters, and narratives aimed at engaging and educating young readers.
- Work closely with illustrators, designers, editors, and other team members to bring book projects to fruition, fostering a collaborative and creative working environment.
- Participate in marketing and promotional activities to raise awareness of the company's books, including author interviews, book signings, school visits, social media campaigns, and other promotional events.

Outpatient Therapist

C.Hawkins&Associates, LLC | 2018– Present

- Provides evidence-based counseling services to children, adults, and families.
- Conducts intakes, biopsychosocial assessments, treatment planning, and discharge planning collaboratively with clients.
- Leads a team of Black Mental Health and Wellness Professionals committed to supporting the community on their healing journey.
- Designs programs and professional development sessions aimed at addressing educational and health disparities within the Black community.

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CAREER HIGHLIGHTS

San Francisco State University | San Francisco, CA

Lecturer
2016– 2020

Hampton-Newport News Community Services Board | Hampton, VA

Mental Health Case Manager
2009– 2014

The Barry Robinson Center | Norfolk, VA

Team Leader/Residential Counselor
2007– 2009

Los Angeles County Probation Department | Los Angeles, CA

Probation Intern
2006

PUBLISHED WORK

- School Social Work: Engaging Social Justice and Racial Equity from Practitioners to Perspectives
- Soul Sisters/ Hermanas Del Alma
- Our Los Angeles/ Nuestro Los Angeles
- Informal Exclusionary Discipline Practices in US Schools: Recent Evidence and Policy Considerations

FELLOWSHIPS

- Center for District Innovation and Leadership in Early Education (DIAL EE)

PROFESSIONAL EXPERIENCE

Program Administrator

San Francisco Unified School District-Shoestrings Children's Center
| 2014 - Present

- Spearheaded the development of San Francisco's inaugural Multi-tiered Early Intervention and Support Program, pioneering crucial services for children.
- Manage daily operations of intensive screening, assessment, and direct clinical services within the behavioral diagnostic program, ensuring optimal functionality.
- Designed and executed tailored behavioral health programs, addressing diverse student needs effectively.
- Directed and supervised mental health therapeutic services provided by team members, ensuring quality and adherence to standards.
- Conduct comprehensive in-service training sessions for parents, community agencies, district personnel, and stakeholders.
- Oversaw program budget and staffing allocations, optimizing resource utilization.
- Implement and maintain a robust training program for supervisees, fostering professional growth and development.
- Collaborate with state agencies, districts, and community organizations on critical behavioral health initiatives, enhancing service provision and outreach.
- Lead the Comprehensive Coordinated Early Intervening Services (CCEIS) planning and implementation for the Early Education Department in response to the California Department of Education's 2019 inclusion of preschool students in significant disproportionality sanctions.
- Developed and oversaw both Shoestrings Hybrid Programs within the Early Education Department, providing integrated social-emotional and sensory supports for young learners.
- Designed and led the expansion of Shoestrings programming to serve Transitional Kindergarten and Kindergarten students, promoting equitable early intervention across multiple school sites.