

David Howard Kalis, Ph.D., LCSW
357 S. McCaslin Boulevard Suite 200
Louisville, CO 80027
(303) 482-7041
David@drkalis.com

Licensure and Education

Licensed Clinical Social Worker: Colorado License #77, expires August 2025

Licensed Psychologist: Colorado License #0003755, expires August 2025

Fielding Graduate University Santa Barbara, CA Doctor
of Philosophy in Clinical Psychology
American Psychological Association (APA) accredited

The University of Denver, Graduate School of Social Work Denver, CO
Master of Social Work
National Association of Social Workers- (NASW) accredited

The University of Delaware Newark, DE
Bachelor of Arts in Psychology, Minor in Philosophy

Emergenetics International Certified Associate. December 2022

Human Synergetics Certification in Organizational Inventory and Organizational
Effectiveness Inventory for change. September 2022

Parental alienation training with Center for Parent and Child Contact Solutions
Kelly A Baker, Ph.D. and Amy Eichler, Ph.D. (Jennifer J Harmon Ph.D.), October 2021

Basic Mediation Theory and Practice, July 2020

Early Neutral Assessment (ENA) training, 2019

Certified Family Trauma Professional: The Most Effective Techniques for Treating
Traumatized Children, Adolescents and Families, 2017

Eye Movement Desensitization and Reprocessing (EMDR): intensive training, 2017

Trauma Assessment training with James Henry, Ph.D. (Western Michigan University
Children's Trauma Assessment Center), 2016

Employment

Private Practice Louisville, CO

March 1st, 2024- Current

Dr. David Kalis Psychological and Consulting Services

Conducting psychological evaluations. In addition to direct care services, I consult with various agencies regarding program development, workplace culture initiatives, and staffing. I contract with state and city agencies, private entities, and nonprofit organizations to provide consultation and direct services to individuals and families. Supervision of clinical staff. Services include cognitive and behavioral therapy, behavioral and psychological evaluations, and consultation.

Clients served: Individuals and families.

**Senior Consultant
Clarke Consulting**

February 2020-Current

Consultation and data analysis regarding workplace culture, staff development, and management coaching. Supporting contracts with the military and federal government. Develop and conduct trainings and workshops.

Kalis and Kalis Consulting

December 2021-Current

Consultation regarding workplace culture, staff development, management coaching, and human resource support for organizations.

Chief Officer of Business Development & Organizational Culture

August 2021-February 2024

(Parker Personal Care Homes (PPCH))

Oversight of the Psychological and Behavioral Services and Foster Care departments. Consultation with various agencies regarding program development and staffing. Contract with federal, state, and city agencies, private entities, and nonprofit organizations to provide consultation and direct services to individuals and families. Conducting psychological evaluations. Responsible for oversight and supervision of staff and programs. Internal and external program development, conducting workplace cultural workshops for organizations, and helping support individuals and agencies reach their highest potential.

**Director of Psychological and Behavioral Services
(a Division of Parker Personal Care Homes (PPCH))**

June 2017-August 2021

Kalis and Associates was acquired by PPCH. Responsible for oversight and strategy of psychological and behavioral services. Consultation with various agencies regarding program development and staffing. Contract with federal, state, and city agencies, private entities, and nonprofit organizations to provide consultation and direct services to individuals and families.

Individual and family therapy and conducting psychological evaluations. Responsible for oversight and supervision of staff.

Private Practice Louisville, CO
Kalis and Associates

December 2009- 2017

Individual and family therapy, parenting instruction, and conducting psychological evaluations. In addition to direct care services, I consult with various agencies regarding program development and staffing. I contract with state and city agencies, private entities, and nonprofit organizations to provide consultation and direct services to individuals and families. Supervision of clinical staff. Services include cognitive and behavioral therapy, behavioral and psychological evaluations, and consultation.

Clients served: Individuals and families.

Centennial Peaks Hospital Louisville, CO
Director of Social Work

January 2010- February 2011

Program development, staff training and supervision, and operational management of the Social Work Department.

Clients served: Adolescents and adults with chronic mental health diagnoses.

Mental Health Outpatient Group Provider

Facilitating outpatient groups with adolescents.

Clients served: Adolescents with chronic mental health diagnoses

Lifelong Adult Education Services, Inc. Denver, CO
Director of Counseling Services

October 1998- December 2009

Program development and expansion, community outreach education, staff development and training, clinical supervision, cognitive and conducting psychological evaluations and recommending treatment options to individuals and referring agencies, conducting therapy (individual, group, and family), expert witness testimony in legal cases, and consultation with community organizations.

Clients served: Adults with cognitive disabilities referred by various public agencies including Social Services, state rehabilitation services, and community centered boards.

Aurora Mental Health Center (Forensic Unit)- Aurora, CO August 2006-December 2008
Contractor

Group and individual therapy with male adult sex offenders. Clients served: Male sex offenders.

The University of Denver Denver, CO
Director of Disability Services

June 1999- January 2000

Staff supervision and consultation with faculty regarding implementation of the Americans with Disabilities Act (ADA). Managed intake, counseled students, and coordinated services and accommodations for undergraduate and graduate students with disabilities.

Clients served: University of Denver graduate and undergraduate students with disabilities.

Boulder County Mental Health Summer School Boulder, CO May 1997- August 1997
School Counselor

School counselor in a summer camp program for adolescents with behavioral and emotional issues.

Clients served: Adolescents with mental health diagnoses of ages eleven to eighteen years.

Cedars Day Treatment; Alternative Homes for Youth Lakewood, CO October 1996 - May 1997
Alcohol and Drug Counselor

Wilderness counselor in an alternative school setting.

Clients served: Adolescents with mental health diagnoses from ages eleven to eighteen. Specialized in individuals with lower cognitive abilities.

Developmental Disabilities Center Boulder, CO December 1995 - December 1996
Employment Specialist

Job development, implementation of behavioral programs, and coaching. Clients served: Adults with developmental disabilities.

Residential Counselor

Residential counselor for individuals with developmental disabilities.

Clients served: Adults with developmental disabilities.

Internships

Aurora Mental Health Center Aurora, CO August 2006-August 2008

Ph.D. Psychology internship-(*American Psychological Association (APA) accredited internship*)

Provided counseling, administered cognitive and psychological evaluations, helped in the treatment planning for clients.

Clients served: Children, adolescents, and adults diagnosed with cognitive, developmental, and/or mental health issues. In addition, I worked at the forensic unit providing services to male sex offenders.

Lifelong Adult Education Services, Inc. Denver, CO June 2003-January 2004
Psychologist intern

Administered cognitive and psychological testing, provide feedback to clients, case managers, and others involved with clients. Provided individual psychotherapy to clients of the Colorado Division of Vocational Rehabilitation.

Clients served: Adults with disabilities referred from various public agencies, including welfare, child protection, state rehabilitation services, private, and community centered boards.

Boulder Valley Schools Boulder, CO
School Social Work Intern

September 1998- June 1999

Conducted psychosocial assessments, individual and group counseling.

Clients served: Elementary and middle school children in special education.

The Developmental Disabilities Center Boulder, CO
Case Management Intern

September 1997- June 1998

Individual case management, intake screening, quality assurance, assessment, and counseling.

Clients served: Adults with developmental disabilities.

Professional Organizations and Committees

Boulder County: IDD Advisory Council: Mental Health Sub-Committee content expert advisory role 2020- 2021

American Psychological Association *1999-Current*
(*Division 33 DD/MR*)

National Association for the Dually Diagnosed *2003-Current*

Colorado Positive Behavior Support Initiative *2004/2005*
(funded by Colorado Developmental Disabilities Council)

Denver Options Inc. *2006/2007 (Human Rights Committee)*

Delta Society-Pet Partners *2006*
Certified in animal assisted therapy

Presentations/Publications

Sister Carmen's Community Center: Disability 101. Understanding Disabilities. A historical, legal and cultural perspective. Lafayette, Colorado **January 18, 2024**

ARPA funded grant. Six presentations throughout Colorado to help improve the workforce by training individuals in leadership, building psychological safety, psychological capital, self-care

and building the toolbox of support for those we care for. December 2022 through November 2023.

Alliance Summit (United for People with Intellectual and Developmental Disabilities):

General session: “Developing Workplace Culture to Increase Retention and Promote Psychological Capital”. Breckenridge, Colorado August 30th through September 1st, 2023

Alliance Summit (United for People with Intellectual and Developmental Disabilities):

General session: “Developing Workplace Culture to Increase Retention and Promote Psychological Capital”. Breckenridge, Colorado August 30th through September 1st, 2022

Colorado Office of the Child’s Representative Denver, Colorado May 4th, 2022, and May 20th, 2022. Two-part training regarding parent-child interactional evaluations and court testimony in child welfare for dependency and neglect. Title: Using an Attachment & Bonding Expert in D&N Cases.

Denver Juvenile Court Denver, Colorado February 16th, 2021: Americans with Disabilities Act (ADA) in Dependency and Neglect Cases. The Americans with Disabilities Act (ADA) was signed into law more than 20 years ago, yet many practitioners have limited knowledge concerning the Act’s requirements, the conditions it covers, what constitutes a “reasonable accommodation,” and other associated issues that might arise in the context of a dependency and neglect case.

Colorado County Attorney’s Association (Winter Conference) Colorado November 20th, 2020. Disability, Accommodations and Imposition of Legal Disability.

Office of Respondent Parents’ Counsel Denver, Colorado October 9th, 2020

Parent-Child Interactional Assessment: Bonding and Attachment. Expert panel member.

Department of Homeland Security Houston, Texas; Washington, DC; Laguna Beach, California, 2019

Provided training for the Department of Homeland Security across several components. Provided training regarding psychological needs of work force, suicide prevention, and workplace culture.

Denver Department of Human Services Denver, CO, 2017

Child Welfare and Cognitive Disabilities: A training for contracted providers.

Denver Department of Human Services Denver, CO, 2016

Child Welfare and Cognitive Disabilities: A training for caseworkers, visit supervisors, and family advocates.

Imagine! Lafayette, CO 2016

Understanding the Diagnostic for Individuals with Developmental Disabilities (as needed and ongoing)

Overture Blackhawk, CO (2014)

Workplace culture and dealing with difficult individuals in the workplace. Presented at Overture's yearly retreat.

Best Practices Conference 2014 Colorado Convening on Children, Youth and Families (CCCYF) Keystone, CO

Best practices in the child welfare system for individuals with developmental disabilities (2014)

Association for Community Living Lafayette, CO

Sexuality & Adolescents with Intellectual/Developmental Disabilities-Panel Member (2014)

Imagine! Lafayette, CO

Understanding the Diagnostic for Individuals with Developmental Disabilities (as needed and ongoing)

Temple Grandin School Boulder, Colorado

The Diagnostic Process for Individuals with Autism Spectrum Disorders (2013)

Temple Grandin School Boulder, Colorado

The Diagnostic Process for Individuals with Autism Spectrum Disorders (2014)

Overture Longmont, CO

Positive Behavioral Supports for Individuals with Development of Disabilities (2013present, quarterly)

Denver Department of Human Services Denver, CO

Providing professional services to individuals with disabilities. (9-day workshops) (2008)

Colorado Department of Human Services Broomfield, CO

Fatherhood and Hidden Disabilities (2008)

Colorado Division of Vocational Rehabilitation Services Breckenridge, CO

Psychotherapy for individuals with cognitive disabilities (2004)

Colorado Division of Vocational Rehabilitation Services Longmont, CO *Psychotherapy for individuals with cognitive disabilities* (2015)

Colorado Works Professional Development Academy Vail, CO

Cognitive testing in the welfare population (2004)

Metropolitan State College of Denver Denver, CO

Learning disabilities in higher education (2003)

The Family Institute of Colorado Denver, CO

Adopted children with learning and developmental disabilities (2003)

Arapahoe Community College Denver, CO

Psychological assessment and accommodations in the academic settings (2003)

Budget Committee of U.S. Government /Arapahoe County Aurora, CO

Supplemental Social Security Income for welfare recipients (2003)

Colorado Commission on Higher Education Denver, CO *Adults*

with learning disabilities in higher education (2003)

Hansen, N. D., Randazzo, K. V., Schwartz, A., Marshall, M., Kalis, D., Frazier, R., Burke, C., Kershner-Rice, K., & Norvig, G. (2006). Do we practice what we preach? An exploratory survey of multicultural psychotherapy competencies. *Professional Psychology: Research and Practice*, 37, 66-74.

Awards

Colorado Department of Human Services “*Purpose in Practice Award/Partnership*” for 2003

Denver Department of Human Services “*2017 Visitation Provider of the Year.*” In recognition of your agencies steadfast commitment to upholding the values of visitation standards, practice, partnership, and family engagement, your agency has been identified as going above and beyond.