

Aaron L. Horn, Ed.D, LMFT (*he, him, his*)

Curriculum Vitae

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Current Position: *Adjunct Faculty, Department of Counseling Psychology*

Current Affiliation: *University of San Francisco*

Research Experience: *Improving relationships for African American males: The generational trauma of Powerful Black Families Subjected to Intersecting Oppressions (PWSIOs).*

Research Interest: *Impacts of limited care for underrepresented African American Disabled United States Veterans. Incarceration disparities of young Black Males and impact on mental and emotional health. The long term effects on young Black Males identity awareness and relationship to self due to targeted oppression, education neglect, and economic deprivation.*

Expertise: With over thirty years of dedicated experience as a passionate creator of authentic and restorative healing spaces, I have demonstrated a commitment to teaching, consulting, and counseling in both personal and organizational development. My goal is to leave a positive legacy through impactful work, utilizing a unique therapeutic engagement technique called RAM (Relationships-Accountability-Mentoring). Utilization of highly structured leadership development tools like RAM, cultivates meaningful connections that enable individuals to feel seen, heard, and valued. Through the use of RAM, I engage students, faculty, and school organizations in activities that promote identity awareness, purpose, kindergarten through university school vision planning, and unity.

EDUCATION

School of Education, University of San Francisco, 2012

Master of Arts, Counseling Psychology, Marriage and Family Therapy

School of Education, University of San Francisco, San Francisco, 2008

Doctor of Education, International Multicultural Education, University of San Francisco: emphasis on a role model's educational support and identity development for young African American males. Dissertation Title: *The impact of care: young African American males' perceptions of in-home, one-on-one tutoring.*

EDUCATION (CONTINUED)

School of Education, San Francisco State University, 2001

Master of Arts, Education Curriculum Development

San Francisco State University, 1992

Bachelor of Arts, Sociology

ACADEMIC APPOINTMENTS

Adjunct Faculty, Department of Counseling Psychology, Marriage and Family Therapy

Graduate Students, University of San Francisco, San Francisco, CA, 2015 - Present

Adjunct Faculty, Department of Educational Psychology, Marriage and Family Therapy

Graduate Students, California State University East Bay, Hayward, CA, 2016 - 2020

Adjunct Faculty, Department of Education, K-12 School Teacher Students, University of Santa Clara, Santa Clara, CA, Fall 2014

Adjunct Faculty, Department of Education, College Preparation and Training for High School Students, Upward Bound, University of San Francisco, San Francisco, CA, 2013 - 2014

Adjunct Faculty, Department of Secondary Education, K-12 School Teacher Students, San Francisco State University, San Francisco, CA, 2005 - 2007

CERTIFICATIONS

Licensed Marriage and Family Therapist, 2019 - 2025

California Board of Behavioral Sciences, License #114998

Registered Government Contractor, 2022 - 2025

System for Award Management (SAMS)

Mindfulness and Emotional Intelligence Certification, 2021 - Present

Search Inside Yourself Leadership Institute

Single Subject Clear Credential, 2014 - 2029

State of California Commission on Teacher Credentialing

AWARDS & RECOGNITION

- ***Griffin Award, Alumni of the Year***, School of Education, University of San Francisco, 2015
 - ***Principles of Care Award, Respect, Project Permanence Program***, Lincoln, 2015
 - ***Associated Students Award***, College of Education, San Francisco State University, San Francisco, CA, 2004
 - ***Community Advocate Award, College of Education***, San Francisco State University, San Francisco, CA, 1998
 - ***Minority in Speech Advocate Award***, Department of Special Education, San Francisco State University, San Francisco, CA, 1994
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GRANTS & SCHOLARSHIPS

- ***Search Inside Yourself***, San Francisco Public Health Department, San Francisco, CA, 2020
- ***Community Mental Health Scholarship***, Youth Justice Institute, University of San Francisco, San Francisco, CA, 2012
- ***California Marriage and Family Therapy Stipend***, Balboa Teen Health Center, Phillips Graduate University, San Francisco, CA, 2012
- ***Graduate Merit Scholarship, Counseling Psychology***, University of San Francisco, San Francisco, CA, 2011
- ***Graduate Merit Scholarship, International Multicultural Education***, University of San Francisco, San Francisco, CA, 2007
- ***California Highway Patrol Scholarship***, Sacramento, CA, 1998

PUBLICATIONS

- Horn, A. & Reid-Horn, C.** (2024). *HOWS Healing Reflection Workbook*. Self-published.
- Horn, A. & Reid-Horn, C.** (2024). *HOWS Libro De Reflexion*. Self-published.
- Horn, A. & Reid-Horn, C.** (2023). *HDC Leadership Coaching Workbook: An Executive Coaching Workbook to Enhance Leadership Development Skills through Relationships, Accountability, and Mentoring*. Self-published.
- Horn, A.** (2022). *The Unfathomable Journey of a Big Black King: A Dedication to Our Survival*. Self-published.
- Horn, A. & Reid-Horn, C.** (2022). *I Love to Read: The Adventures of Coco and Her Love for Reading*. Self-published.
- Horn, A. & Reid-Horn, C.** (2022). *Amo Leer: Las Aventuras de Coco y su Amor por la Lecture*. Self-published.
- Horn, A. & Reid-Horn, C.** (2022). *¡Me Encanta Leer!: Las Aventuras de Jack Y Su Amor por La Lectura*. Self-published.
- Horn, A. & Reid-Horn, C.** (2022). *Amo Leer: Las Aventuras de Lisa y Su Amor por la Lectura*. Self-published.
- Horn, A. & Reid-Horn, C.** (2021). *I Love to Read: The Adventures of Lisa and Her Love for Reading*. Self-published.
- Horn, A.** (2021). *RAM Reflection Workbook for School Practitioners: A Workbook to Deepen Human Connections through Relationships, Accountability, and Mentoring*. Self-published.
- Horn, A. & Reid-Horn, C.** (2020). *I Love to Read: The Adventures of Jack and his Love for Reading*. Self-published.
- Horn, A. & Flannes, J.** (2018). *Thoughts from The Road: Inside the minds of two community mental health healers*. Self-published, CreateSpace.
- Horn, A.** (2015). *The Beauty of RAM Deepening Human Connections through Relationships, Accountability and Mentoring*. Self-published, CreateSpace.

PUBLICATIONS (CONTINUED)

Horn, A. (2013). *I Got' Cho Back. Improving Relationships with Young Black Males.*
Self-published, CreateSpace.

Horn, A. (2010). *The Role of Father-Like Care in the Education of Young Black Males.*
New York, NY: Edwin Mellen Press.

Horn, A. (2008). Language of the Yoruba People. *Journal of Global Education Review*,1,1-26.



TEACHING EXPERIENCE

Career Counseling, Graduate Students, Counseling Psychology Department, University of San Francisco, Adjunct Faculty, *Fall 2017 - Present*

- Facilitate discussions and engagement of career development projects that are used within the graduate students' traineeship.
- Create customized group experiences that enhance the critical discussions of multiculturalism and interconnectedness.
- Support students in engagement of critical thinking for career development modalities to use within a social justice framework that support individuals across Africana, Latina, Asian, and Native American Diasporas (ALANDs) mental health.

Counseling Across Cultures, Graduate Students, Counseling Psychology Department, University of San Francisco, Adjunct Faculty, *Fall 2015 - Present*

- Facilitate social justice discussions and engagement in projects that are used within the graduate students' traineeship.
- Create customized group experiences that enhance the critical discussions of multiculturalism and interconnectedness.
- Support students in the engagement of critical thinking through trauma-informed mental health care for clients across Africana, Latina, Asian, and Native American Diasporas (ALANDs).

Lifespan Development, Graduate Students, Educational Psychology Department, California State University, East Bay, Adjunct Faculty, *Fall 2018 - Spring 2019*

- Supervised social justice projects that are currently being implemented within the school counseling internships.
- Created unique group experiences that allow school counseling interns to learn, practice, and enhance specific counseling techniques.
- Created customized group experiences that enhance the critical discussions of multiculturalism and interconnectedness.

Cross Cultural Course, Graduate Students, Educational Psychology Department, California State University, East Bay, Adjunct Faculty, *Fall 2016 - Spring 2018*

- Supervised social justice projects that are currently being implemented within the school counseling internships.
- Created unique group experiences that allow school counseling interns to learn, practice, and enhance specific counseling techniques.
- Supported students in engagement of critical thinking through trauma-informed mental health care for clients across Africana, Latina, Asian, and Native American Diasporas (ALANDs).

TEACHING EXPERIENCE (CONTINUED)

Foundations of Psychology, Graduate Students and Teaching Interns, Education Department, Santa Clara University, Adjunct Faculty, *Fall 2014*

- Cultivated and supervised classroom discussions on the importance of mental health awareness and intersectionality in the K-12 classroom.
- Modeled examples of evidence based pedagogical practices for K - 12 teachers.
- Supported students in engagement of critical thinking through trauma-informed teaching within their classrooms to support learning and mental health awareness.

Upward Bound Program, Life Skills Workshop, San Francisco Unified K-12 Students, University of San Francisco, Adjunct Faculty, *Fall 2013 - Spring 2014*

- Facilitated classroom discussions on the importance of community safety and mental health awareness.
- Modeled examples of effective violence prevention strategies, including the interconnecting method of Relationships-Accountability-Mentoring (RAM).
- Supported students in engagement of critical thinking through trauma-informed teaching within their classrooms to support learning and mental health awareness.

Internship Advisor and Professor for Teacher Interns, San Francisco Unified School District, Department of Secondary Education, San Francisco State University, Adjunct Professor, *Fall 2005 - Spring 2007*

- Facilitated classroom discussions on the importance of intersectionality and multicultural teaching principles in the K-12 classroom.
- Modeled examples of effective K-12 teaching practices that increase classroom participation, awareness, and student support.
- Supported students in engagement of critical thinking through trauma-informed teaching within their classrooms to support learning and mental health awareness.

Mental Health Consultant Youth Enrichment Program, Life Skills Workshops for San Francisco Unified K-12 students, 3rd Street Youth Center and Clinic, *Fall 2013 – 2014*

- Conducted classroom discussions highlighting the significance of community safety and mental health awareness.
- Demonstrated effective violence prevention strategies through examples for students.
- Illustrated the importance of community support and unity by modeling through RAM engagement.

TEACHING EXPERIENCE (CONTINUED)

Educational Consultant, Life Skills Workshop for San Francisco Unified K-12 Students, Brainstorm, Family Mosaic Project, 2013 - 2014

- Facilitated family discussions on intersectionality awareness and social justice regarding safety for the K-12 students inside and outside of the classroom.
- Implemented effective community safety prevention strategies, including use of the RAM model.
- Supported student engagement of critical thinking through trauma-informed teaching within their classrooms to support learning and mental health awareness.

Social Studies Teacher, Galileo High School, San Francisco Unified School District, 2003- 2004

- Teacher of World History to 10th grade San Francisco Unified high school students.
- Facilitated life skills workshops on the importance of organizational awareness.
- Co-facilitated Individual Educational Planning (I.E.P.) meetings for designated students.

Healthy Start Program Coordinator, Peres Elementary School, West Contra Costa Unified School District, 1997 - 1998

- Developed and taught multifaceted Life Skills Curriculum for K-6 grade students.
- Facilitated classroom discussions on the importance of community safety and awareness.
- Implemented Positive Behavioral Intervention and Support Strategies (PBIS).

Social Studies Teacher, Aria Non-Public Day School, San Francisco Educational Services, San Francisco Unified School District, 1997 - 1998

- Taught World History to 10th grade San Francisco Unified high school students.
- Facilitated classroom discussions on the importance of community safety and violence prevention using a Social Justice Curriculum.
- Implemented Positive Behavioral Intervention and Support Strategies (PBIS) for high school students.

Teacher and Counselor at Harold House, Hickman Homes Incorporated, 1990 - 1994

- Taught World History to San Francisco Unified high school students.
- Facilitated classroom discussions on the importance of community safety and violence prevention using the Social Justice Curriculum.
- Taught Life Skills workshops to San Francisco Unified high school students regarding organizational awareness and development.

PROGRAM DEVELOPMENT

Organizational, Training and Program Development, Horn Optimal Wellness (HOWS), San Francisco, CA, 2022 - Present

- Develop and execute the vision, mission, and objectives to launch a premier mental health wellness organization.
- Guide the strategic trajectory of the organization by setting and achieving monthly goals alongside mental health clinicians.
- Evaluate organizational strengths, obstacles, and potential avenues for growth through collaborative support networks.

Organizational, Training and Program Development, Horn Development Consulting (HDC), San Francisco, CA, 2010 - Present

- Create and implement the concept, mission, and goals to establish a for-profit coaching organization.
- Focus strategic direction of the organization to establish and implement goals monthly with experienced consultants.
- Assess the organizational strengths, challenges, and opportunities by building collaborative support networks.

Resource and Program Development, Sankofa Holistic Counseling Services, Oakland, CA, 2013 - 2021

- Developed community resources to assist organizations in supporting Powerful Families Subjected to Intersecting Oppressions (PFSIOs) with effective community resources.
- Facilitated monthly training to intern staff regarding Board of Behavioral Science (BBS) licensure requirements.
- Created and implemented organizational procedures for the Chief Executive Officer and staff.

K-12 Academic Curriculum Development, Brainstorm, San Francisco, CA, 2013 - 2014

- Designed and executed a dialogical K-12 curriculum fostering student dialogue and comprehension.
- Led activities aimed at enhancing students' questioning and listening abilities.
- Integrated students' native language and cultural backgrounds into reading, writing, and classroom engagements.

High School Mental Health and Academic Curriculum Development, Community Programs for Youth, San Francisco, CA, 2013

- Developed, executed, and guided a holistic mental health life skills group curriculum for Powerful Students Subjected to Intersecting Oppressions (PSSIOs).
- Designed, implemented, and led a comprehensive mental health peer relationship group curriculum tailored to pregnant teenagers.
- Incorporated essential reflection topics into each curriculum module, addressing aspects such as physical, intellectual, social, emotional, and spiritual well-being.

PROGRAM DEVELOPMENT (CONTINUED)

University Curriculum and Program Development, Counseling Psychology Department, University of San Francisco, San Francisco, CA, 2010 - 2012

- Co-created and implemented the concept, mission, and goals to establish a support group for students across Africana, Latina, Asian, and Native American Diasporas (ALANDs).
- Provided weekly confidential group meetings to students and staff.
- Created and implemented a mental health college group curriculum that encouraged exploration of students' voices and identities.

University Curriculum Development, Secondary Education Department, San Francisco State University, San Francisco, CA, 1994 - 1998

- Collaborated to develop and execute a K-12 training curriculum fostering student dialogue and comprehension.
- Led interactive sessions with teachers, demonstrating techniques to enhance K-12 students' questioning and listening abilities.
- Introduced the Four Stage Rocket curriculum to teachers and school staff, emphasizing the cultivation of student leadership skills.

SPECIALIZED PRESENTATIONS

Healing and Wellness Panelist, African Centered Career Panel Discussion, Professionals in the Mental Health Field, Health and Human Resources Education Center, Oakland CA, 2020

- Presented to future mental health clinicians how to deepen their understanding of navigating and supporting Black mental health and wellness.
- Demonstrated, through a Social Justice Construct of Relationship-Accountability-Mentoring (RAM), how clinicians can make an impact with clients across Africana, Latina, Asian, and Native American Diasporas (ALANDs).
- Provided guidance on how to investigate one's cultural bias, and how to dig deeper into one's own cultural experiences.

The Internal Working Model, Counseling Psychology Training, Department of Counseling Psychology, University of San Francisco, San Francisco, CA, 2019

- Presented the concept of RAM to counseling psychology graduates.
- Facilitated discussions on the importance of understanding the Internal Working Model (IWM).
- Provided counseling trainees with professional development tools to bring awareness to one's identity, IWM, and interconnectedness with the community.

Do You Believe in Love, A Married Couple Panel Discussion, RBD Church, Vallejo, CA, 2019

- Presented the concept of RAM to married couples in a church.
- Engaged in dialogue with married couples around communication, trusting relationships, and accountability to improve their relationships with themselves and with their partner.
- Provided couples with tools they can use to improve their bond and communication.

The Power of Healing Relationships, Counseling Psychology Training, Department of Counseling Psychology, University of San Francisco, San Francisco, CA, 2018

- Presented the concept of RAM to counseling psychology graduates.
- Facilitated discussions on the importance of understanding the Internal Working Model (IWM) of trauma exposed families.
- Provided counseling interns with professional development training tools to assist with IWM, identity, and intersectionality awareness.

Professionals in the Mental Health Field, A Career Panel Discussion, Health and Human Resource Education Center, California Institute of Integral Studies (CIIS), San Francisco, CA, 2018

- Presented the concept of RAM to mental health clinicians.
- Facilitated discussions on the importance of understanding the Internal Working Model (IWM) of various populations they are serving.
- Facilitated dyad discussions on issues of intersectionality: class, vulnerability, discrimination, oppression, and disempowerment.

SPECIALIZED PRESENTATIONS (CONTINUED)

Professional Development for Community Mental Health Students, Integral Counseling Psychology & Community Mental Health, California Institute of Integral Studies (CIIS), San Francisco, CA, 2017

- Presented the concept of RAM to graduate psychology students.
- Facilitated discussions on the importance of using mutual trusting relationships with Powerful Families Subjected to Intersecting Oppressions (PFSIOs).
- Offered graduate students professional development training resources to enhance their ability to foster better therapeutic relationships.

Cultural Humility Awareness, New Hire Workshop, Lincoln, Oakland, CA, 2015

- Provided participants with a conceptual understanding of culturally sensitive practices with clients across Africana, Latina, Asian, and Native American Diasporas (ALANDs).
- Facilitated dyad discussions on issues of intersectionality: class, vulnerability, discrimination, oppression, and disempowerment.
- Conducted a cultural self-assessment to help participants recognize their own cultural identity, intersectionality, and bias.

Social Justice and Multicultural Awareness, Black Lives Matter Symposium, City College of San Francisco, San Francisco, CA, 2015

- Presented concepts from published qualitative research regarding the lived experiences of African American males impacted by racial microaggressions and specific types of racism African American males face in everyday life.
- Discussed personal experiences of being impacted by racial microaggressions.
- Provided support and individual coaching for San Francisco Unified School District (SFUSD) teachers and staff on multicultural awareness.

Professional Development for High School Athletes, Athletic Department, Oakland Military Institute, Oakland, CA, 2014

- Presented the concept of RAM to high school athletes.
- Facilitated discussions on the importance of using mutual trusting relationships to provide high standards of academic performance.
- Provided teachers and students with a professional development training tool to assist with increasing student achievement and accountability.

Effective Qualitative Research for Graduate Students, School of Education, University of San Francisco, San Francisco, CA, 2013

- Presented the process of creating and implementing effective qualitative research methods.
- Discussed the various qualitative research methodologies using a variety of qualitative research scholars.
- Provided sample logistical procedures regarding the planning and implantation of qualitative research.

SPECIALIZED PRESENTATIONS (CONTINUED)

Self-Care: A process for developing Professional Goals, Science Enrichment Program, Nexgenegirls, San Francisco, CA, 2013

- Presented to middle and high school students about the importance of practicing healthy self-care to establish career goals and objectives.
- Facilitated discussions on practical self-care awareness activities.
- Provided experiential and personal experiences about using self-care to develop and obtain professional goals and objectives.

Self-Care: Tools for Caregiving Professionals, Family Daycare Program, Children's Council of San Francisco, San Francisco, CA, 2013

- Presented to Family Daycare Program staff and consultants about the importance of practicing healthy self-care.
- Facilitated discussions on practical self-care awareness activities.
- Provided Family Daycare Program staff and consultants with a self-care packet of evidence-based self-care exercises.

From High School to College: Academic Life and Student Transitions, High School Youth Program, 3rd Street Youth Center and Clinic, San Francisco, CA, 2013

- Presented on the transitional process of leaving high school and becoming acclimated to a college environment.
- Facilitated a dialogue on the multiple ways to create and maintain highly effective college preparation skills.
- Provided students with the Horn-Accountability-Instrument (HAI) as a tool for maintaining organizational efficiency during college.

Intersectionality Awareness for Mental Health Clinicians, Department of Education, Santa Clara University, Santa Clara, CA, 2012 - 2013

- Presented on the importance of being aware of Intersectionality as a mental health clinician.
- Facilitated a cultural awareness dialogue and cultural bias reflection activity.
- Provided a Lifespan Development Scale of normative socio-emotional issues that occur among clients across Africana, Latina, Asian, and Native American Diasporas (ALANDs).

Intersectionality Awareness for Undergraduate Psychology Students, College of Arts and Sciences, University of San Francisco, San Francisco, CA, 2012

- Presented on the importance of being aware of Intersectionality as a mental health clinician.
- Facilitated a cultural awareness dialogue and cultural bias reflection activity.
- Provided a Lifespan Development Scale of normative socio-emotional issues that occur among individuals across Africana, Latina, Asian, and Native American Diasporas (ALANDs).

SPECIALIZED PRESENTATIONS (CONTINUED)

Effective Qualitative Research for Graduate Students, School of Education, University of San Francisco, San Francisco, CA, 2010

- Presented the process of creating and implementing effective qualitative research methods.
- Discussed the various qualitative research methodologies using a variety of qualitative research scholars.
- Provided sample logistical procedures regarding the planning and implantation of qualitative research.

Experience Academic Life at the University of San Francisco, Graduate Retention and Recruitment Department, University of San Francisco, San Francisco, CA, 2009 - 2013

- Provided tangible college transition techniques used to manage a full-time graduate schedule and class load.
- Communicated the professional impact of being a School of Education alumni working in the fields of education and counseling.
- Facilitated a cultural awareness dialogue and graduate cultural bias training to highlight the university's teaching modalities.

COUNSELING EXPERIENCE

Co-Founder and Chief Program Officer, Horn Optimal Wellness Services, 1728 Ocean Avenue, #306; San Francisco, CA 94112, 2022 - Present

- Collaborate on business development ideas to outreach to prospective community clients seeking therapeutic services.
- Create a space to identify frameworks that provide a foundation where clients are empowered to improve their overall health and wellness.
- Provide weekly individual, couples, and family counseling with a Relationship Based healing model, RAM, to identify tools and skills that support holistic functionality within their relationships.

Licensed Mental Health Clinician, Horn Optimal Wellness Services, 1728 Ocean Avenue, #306; San Francisco, CA 94112, 2022 - Present

- Create a space to identify frameworks that provide a foundation of insight for clients to increase insight and wellness.
- Provide weekly individual, couples, and family counseling with a Relationship Based healing model to identify tools and skills that support holistic functionality within their relationships.
- Implement the use of Narrative Therapy for individual and family therapy to support clients in reclamation of their lived experiences and stories.

Registered Vendor, Respite Services, Golden Gate Regional Center, 1355 Market St #220, San Francisco, CA 94103, 2016 - 2021

- Provided respite and life skills training to special needs and dual diagnosis clients.
- Facilitated family meetings to discuss DSM 5 diagnosis and coordinate services.
- Participated in provider meetings and collaborated with multidisciplinary mental health teams on an as needed basis.

Community Mental Health Clinician, Project Permanence Program, Lincoln, Oakland, CA, 2014 - 2021

- Conducted assessments, diagnoses, treatment plan development and case management plans for clients and families.
- Facilitated monthly child and family team meetings that provide detailed progress reports for clients and families.
- Provided individual and family counseling, clinical case management, advocacy, and referral and linkages to resources for clients and families.

COUNSELING EXPERIENCE (CONTINUED)

Community Mental Health Clinician, Sankofa Holistic Counseling Services, Oakland, CA, 2013 - 2022

- Performed evaluations, diagnosed conditions, and devised treatment strategies for clients and their families.
- Administered both individual and group therapy sessions on a weekly basis for clients and their families.
- Led monthly sessions to raise awareness about mental health issues and provide training for clients and their families.

Community Mental Health Clinician, Community Health Programs for Youth, San Francisco, CA, 2013 - 2014

- Conducted assessments, diagnoses, and treatment plans for adolescents and young adults.
- Provided weekly individual and group therapy for clients and families.
- Created and implemented life skills, trauma, and grief groups for adolescents and young adults.

Mental Health Consultant, Children's Council of San Francisco, San Francisco, CA, 2012 - 2014

- Conducted mental health observations for San Francisco Unified School District (SFUSD) pre-kindergarten schools.
- Provided mental health, teaching and curriculum recommendations for administration, staff, and teachers.
- Facilitated monthly mental health awareness training for the Family Child Care consultants.

Community Mental Health Clinician, Youth Justice Institute, San Francisco, CA, 2011 - 2012

- Conducted assessments, diagnoses, treatment plan development and case management plans for clients and families.
- Provided individual psychotherapy for incarcerated and probationary clients.
- Implemented a therapeutic tool Horn-Accountability-Instrument (HAI) to guide all the clinical work at the YJI.

Case Manager, Family Mosaic Project, Brainstorm, San Francisco, CA, 2003 - 2014

- Advocated for K-12 San Francisco Unified School District (SFUSD) clients and their families by attending school, community, and mental health meetings.
- Case managed SFUSD K-12 clients and families by linking parents to resources in the community and serving as a family liaison.
- Provided life skills workshops that addressed the organizational development needs of SFUSD K-12 clients and their families.

COUNSELING EXPERIENCE (CONTINUED)

Healthy Start Coordinator, Peres Elementary, West Contra Costa Unified School District, Richmond, CA, 1997 - 1998

- Organized monthly parent gatherings to discuss educational assistance for students with academic challenges.
- Offered referrals to clients requiring additional services.
- Managed interagency collaborations to address clients' unique academic needs.

Program Support Specialist, San Francisco Educational Services, San Francisco, CA, 1994 - 1997

- Created and implemented intake and enrollment procedures for clients in the after-school programs.
- Provided clients with referrals for academic and mental health services.
- Case managed K-12 clients by providing integral community-based services for children exposed to trauma.

Residential Counselor, Hickman Homes Incorporated, San Francisco, CA, 1990 - 1994

- Served as a liaison to residents by attending supervised family, community, and school meetings.
- Facilitated daily check-in groups that addressed the social-emotional needs of the residents.
- Provided life skills workshops that addressed academic and professional development needs of the residents.

CONSULTING EXPERIENCE

Executive Leadership Coaching, Senior Leadership and Middle Management, Ayudando Latinos A Soñar- ALAS, 636 Purissima St, Half Moon Bay, CA 94019, *January 2022 - Present*

- Conduct coaching sessions, using the Relationship-Accountability-Mentoring (RAM) model, with senior leadership and ALAS management staff, focusing on enhancing communication skills, accountability tools, and staff engagement techniques.
- Develop and implement decision-making processes for senior leadership and management staff, emphasizing cultural humility and awareness.
- Champion staff advocacy efforts to educate all team members about social justice initiatives and issues.

Executive Leadership Coaching, Senior Leadership and Middle Management, On The Margins, Sonoma, CA, *January 2022 - Present*

- Coach On The Margins senior leadership and management staff, using the RAM model, in communication skills, accountability tools, and staff engagement techniques.
- Support senior leadership and management staff in decisions on cultural humility and cultural awareness.
- Empower staff to inform and provide education to all staff about social justice initiatives and issues.

Executive Leadership Coaching, Senior Leadership and Middle Management, 3rd Street Youth Center and Clinic, San Francisco, CA, *January 2022 - Present*

- Provide coaching to senior leadership and management staff at 3rd Street Youth Center and Clinic, using the RAM model, focusing on communication skills, accountability tools, and staff engagement techniques.
- Offer support to senior leadership and management staff in making decisions regarding cultural humility and cultural awareness.
- Advocate for staff to educate all team members about social justice initiatives and issues, fostering awareness and understanding across the organization.

Executive Coaching, Jenee Johnson, Certified Professional Coach, Sankofa Holistic Counseling Services, Oakland, CA, *2022 - Present*

- Provided individual coaching to a certified life coach using the Horn-Accountability-Instrument (HAI) to guide sessions.
- Facilitated weekly check-ins to track and employ goals and objectives, grounded in RAM coaching methodology.
- Created and implemented tailor-made coaching tools to support life coach with achieving organization of her administrative duties.

CONSULTING EXPERIENCE (CONTINUED)

Career and Leadership Development, Belinda Hernandez-Arriaga, Program Director, University of San Francisco - South Bay Campus, Department of Education, Graduate Program, San Jose, CA, *August 2021 - Present*

- Offer individual coaching to the Program Director of South Bay University of San Francisco Campus using the Horn-Accountability-Instrument (HAI) to guide sessions.
- Facilitate weekly check-ins to track and employ goals and objectives, using the RAM model.
- Create and implement tailor-made coaching tools which support the Program Director with the organization of her administrative duties.

Founder and Chief Executive Officer, Horn Development Consulting (HDC), San Francisco, CA, *2010 - Present*

- Offer individual, business, and behavioral coaching utilizing the Horn-Accountability-Instrument (HAI) to direct services.
- Conduct monthly check-ins with both local and international clients to track progress towards designated goals and objectives.
- Advocate for and offer coaching to individuals, families, and businesses with personal and professional challenges utilizing the RAM model.

Executive Leadership Coaching, Senior Leadership and Middle Management, University of San Francisco, School of Education, San Francisco, CA, *2022 - 2024*

- Coached senior leadership using the RAM model to foster effective communication skills across all school programs.
- Supported senior leadership in making decisions regarding diversity and equity awareness, particularly in serving students with diverse intersectional identities.
- Empowered staff and students to inform and provide education on counseling psychology social justice initiatives and issues.

Career and Leadership Development, San Francisco State University, Career Counseling Center, San Francisco State University, San Francisco, CA, *2020 - 2022*.

- Offered career counseling to university students through the RAM curriculum.
- Led training sessions on leadership and development skills for a diverse workforce.
- Supported program directors to execute a distinctive RAM experience, integrating an intersectionality awareness framework.

Life Skills Training Coach, Independent Life Skills Training and Respite Services, Golden Gate Regional Center, San Francisco, CA, *2017 - 2021*

- Implemented educational support meetings for clients and family members seeking respite services.
- Facilitated discussions on the concepts of RAM.
- Provided supportive tools from RAM around life skills and mentoring.

CONSULTING EXPERIENCE (CONTINUED)

Executive Leadership Coaching, Senior Leadership and Middle Management, Lincoln Families, Oakland, CA, 2014 - 2021

- Coached senior leadership and Lincoln management staff in communication skills, accountability tools, and staff engagement techniques.
- Supported senior leadership and management staff in decisions on cultural humility and cultural awareness.
- Advocated for staff to inform and provide education to all staff about social justice initiatives and issues.

Executive Coaching, Dr. Brad Washington, Assistant Vice Provost, Notre Dame De Namur University, Belmont, CA, 2017 - 2020

- Provided individual coaching to Assistant Vice Provost using the Horn-Accountability-Instrument (HAI) to guide sessions.
- Facilitated weekly check-ins to track and employ goals and objectives.
- Created and implemented tailor-made coaching tools which supported Assistant Vice Provost with the organization of his administrative duties.

Faculty Coaching, Dr. Brad Washington, Tenure Track Professor, University of San Francisco, San Francisco, CA, 2012 - 2017

- Offered personalized coaching sessions to a tenure-track professor, utilizing the Horn-Accountability-Instrument (HAI) as a guide.
- Conducted weekly check-ins to monitor progress and implement goals and objectives effectively.
- Developed and implemented customized coaching tools to assist the professor in organizing tenure-track documents.

Faculty Coaching, Dr. Soma Sen, Tenure Track Professor, San Jose State University, San Jose, CA, 2005 - 2010

- Offered personalized coaching sessions to a tenure-track professor, utilizing the Horn-Accountability-Instrument (HAI) as a guiding framework.
- Conducted weekly check-ins to monitor progress and implement goals and objectives effectively.
- Developed and implemented customized coaching tools to assist professors in organizing tenure-track documentation.

Executive Coaching, Ms. Marlena Jackson, CEO, Nexgenegirls, San Francisco, CA, 2003 - 2017

- Supported individual coaching to the CEO to help create and maintain basic concepts and principles for managing an effective non-profit business.
- Facilitated monthly check-ins to track and implement goals and objectives.
- Created tailor-made coaching tools to support the CEO with organizational development and logistical planning.

CONSULTING EXPERIENCE (CONTINUED)

Faculty Coaching, Ms. Guilaine Salamon, Full Time Staff, San Francisco State University, San Francisco, CA, *2003 - 2017*

- Provided individual coaching to a tenure track professor using the Horn-Accountability-Instrument (HAI) to guide sessions.
- Facilitated weekly check-ins to track and implement goals and objectives.
- Created and implemented tailor-made coaching tools which supported professors with organizing tenure-track documents.



PROFESSIONAL PRESENTATIONS

Professional Development Training for New Employees, Project Permanence Department, Lincoln Child Center, 2014 - 2021

- Delivered presentations on the Relationships-Accountability-Mentoring (RAM) framework to new staff members.
- Led discussions highlighting the significance of fostering trusting relationships to uphold high standards of professionalism.
- Equipped incoming staff with professional development resources to aid in their transition into the workplace.

Professional Development Training for Counselors, School of Education, University of San Francisco, San Francisco, CA, 2013

- Presented the concept of RAM to incoming staff to support their onboarding process.
- Facilitated discussions on the importance of using mutual trusting relationships to provide high standards of professionalism.
- Provided incoming staff with professional development training tools to assist with workplace transitioning.

Self-Care: Tools for Caregiving Professionals, Family Day Care Program Children's Council of San Francisco, San Francisco, CA, 2013

- Delivered presentations to Family Day Care staff and consultants on the significance of prioritizing healthy self-care practices.
- Led discussions on practical self-care awareness activities to promote well-being.
- Distributed a self-care packet containing evidence-based exercises to Family Day Care staff and consultants.

Maintaining Professional Boundaries in the Childcare Profession, Family Day Care Program, Children's Council of San Francisco, San Francisco, CA, 2013

- Presented a hybrid professional code of ethics using guidelines from various caregiving professions.
- Facilitated a discussion on basic ethical principles for childcare professionals.
- Practiced having one-on-one dialogues to discuss potentially harmful ethical issues using childcare ethical boundaries vignettes.

Professional Development Training for Teachers, School of Education, University of San Francisco, San Francisco, CA, 2013

- Presented the concept of RAM to graduate students in the teacher education department.
- Facilitated discussions on the importance of using mutual trusting relationships to provide high standards of K-12 teaching.
- Provided the graduate department with a professional development training tool to assist with increasing academic achievement.

PROFESSIONAL PRESENTATIONS (CONTINUED)

Intersectionality Awareness for Childcare Professionals, Family Day Care Program, Children's Council of San Francisco, San Francisco, CA, 2013

- Presented the importance of being aware of Intersectionality as a childcare professional.
- Facilitated a cultural awareness dialogue and reflection activity.
- Provided an Erick Erickson Lifespan Development Scale highlighting the 0-5 normative issues that occur among most children.

Critical Pedagogy Methodologies for K-12 Teachers, School of Education University of San Francisco, San Francisco, CA, 2010

- Presented the significance of using concepts of Paulo Freire's Critical Pedagogy techniques to enhance K-12 teaching practices.
- Demonstrated a Freirean teaching technique using active listening, dialogue, and reflection activities.
- Provided real world examples of how to effectively create, plan and implement critical pedagogy within the K-12 classroom.

Professional Development Training for Teachers, Department of Secondary Education, San Francisco State University, San Francisco, CA, 2006

- Introduced graduate students in the teacher education department to the RAM model.
- Led discussions emphasizing the significance of cultivating mutual trusting relationships to uphold high standards of K-12 teaching.
- Supplied the graduate department with a professional development tool aimed at enhancing academic achievement.

Professional Development Training for Educational Consultants In-Home After School Enrichment Programs, Brainstorm, San Francisco, CA, 2005

- Introduced K-12 educational consultants to the RAM model as a means to support their clinical pedagogy.
- Engaged in discussions highlighting the significance of integrating the RAM model into the K-12 curriculum.
- Equipped consultants with a professional development tool aimed at enhancing academic achievement.

Staff Relations Training, Community Housing Programs, Supportive Housing Project, San Francisco, CA, 1995

- Introduced community resource providers to the RAM model.
- Highlighted the significance of integrating the RAM model into the training curriculum.
- Offered consultants team-building exercises aimed at boosting staff morale and fostering collaboration.

UNIVERSITY & COMMUNITY SERVICE

Board Member, On The Margins, San Francisco, CA, *Spring 2023 - April 2024*

- Serving on the board of On The Margins, a non-profit organization focused on community development.
- Acting as secretary, advising the CEO on community-based nonprofit leadership and vision strategies.
- Facilitator of monthly discussions on policies for financial management and transparency.

Volunteer Career Counselor, Career Outreach Programs, San Francisco State University, San Francisco, CA, *2019 - Present*

- Provide career counseling to undergraduate and graduate students seeking extra support and mentoring.
- Utilize Horn-Accountability-Inventory (HAI) to guide students toward accomplishing career goals.
- Facilitate leadership training to individuals and within classroom settings.

Executive Leadership Coaching, Graduate and Undergraduate Faculty, University of San Francisco, School of Education, San Francisco, CA, *2018 - Present*

- Coach faculty using the Relationship-Accountability-Mentoring (RAM) model to foster effective communication skills across all school programs.
- Assist faculty in making decisions regarding diversity and equity awareness within their curriculum, particularly in serving students with diverse intersectional identities.
- Advocate for faculty to provide education on counseling psychology social justice initiatives and issues.

Career and Leadership Development, Graduate Students, University of San Francisco, School of Education, Counseling Psychology Department, San Francisco, CA, *2015 - Present*

- Advise graduate students on the USF program and Board of Behavioral Sciences (BBS) expectations for licensure in California.
- Provide monthly individual coaching sessions concerning licensure and clinical development.
- Empower students to implement coaching tools to organize and structure their steps towards clinical licensure.

Accountability Coach, *African Community March in Solidarity for Black Lives Matter*, Career Counseling Course, University of San Francisco, San Jose, CA, *2020*

- Guided Graduate cohort on exercise of creating, planning, and implementing a social justice movement.
- Used the RAM Social Justice Contract to promote and execute a social justice movement.
- Walked in solidarity with 100 others in San Jose, and supported cohort members in the social justice movement with encouragement, a speech, and engaging in trusting dialogue and mutual respect.

UNIVERSITY & COMMUNITY SERVICE (CONTINUED)

Board Member, Greater New Jerusalem Baptist Church, San Francisco, CA, 1993 - 1998

- Organized the business operations of the church and facilitated monthly discussions on policy and procedures regarding financial and organizational management.
- Served as the advisor to the Pastor on community based nonprofit leadership and vision strategies for youth development.
- Created and implemented academic enrichment programs for K-12 youth, including



MILITARY EXPERIENCE

Life Skills Training Coach, Volunteer Life Skills Coaching, United States Army Veterans, 2003 - Present

- Facilitate educational support meetings for Veterans transitioning from battalion life into civilian life.
- Facilitate discussions around the concepts of Relationships-Accountability-Mentoring (RAM).
- Provide supportive tools from RAM around life skills and mentoring to ease civilian transition for Veterans.

Battalion Liaison, Airborne Paratrooper, United States Army, 173rd Airborne Brigade, Vicenza, Italy, 2000 - 2003

- Instructed new soldiers on the battalion's operational culture and protocols.
- Aided transitioning families in adapting to international environments.
- Delivered case management support to deployed infantrymen's families during extended battalion deployments.

United States, Army Airborne Ranger, San Francisco, CA, 1998 - 2003

- Served in the U.S. military as an Army Airborne Ranger, demonstrating resilience and dedication to duty.
- Conducted peacekeeping missions in international countries to support community safety and cultural preservation.
- Advocated for international human rights, contributing to the development of international communities.

Battalion Liaison, Airborne Ranger, United States Army, Hunter Army Air Force Base, Savannah, GA, 1998 - 2000

- Briefed newly arrived soldiers on the battalion's customs, traditions, and operational procedures.
- Facilitated the transition of incoming families to international settings, offering support and guidance.
- Offered comprehensive case management services to children and families of deployed infantrymen throughout extended battalion missions.

CONFERENCE PRESENTATIONS

Redwood Chapel Community Church, (March 8, 2014). *Coaching Parents to be Disciplers*. Presented for the Bass Church Workers Convention, Castro Valley, CA.

University of Pennsylvania, (February 27, 2009). *The Impact of Care: Young African American Males' Perceptions of In-home, One-on-One Tutoring*. Presented for the Ethnography in Education Conference, Philadelphia, PA.

MANUSCRIPT REVIEWER

Edwin Mellen Press, Manuscript Title: "Black People with White People in Their Families and Vice-Versa: A False Self-Identity among Black, Negro, Colored, and White People in the United States." (2015)

Edwin Mellen Press, Manuscript Title: "The Cry of Black Rage: Exploring the Anger of Frederick Douglass and Beyond." (2012)

Edwin Mellen Press, Manuscript Title: "The Freedom March from Selma to Montgomery, Alabama." (2012)

Edwin Mellen Press, Manuscript Title: "African American Community Development: A Plan for Self Determination." (2012)

Edwin Mellen Press, Manuscript Title: "A Sociology of Black Clergy in the State of Illinois." (2011)

CREATIVE DEVELOPMENT

Horn, A. Creator and Presenter. “Dr. Horn’s RAM Mindfulness Podcast”. 2020 - Present

- Featured on Dr. Horn’s RAM Mindfulness Podcast Series.
 - Subscription based Mindfulness Podcast which incorporates the RAM model.
 - Series incorporates breathing exercises, grounding, reflection, and gratitude to support introspection and self-awareness.
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PUBLIC ENGAGEMENT

Yo Soy ALAS Campaign, Ayudando Latinos A Sonar (ALAS), Introducción video de Aaron L. Horn, EdD, LMFT - ALAS Champion & Collaborator (2023): [Yo Soy ALAS Campaign, LinkedIn Video](#)

Subscription based Podcast Series, “Dr. Horn’s RAM Mindfulness Podcast”. (2020)

University of San Francisco Edward J. Griffin Award and Professional Achievement Award, Video Introduction (2015):https://www.youtube.com/watch?v=k0TVAK_7liU

Blogtalkradio.com, Interview Title: “Discussing Dr. Horn’s concept of RAM (Relationships, Accountability, and Mentoring.” Stop Bullying System, Shakeel Ali. (2013)

Blogtalkradio.com, Interview Title: “How Families can create a Bully Free Zone in Their Homes and Communities.” Stop Bullying System, Shakeel Ali. (2013)

University of San Francisco Magazine, Interview Title: “Teaching Accountability.” Alumni Section, Monica Villavicencio. (2012)

PROFESSIONAL AFFILIATIONS

- California Association for Marriage and Family Therapy
- Alpha Phi Alpha Fraternity Incorporated

REFERENCES

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