

# Biographical Data and Platform Statements

2025 Candidates

## BOARD MEMBER (3 POSITIONS)



### Kim Bailey, MSMFT

Twenty years ago, when considering Marriage and Family Therapy, my well-respected psychologist father had some concerns. He would now say it was the best decision I ever made and refers clients to me often.

The unique systems training has not only helped me to become an effective therapist, but an effective University administrator, adjunct professor, Board member and change agent. Being effective in these areas has led me to meetings and task forces with a State and National footprint. These opportunities have allowed me to promote our profession, educate on the distinctiveness of our profession, promote MFT's in K-12 education, advocate for mental health, provide research/evidence based unifying solutions, emphasize the importance of relational health in institutions and stay abreast on significant pain points of cultural relevance.

Additionally, I sat on the Missouri State Board of Education, which seats four Democrats and four Republicans by Constitution, through the pandemic and cultural wars. I did so while fighting breast cancer. This experience has taught me the importance listening to all voices, focusing on unifying solutions, and disagreeing well while maintaining relationships. Some of my closest friends and peers sit on both sides of the cultural divide. I believe our healthiest way forward is to stay above the system, offer unifying solutions from our unique systems perspective that listens to all pain points and demonstrates/models healthy relationships and systems in our association.

Therefore, if elected, my focus will be:

1. Promoting the Profession and Professional Distinction
2. MFT's in K-12 Education
3. Mental Health Advocacy and Unifying Solutions
4. Cultural Relevance and the Health of the Association

### (I) PRESENT PROFESSIONAL POSITION

- Workforce Development Task Force (Governor) 2025 to Present
- Member: Missouri State Board of Education (MOSBOE) 2018 to Present
- Member – Legislative Priorities (MOSBOE) 2021 to Present
- Chair – Culture and Climate Work Team (MOSBOE) 2021 to Present
- Chair – Mental Health Work Team (MOSBOE) 2019 to Present
- AAMFT Approved Supervisor
- Private Practice Kansas City: LCMFT (KS) LMFT (MO)

### (II) MOST RELEVANT PAST PROFESSIONAL POSITIONS (WITHIN THE LAST 7 YEARS)

- Member – Missouri Blue Ribbon Commission for Teacher Recruitment and Retention 2022-2024 (MOSBOE)
- National Association of State Boards of Education (NASBE), I was asked to be a foundational writer of SEL (Social Emotional Learning) Policy which passed unanimously by all States involved 2022
- Warriors Ascent – Provider/Therapist for PTSD military and first responders, female cohorts, 2017-2019
- Adjunct Professor, Calvary University 2013-2018
- President, Raymore Peculiar School Board 2016-2018
- Dean of Students/Women, Calvary University (Title IX Coordinator, Compliance Committee Co-Chair, Policy writer for staff, faculty and student handbooks) 2008-2015

### (III) AAMFT MEMBERSHIP: PAST AND PRESENT PARTICIPATION IN AAMFT, INCLUDING TOPICAL AND GEOGRAPHIC INTEREST NETWORKS

- Founder and Co-Chair: MFT Network for Missouri and Kansas. 2024-Present
- Speaker, AAMFT Leadership Symposium 2024
- AAMFT Approved Supervisor 2015 to Present
- Member, AAMFT 2010 to Present

# Biographical Data and Platform Statements

2025 Candidates

## BOARD MEMBER (3 POSITIONS)

**(IV) PROFESSIONAL ACTIVITIES (Activities should be directly linked to the position and should demonstrate the skills needed for the position. Please refer to the list of competencies and skills for the position). Past and present activities, projects, or publications (limit 3) that are evidence of leadership skills, experience integrating information, working towards consensus, and decision-making skills.**

### Group Skills (Team Orientation):

- **Collaboration and respect for diverse perspectives:** As chair of the Culture and Climate Work Team (MOSBOE), I collaborated with the National Superintendent of the Year, The National Principal of the Year, 6 previous Teachers of the Year, President of MSBA (local school Boards), Chair of the AERA (American Educational Research Association) sub-committee on SEL, safety and security leaders from COSSBA (experts from Columbine) and several national speakers. I was intentional not only to have a voice from every level in the system at the table, but also strong minority voice and opposing political voices. We were able to come to a consensus toward a common supported solution that addressed all pain points and received bi-partisan support in Missouri. The Missouri State Legislature was so supportive, they budgeted \$15 million for implementation. Nationally, we received support from the US Dept of Ed both under Trump and under Biden for further pilot programs in other states to the sum of \$20 million.
- **Actively engaged:** The President Pro Tempore of Missouri Senate has thanked me for taking my role on the State Board of Education seriously and for the many ways I have engaged to bring about healthy change for education and our State. I was the first person on the Board to start a Board sub-committee to address a significant pain point of the institution. I was the sole initiator for the Mental Health Work Team and the Culture and Climate Work Team. I was also part of the team that initiated the statewide Blue Ribbon Commission on Teacher Recruitment and Retention. I have earned the respect of my fellow Board members and peers with my tenacious and inclusive approach to problem solving. I also help other committees when asked. The MOSBOE Strategic Planning committee asked me to edit their documents prior to final layout. I did so happily and required no acknowledgement for it. I have spoken at countless education conferences, per the request of educators, to give them hope and solutions to the research identified top pain points of education.

- **Board processes and governance policy:** As a Governor appointed, Senate approved MO State Board of Education member, if we step out of line with statute, policy or procedures, everyone knows, and feedback is swift. It has trained me in the importance of being well informed on governance policies, statutes and procedures to govern efficiently and effectively.

### Interpersonal Skills:

- **Integrity:** A new leader in Missouri recently reached out to me asking me to mentor them. They reached out after having been reprimanded by the Governor, the press and some other leaders. Someone suggested to them to seek my mentorship. Given my work on the Culture and Climate Work Team, I am known for my solution focused, non-partisan, inclusive approach. Furthermore, the MOSBOE is made up of 4 Democrats and 4 Republicans and I would call all of them good friends. 99% of our votes are unanimous. I would attribute that to the integrity of all the Board members, including me.
- **Independent Thought:** In our last Board meeting, with many legislators listening, I stated the following: "We all have shared pain points. The liberals have their political solutions for the pain points, the conservatives have their political solutions. I am offering a psychologically sound solution that research would demonstrate addresses the identified pain points effectively for everyone. Therefore, neither political side gets their political agenda, but we are effectively addressing the pain points." The agenda item was passed with no political backlash from either side.
- **Inclusion:** See Group Skills
- **Personal Agendas:** Personal agendas on Boards are not only inappropriate but ineffective as well. However, if the Board is ignoring pain points of the institution/ association and/or its members, it is important as a Board member to address it. But when all is said and done, it is a team so all efforts should be addressed through the filter of teamwork.

# Biographical Data and Platform Statements

2025 Candidates

## BOARD MEMBER (3 POSITIONS)

### Personal Skills:

- **Strategic Plan:** As one who has participated in the writing of a local strategic plan and now a statewide strategic plan, I recognize the value of adhering to a strategic plan. Many organizations put tremendous effort into creating a strategic plan only to then operate either completely untethered to the strategic plan or myopically focused on only one or two aspects of the strategic plan. I have read the AAMFT Strategic Plan and agree with it in its entirety and fully support a comprehensive adherence to it. At the local and state levels, this has meant every agenda item before the Board is tethered to the Strategic Plan as well as every committee or task force. This simplifies and sharpens attention to and **realization of strategic plan goals**.
- **Relevance and Health of Associations:** Relevance and health of any association is tied to its ability to 1) stay tethered to its Strategic Plan comprehensively while adapting to cultural shifts and 2) not lose sight of the needs of its members and overall purpose of the association. I've seen several national associations die over the last several years due to failing in these two areas. Unfortunately, the mental health field is riddled with turf wars. There is observable drift and trends of other mental health fields to attempt to "absorb" Marriage and Family (Systems Training). If AAMFT is not strongly committed to a comprehensive application of its Strategic Plan with cultural awareness and a deep focus on the needs of its members, I fear it will lose relevance and the health of the association. I have strong experience in staying tethered to strategic plans, navigating cultural shifts, identifying needs of members with solutions and staying focused on the purpose of the association.

### Technical Skills:

- **Advocate:** I am a very effective advocate as is demonstrated by things listed under Group Skills.
- **Roles and Rules:** All positions have role definitions and rules applied. Board positions are no different. Just as with any system, healthy roles and rules make for good Boardmanship. I have ten years of Board experience, three on my local Board of Education (two of those as President) and seven on the State Board of Education. I had to undergo fiduciary, legal, ethical, personal and communal scrutiny by the Governor to be appointed and then subsequently again by Senate for confirmation. Persons who do not clearly understand roles and rules tend to not weather that level of scrutiny.

### Personal Attributes:

- **Integrity/Diversity/Inclusion:** I have earned the trust of both Democrats and Republicans in my state. I have done so by operating transparently, bringing ALL voices to the table, finding unifying solutions (rather than forcing divisive ones), listening to ALL pain points and moving forward together not cramming an agenda. This demonstrates a genuine care for ALL which earns trust and provides an environment of flourishing.
- **Board Interactions:** While president of my local school Board, I had two Board members who had two lawsuits against each other. I also had a Board member that tended to "get big" and demand staff do exactly as he commanded. I gently but firmly reminded the Board member he is one of seven votes, and staff only should listen to the majority vote, not his singular opinion. He obliged and we are still friends to this day. I also had to sit down with the two Board members who were legally embroiled and tell them they had to keep their personal issues outside of the Board room. We set the standard that, for the sake of the students, their personal issues were left at the door. We are still friends to this day. I also have had disagreements with State Board of Education members but would consider all of them good friends as we have the capacity to disagree well.

### **(V) COMMITMENT TO DIVERSITY, EQUITY, AND INCLUSION: Past and present activities demonstrating knowledge of and commitment to social justice and systemic science.**

Celia (1835-1855) was a slave found guilty of first-degree murder of Robert Newsom, her master, in Callaway County Missouri. She was purchased at the age of 14 by Robert Newsom, after his wife died, to be used for his sexual desires making her his sex slave. After birthing some of his children, she told him she would kill him if he continued to rape her. She stood by her word and killed him. Despite a strong legal defense, she was found guilty and hung due to the verdict that she was his property and therefore didn't have the right to a self-defense claim.

# Biographical Data and Platform Statements

2025 Candidates

## BOARD MEMBER (3 POSITIONS)

My fellow State Board of Education member, Pamela Westbrooks Hodge, is not only a descendant of Celia, but the President of the Celia Foundation. She was running into political roadblocks in our Missouri Republican legislature and asked for my help not only for Celia's pardon, but for help in highlighting the importance of teaching our history of slavery in the US in our K-12 education. I suggested the language of "Everyone has the capacity to dehumanize others" and that under that heading they have a list of slavery, sex slavery, discrimination, religious discrimination, etc. With this new language and focus, not only has Celia been posthumously pardoned but the bill to teach "dehumanization tendencies" in K-12 made it out of committee and has bi-partisan support.

Although I support the essential values of DEI (respect, fairness, belonging, accountability, empathy, open communication and recognition of diverse perspectives), I fear those values are lost in the political discord. I believe that we, as systems trained therapists, need to model healthy change solutions that do not politically drift into the ditches of shame and scapegoating (IP) and stay within our psychologically sound systems approaches. I believe our systems training of not getting pulled into the system is so powerful and important in being change agents in this topic.

I have worked with minority leaders in both Kansas City and St. Louis and they would all tell you, not only did I listen to their pain points, but I addressed them in my solutions. Additionally, the leaders of the far-right caucus would tell you the same. I have been able to unify both political extremes around psychologically sound solutions that address all pain points on politically charged topics/issues. (SEL Standards for the State of Missouri/SEL Policy for NASBE/\$15 million State funding for Prosocial Classroom MO Legislature/\$20 million US Dept of ED under Trump and Biden) I believe this unifying approach is our best way forward as an association if we are to meet our Strategic Plan Priority of "Engaging in strategic partnerships with leaders in the mental health field and policymakers for a more healthy, just and equitable society in the U.S. and the world" as well as the AAMFT Value of "Integrity and ethics in governance and membership". Conversely, if we do not operate above the system, it will impede the Strategic Plan goal that "AAMFT will advance the influence, recognition and parity of Marriage and Family Therapy and systemic clinical practice across health care environments."

## (VI) RELEVANT DEMOGRAPHIC INFORMATION – Optional (up to five sentences)

You may choose to identify and/or describe parts of your background which may include the following: work setting (e.g., private practice, academia, agency, community health, government), home location (e.g., rural, urban, suburban), region (e.g., US state, international), any other relevant demographic information (e.g., age, ethnicity/race, gender, sexual orientation, religious/spiritual affiliation, ability, immigration status, languages spoken).

- I work in the political realm, academia, K-12, private practice, CPTSD organizations for first responders, CPTSD organizations for victims of sex trafficking.
- I grew up in Kansas City area (Go Chiefs!) but have also lived in Mexico, El Salvador, Bolivia and Paraguay.
- I have been married for 32 years to my structural engineer husband and have three sons, one daughter in law and one granddaughter, who is the absolute apple of my eye!
- I love volleyball, water sports, hiking and travel.
- I am a breast cancer survivor and did chemotherapy and multiple surgeries during the height of the Covid pandemic.