

Jess McDonald & Associates

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With a breadth of experience in management, practice, workforce development, policy and evaluation, CWA offers a unique blend of strategic insight and frontline leadership.

Jess McDonald, MSW, HonD

Mr. McDonald served as Director of the Illinois Department of Children and Family Services (DCFS) from 1994 to 2003. During his tenure, DCFS achieved a remarkable turnaround in performance to become regarded as a model for large child welfare system reform.

Constance Flower, MSW, LCSW

Connie Flower has been involved in direct public child welfare services for more than twenty years. Ms. Flower led the Illinois Department of Children and Family Services in implementation of the nationally-recognized "Best Practices" program.

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