

THERESA A. EWING

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More than 20 years of developing, optimizing, and administering high-impact trial court services and programs to meet goals and ensure compliance with court policy and procedures as well as state and federal laws.

Accomplished court administrator with extensive limited jurisdiction experience and in-depth knowledge of general jurisdiction. Expert in developing short and long-term plans, innovative programs, and processes that streamline operations and improve public access to court services.

A collaborative leader skilled in engaging staff, management, and judges to resolve complex challenges facing the judicial system. Strong team builder experienced mobilizing teams of up to 170 professionals and managing public sector employment issues in a collective bargaining environment from recruitment and hiring to investigations, disciplinary actions, and labor negotiations.

2018 Recipient of National Center for State Courts Distinguished Service Award for Trial Court Administration Fellow – Institute for Court Management (National Center for State Courts) and Court Management Certified

Areas of Expertise:

- Public Administration Principles
- Court Reporting Methods
- Case Flow Management
- Project Management
- Short/Long-Term Planning
- Organizational Change & Program Leadership
- Court Operations Improvements
- Budget & Finance Administration
- Community Outreach & Programming
- Committee, Board & Meeting Facilitation
- Personnel Practices & Procedures
- Judicial Employee Training
- Staff & Jury Management
- Legislative & Media Relations
- Access to Justice & ADA Matters

PROFESSIONAL EXPERIENCE

CITY OF FORT WORTH – Fort Worth, TX

May 2016 – Jan. 2020

Director, Municipal Court

As Chief Court Executive Officer of the nation's 13th largest city, I represented the municipal court before various committees, special interest groups, community organizations, and state agencies. I served as Chief Nonjudicial Liaison to state, county, and municipal departments. Prepared and directed the development of plans, goals, and objectives for court operations. I oversaw a court operations staff of 178 nonjudicial employees, including a 48-person marshal division through five direct reports. Prepared, justified, and managed \$26M budget; monitored fiscal operations and expenditures.

- **Initiated transition** from judicial and court staff conducting onsite in-custody / magistrate functions to real-time video sessions. Lead change management process to shift mindsets and gain buy-in.
- **Implemented revolutionary “Courts in the Community” mobile court program** to provide the general public with offsite courts in their communities, increasing public access to court services. Conducted 15+ offsite court sessions in libraries, community centers, and parking lots.
- **Transformed Warrant Roundup Month to Warrant Forgiveness Month flagship program** by leveraging Courts in the Community program to clear active warrants and remove the fear of coming to court.
 - Boosted outcomes from 500+ people seen in court, 1,500+ warrants cleared, and \$587K collected during Warrant Roundup to 6K+ individuals seen, 25K+ warrants cleared, and \$1.5M+ collected during Warrant Forgiveness.
- **Increased personnel talent from two certified clerks to 36** in less than three years by spearheading staff incentive program to complete certification training with Texas Municipal Court Education Center.
- **Elevated warrant confirmation rate from 70% to 98%** while transitioning court warrant staff from 24/7 operation to standard business hours and removing 10K+ inactive warrants from the case management system. Initiated training, data cleanup projects, and protocols to reduce errors.
- **Managed successful on time, on budget completion** of \$200K remodel of lobby and staff areas in public safety building for better public access and workspace efficiency. Oversaw \$3.8M 2014 Bond – ADA ramp and courtroom remodel to increase accessibility for individuals with ADA-related needs.

THURSTON COUNTY DISTRICT COURT – Olympia, WA

May 2011 – April 2016

Court Administrator

Represented district court before special interest groups, community organizations, and state agencies as Chief Nonjudicial Liaison to state, county, and contract cities. Partnered with presiding judge to administer personnel matters. Developed annual budgets, monitored fiscal operations, and managed court operations expenditures. Directed court operations planning and goal setting. Led staff of 24.5 personnel through up to four direct reports. Managed a \$4.3M annual budget.

- **Facilitated implementation of systems that enabled a more sound and efficient judicial decision-making process** by leading the implementation of electronic case files and e-documents, providing court staff and the general public with more straightforward and greater access to case files.
 - Migrated all criminal and infraction case files to the electronic file system within six months; in-custody and arraignment calendars were later fully integrated into the e-document environment.
- **Created real-time access to case information in the state case management system** by leading the implementation of electronic judicial benches.
- **Accelerated resolution of infractions from 120 days to 30-45 days**, significantly reducing Failure to Appear and Failure to Pay warrants, by implementing national “time to disposition” standards.
- **Negotiated and executed interlocal agreements** with two municipalities to provide integrated contract court services within six months.
- **Streamlined access to court calendars** by replacing paper dockets with court lobby reader boards and e-dockets, daily calendars, and an information feed.

CITY OF BREMERTON MUNICIPAL COURT – Bremerton, WA

August 2007 – April 2011

Court Administrator

As Chief Nonjudicial Liaison to state, county, and municipal departments, represented court before special interest groups, community organizations, and state agencies. Prepared and justified annual department budgets; monitored fiscal operations and expenditures of court. Directed development of plans, goals, and objectives for court operations. Worked directly with the presiding judge to administer personnel matters. Led a team of two direct reports.

- **Project managed on time, under budget completion** of \$1.5M acquisition, remodel, and relocation to the new municipal court building.
- **Restored positive working relationships and communications** with Bremerton city government’s legislative and executive branches.
- **Wrote and won a grant for the Office of Public Defense three consecutive years** to support defendant court representation in municipal court.

CITY OF NORTH LAS VEGAS MUNICIPAL COURT – North Las Vegas, NV

2000 – August 2007

Manager, Court Automation and Records

Collaborated with judges, Chief Marshal, and court administration to develop court procedures and administer personnel matters. Ensured secure dissemination and final disposal of all court records. Produced and presented staffing, court performance, and improvement recommendation reports to court judicial and administrative staff. Led staff of four direct reports. Sat on oral boards to hire court staff and select personnel for organizational promotions; developed new job descriptions. Served as Court Administrator during the Administrator’s absence.

- **Boosted productivity by 20% while improving data capture and retrieval** for statistical research by spearheading a four-year project to implement a new case management system, CourtView. Led North Las Vegas Municipal Court to become the first of 26 courts in Nevada to implement the case management system on time and under budget.
- **Contributed to on time, on budget design and build of \$27.9M joint use North Las Vegas Justice Facility** for municipal court and detention administration functions. Streamlined citizen access to services.
- **Reduced errors and redundancies** by creating a new policy and procedure manual for municipal court employees.
- **Facilitated information exchange between courts** by partnering in the statewide implementation of the MC-IJIS interface system.

Early Career: City of North Las Vegas Municipal Court – Terminal Agency Coordinator | Courtroom Clerk | Court Clerk I

EDUCATION & CERTIFICATION

MICHIGAN STATE UNIVERSITY | **Master of Judicial Administration**

UNIVERSITY OF PHOENIX | **Bachelor of Business Administration**

FORT WORTH | **Leadership Program**

NATIONAL CENTER FOR STATE COURTS | **Fellow, Institute for Court Management | Court Management Certification**

BOARD LEADERSHIP & AFFILIATIONS

National Association of Court Managers | National Association of State Judicial Educators
 Texas Municipal Court Education Center (Ret.) | Texas Court Clerks Association (Ret.) | Leadership – Fort Worth
 Tarrant Area Food Bank – Board of Directors and Organizer / Sponsor of City Food Drive