Stefanie Nieto Johnson, *M.S.W.*, is an independent certified coach, trainer, and consultant working with organizations to improve child welfare practice at all levels. She previously served as a child welfare specialist at the Resource Center for Family-Focused Practice and a trainer and technical assistant with the Annie E. Casey Foundation. Nieto Johnson has trained and assisted agencies from Puerto Rico to Alaska with Team Decision Making implementation, and also served as faculty on the California Disproportionality Project. She spent 10 years in child welfare as a case-carrying social worker and a supervisor.