



Subject Matter Expert Judge James Payne, Senior Advisor

Expertise

- Organizational and system change of health and human services agencies
- Court/child welfare engagement
- Child welfare and youth services program development
- Statute and legal review

Judge Payne has more than 27 years of national, state, and local agency leadership experience.

Experience

Prior to joining PCG, Judge Payne served as Presiding Judge of the Marion Superior Court, Juvenile Division in Indiana for 20 years. He was elected to four terms as Superior Court Judge, during which time he implemented systemic change through statute revision, merging the juvenile court system and detention center, leading to efficiency in the delivery of care, treatment, and rehabilitation of youth and families. He also helped to construct a state-of-the-art and nationally recognized detention facility and administration wing. Judge Payne served as President Elect of the National Council of Juvenile & Family Court Judges and President of the Indiana Council of Juvenile & Family Court Judges.

Judge Payne also served as Director of the Indiana Department of Child Services (DCS) for seven years. He was appointed by Governor Mitch Daniels to completely overhaul the existing child welfare system. By creating a new agency (DCS), doubling the caseworker and supervisor staff, reducing caseloads to national standard in state statute, implementing a training partnership with the Indiana University School of Social Work, and other significant organizational endeavors, Judge Payne helped transform the system and agency to a highly motivated, data-driven, and high functioning team. Judge Payne led DCS to develop an entirely new practice model aimed at prevention and early intervention with a focus on agency/family partnerships, leading to successful relative or community placement and minimizing time under state supervision. He also was instrumental in instituting state-wide reform resulting in a high functioning, data and analytics-driven state agency that delivers high quality, comprehensive, appropriate, and effective services to the children and families of Indiana.

Awards and Recognition

Judge Payne's numerous awards include the following:

- 2012 Commissioner's Award, Administration on Children, Youth, and Families (ACYF)
- 2011 Excellence in Leadership Award, Casey Family Programs
- 2006 Catalyst for Change Award, Wernle Children's Home
- 2002 Roberta West Nicholson Award, Children's Bureau of Indianapolis, Inc.
- 2001 Pauline K. Selby Award, Big Sisters of Indiana 1996 Outstanding Investment in the Children and Families of Indiana, Villages of Indiana, Inc.
- 1993 NCLC Lewis Hine Award for Exceptional Service to Children and Youth

Professional Associations

- National Council of Juvenile and Family Court Judges, Member of the Board of Trustees - 12 years Secretary, 2001-2002, Treasurer, 2002-2003, President-Elect, 2003-2004
- Indiana Council of Juvenile and Family Court Judges, Past President
- National Advisory Council on Alcohol Abuse and Alcoholism
- Institute in Faculty Excellence - Former Board Member
- Indiana Supreme Court GAL/CASA Advisory Commission Board Member
- American Public Human Services Association, 2005-2012
- Vice President, 2012 National Association of Public Child Welfare Administrators
- Board and Executive Committee, Child Welfare League of America

Education

Judge Payne earned a Bachelor of Arts from DePauw University and a Doctor of Jurisprudence from Indianapolis Law School at Indiana University.