

Norma Doctor Sparks

Norma Doctor Sparks, M.S.W., J.D., is Co-founder and President of Families First Hawaii Services Inc., a consulting firm that advocates for children and families. Clients have included the County of Kauai; the Hawaii Department of the Attorney General; and CGI, an international information technology company.

After serving as law clerk for Chief Judge James S. Burns of the Hawaii Intermediate Court of Appeals, Norma was a Hawaii Deputy Attorney General, assigned to the Hawaii Department of Commerce and Consumer Affairs. Prior to law school, she was Administrator of the Family Crisis Services Branch in First Circuit Family Court.

Norma was Administrator of the Hawaii Child Support Enforcement Agency with an annual operating budget of \$12 million and about 300 child support enforcement officers statewide. She increased collections to \$75 million in 1995 from \$48 million in 1991 when her tenure started.

She was Administrator of Child Welfare Services in the Hawaii Department of Human Services with an operating budget of about \$45 million and about 400 staff statewide. She personally identified and obtained over \$9 million in new federal claims each year and over \$3 million in retroactive claims. She also implemented Family Conferencing as one of 5 pioneering jurisdictions in the country.

In California, Norma was Director of the Santa Clara County (Silicon Valley) Department of Family and Children. She managed a budget of about \$220 million and supervised over 1000 staff who provided child welfare services. Within two years of the start of her tenure, she initiated and completed the first successful reorganization of the Department in over 25 years, in close partnership with and support of community-based organizations and four employee union chapters.

She was Deputy Director of the Los Angeles County Department of Children and Families Services where she managed \$200 million and supervised over 1,000 staff. She later was the Administrative Deputy of the Los Angeles County Department of Public Social Services where she managed a \$4 billion budget and services for 14,000 staff.

Norma also was a private consultant to the California State Department of Social Services and other jurisdictions.

She received numerous community, federal, state, and county awards in Hawaii and California. In 2007, she was recognized as one of the Top 100 Most Influential Filipina Women in the United States. In 1999, her Hawaii work was recognized by President Clinton and the Child Welfare League of America for most improvement in foster care adoptions.

She has served on community boards including Kauai Planning and Action Alliance; Kauai High School Foundation; Kauai Filipino Chamber of Commerce; Koloa Community Association; and Kauai Filipino Women's Club. She is a member of Kauai Chamber of Commerce; Surfrider Foundation-Kauai; Malama Mahaulepu; Friends of Mahaulepu; and Poipu Beach Rotary Club.

Norma holds a Bachelor of Arts in Sociology, a Master of Social Work; and a Juris Doctorate from the University of Hawaii-Manoa.

She is married to Stephen Sparks and they have two sons, Dr. Chad Sparks of California and Gregory Sparks of New York City.