



Joe Heritage

Joe Heritage is the Training Director at Alexander Youth Network, a ChildTrauma Academy NMT Partner Site in Charlotte, North Carolina. Alexander Youth Network is the largest provider of children's mental health services in North Carolina.

An Elementary and Special Education Teacher by training, Mr. Heritage has worked at Alexander Youth Network for 33 years. He has served in several capacities including Teacher, Crisis Intervener and Director of Child Care. Mr. Heritage has been a Therapeutic Crisis Intervener for many years and has led successful efforts to minimize the use of physical interventions in residential and day treatment programs. As part of those efforts he has been focused on training and mentoring direct-care staff in establishing therapeutic relationships and caring interventions based on the principles of CTA's Neurosequential Model of Therapeutics.

Mr. Heritage has also led several quality improvement teams relating to staff retention, effective training practices, effective supervisory practices and use of physical interventions. He led the training department as the organization sought national accreditation by the Joint Commission, ensuring compliance with the highest possible standards of excellence. He has been responsible for leading team-building activities as well as driving effective management strategies utilizing the DISC Workplace Profiles System. Mr. Heritage has chaired the Consultative/Training Committee of the Children and Family Services Association-North Carolina, an organization representing 60 child-care organizations across the state.
