

Cristine (Crissy) Goldman, M. Phil., J.D.

Highly experienced public service attorney with expertise advancing justice through collaborative child-centered advocacy and policy. Skilled in navigating complex interagency issues and building strong partnerships to drive meaningful results with systemic solutions. Known for thoughtful legal analysis, clear communication, earnest engagement, an ability to drive change, and an unwavering commitment to the children and families of the Commonwealth of Massachusetts.

Bar Membership: New York State, 2012; Massachusetts, 2015

Office of the Child Advocate

General Counsel

Director of Policy and Legal Counsel

July '19 – Present | Boston, MA

August '23 – Present | Boston, MA

July '19 – August '23 | Boston, MA

General Counsel reporting directly to The Child Advocate. Member of the senior management team and subject matter expert in various topics including: child welfare and protection, education, investigative reporting, legal research and policy, operational efficiency, and interagency coordination.

Leadership Experience:

- Lead and represent the OCA in interagency groups, Commissions, initiatives and discussions as counsel and subject matter expert.
- Mitigate risks to the agency through context and outcome analysis: negotiations, contracting, MOUs, standing agreements, agency design, external relations management, and strategy assessment.
- Senior member of the OCA investigation team creating public and non-public investigative reports to significantly improve various state services for children in the Commonwealth.
- Lead and supervise legal division to drive results-oriented work supporting OCA oversight responsibilities.
- Lead projects with public facing deliverables including the creation of the OCA's profession-specific Mandated Reporter Training resulting in over 18,000 certificates of completion in 2 years.

Policy and Implementation Experience:

- Responsible for drafting, implementing, and monitoring the effectiveness of internal policies to create agency accountability and shared expectations.
- Evaluating, collaborating, and advising on policies and initiatives related to external agencies applying structured analysis and subject-matter expertise.

Operational and Strategic Experience:

- Lead HR design including the creation and implementation of job categories, a new performance management scheme, coordination of bimonthly all-staff training days, and standardization of cultural best-practices.
- Oversee hiring, onboarding, and staff development resulting in stable staffing and a team well versed in the complex OCA mission and grounded in the OCA values.
- Maintain rigorous standards to ensure compliance with the state ethics law, the Open Meeting Law, the internal control plan, and the Commonwealth public records law.

Authorship:

- Investigative Report into the Death of David Almond (co-writer and co-investigator)
 - Public report utilizing a case-specific example to address systemic challenges that put children at risk of harm.

- Investigation Status Report: David Almond (co-writer)
 - Public report documenting widescale changes to state services structure and design.
- Investigative Report Regarding Harmony Montgomery (co-writer and co-investigator)
 - Public report utilizing a case-specific example to address systemic challenges including interstate relations and legal practices that put children at risk of harm.
- The Final Report of the Mandated Reporter Commission (sole author)
 - Public report reflecting considerations in evaluating risks to children and the involvement of state services.

Stoneman, Chandler & Miller, LLP

Sept '17 – July '19 | Boston, MA

Associate Attorney

Education law attorney with experience in labor and employment, contracts, special education, student and teacher discipline, and other school-related matters. Deep expertise in special education and the legal frameworks guiding school administration.

- Conducted complex legal research and provided strategic advice to clients; represented schools and districts in mediations, due process hearings, and settlements. Built and maintained strong professional relationships with clients, ensuring responsive, practical, and solutions-oriented counsel.

Office of the Jury Commissioner

Feb '16 – Sept '17 | Boston, MA

Assistant Legal Counsel

Responsible for assisting in the direction of the statewide delinquent juror prosecution program, ensuring consistent enforcement of statutory requirements and the fair administration of justice.

- Supervised legal department staff overseeing daily operations. Created and oversaw data collection and statistical reporting to inform program improvements. Researched complex legal issues and drafted memoranda to support agency leadership initiatives designed to improve operational efficiency.

Administration for Children's Services

April '12 – May '15 | New York, NY

Assistant Corporation Counsel

Litigation attorney representing the City of New York in child abuse and neglect proceedings, managing an active caseload of 70-100 matters at any given time.

- Drafted and filed legal petitions under strict time constraints and served as sole counsel in hearings and trials. Prepared discovery and argued emergency motions, authored written summations and appellate briefs, and legal memoranda advocating for children through creative argumentation and innovative reasoning.
- Developed and maintained excellent relationships with agency social work staff to ensure collaboration in shared goals and significantly improving outcomes for children.

EDUCATION

- **Fordham University School of Law, *Juris Doctorate*** New York, NY | 2011
- **University of Oslo, *M.Phil. Theory and Practice of Human Rights*** Oslo, Norway | 2008
- **Assumption University (College), *Bachelor of Arts: History, Political Science; English*** Worcester, MA | 2006

OTHER ACCOMPLISHMENTS

- Fritt Ord Grantee funding master's thesis exploring democratic decision-making
- Fulbright Scholar 2006 (Project Based)- Oslo, Norway
- Fordham Honors: Dean's List; Service Award reflecting 1,000+ hours of pro bono/community service work
- Crowley Human Rights Scholar: Tanzania: Urban Housing Crisis 2010