Director of Special Education & Student Support

ESSENTIAL DUTIES

- Ensures compliance with Federal and State rules and regulations, including developing, updating, and ensuring compliance with Special Education policies and procedures
- Collaborates with school-based academic leaders, teachers, parents, and paraprofessionals
- Ensures that schools maintain special education files that include documentation of collaboration and involvement from students, teachers, parents, outside agencies, and pupil appraisal team members, as needed
- Develops and maintains a calendar of deadlines, including Federal, State to ensure that all meetings and reports are completed according to rules and regulations.
- Coordinates service providers and itinerant staff to ensure that high quality service delivery occurs in accordance with student IEPs
- Conducts integrity checks to ensure the implementation of IEPs, behavior support plans, and the delivery of accommodations and modifications in the general education classroom
- Coordinates with district and school staff regarding the provision of accommodations and alternative testing for statewide assessments
- Provide resources to teachers and schools to support academic, social, and behavioral success of all students
- Guides school-based special education coordinators but ultimately the DSESS role is that of a consultant who provides support, advice, and guidance, while deferring to the school leaders to make final decisions for their school buildings
- Perform other duties as required.

QUALIFICATIONS

- Master's degree (preferred)
- 5 or more years of teaching experience
- LA Certification as Educational Leader and Special Education

[redacted]

KANDACE MADISE JOHNSON, Ed.D.

[redacted]

Educational Leadership ~ Early Childhood Education ~ PK-12
Special Education ~ English Language Learners (ELL/EL)~ Literacy
Applied Sociology ~ Non-Profit Management
Online Learning ~ Adjunct ~ Adult Education ~ Canvas ~ Blackboard

EDUCATION:

Louisiana State University (LSU) - Baton Rouge, LA
B.A. Sociology, Concentration: Criminology, GPA 3.2, Graduated 2002

University of Texas at Dallas (UTD) - Richardson, TX
M.S. Applied Sociology, Graduate Certificate: Non-Profit Management, GPA 3.1, Graduated 2005

Argosy University - Phoenix, AZ
Ed.D. Educational Leadership K-12
Dissertation: An Examination of Teacher Attitudes towards Social Skills Instruction for Children with Emotional and Behavioral Disorders, GPA 3.5, Graduated 2014

CERTIFICATION:

*Early Interventionist (Birth to Five years old) – Louisiana Department of Education
*Mild/Moderate Special Education - Louisiana Department of Education
*Educational Leader – Louisiana Department of Education
*Generic Special Education Early Childhood-12th – Texas State Board for Educator Certification
*School Principal - Texas State Board for Educator Certification
*School Leadership Licensure Assessment (SLLA)
*Certified Infant, Pre-K, and Toddler CLASS Observer by Teachstone
*Certified Trainer Signs of Suicide (SOS) Program by Screening for Mental Health, Inc.
*Senior Level Certified Non-Violent Crisis Intervention Trainer by Crisis Prevention Institute (CPI)

PUBLICATIONS & PRESENTATIONS: (Sample of Presentations)

*Madise, K. (2014). *An Examination of Teacher Attitudes towards Social Skills Instruction for Children with Emotional and Behavioral Disorders*. Doctoral Dissertation, Argosy University, College of Education.
*Madise, K. (2014). *The Importance of Social Skill Instruction for Special Education Students*. Retrieved from http://teaching.monster.com/benefits/articles/9266-the-importance-of-social-skill-instruction-for-special-education-students
*Standards Based Instruction for Students With Disabilities, Instructional Planning Guide as a Resource (2017)
*SPED Legal Overview, Classroom Management, Autism Supportive Strategies – Choice Foundation (2016)
*Special Education 101: The Basics, New SPED Teacher Orientation – Choice Foundation (2015)
*Understanding Students with Emotional and/or Behavioral Disorders – Choice Foundation (2014)
*Functional Behavior Assessments (FBA) & Behavior Intervention Plans (BIP) – Choice Foundation (2013)
*Effective Use of Paraprofessionals, Parent Engagement – Choice Foundation (2012)
*Test Security & Test Administration- Choice Foundation (2011)
*Autism Overview, Aimsweb Data Collection – Choice Foundation (2011)
*Differentiated Instruction & Understanding Poverty Based on Ruby Payne – Catapult Learning (2011-2013)
*Prevention is the Best Intervention, Special Education Reporting – Choice Foundation (2010)
*Avoiding Power Struggles with Students, Crisis Intervention, & Setting Limits- Plano ISD (2009)

HIGHER EDUCATION EXPERIENCE

COURSES TAUGHT:
ESE 634 Education-Based Collaborative Relationships

COURSE APPROVALS Master of Arts in Special Education Program:
ESE 601 Students with Exceptionalities in the School Setting
ESE 603 Law & Ethics in Special Education
ESE 610 Assessment & Evaluation of Students with Mild to Moderate Disabilities
ESE 634 Education-Based Collaborative Relationships
ESE 645 Lesson Design for Students with Mild to Moderate
ESE 656 Positive Behavior Supports in the Classroom
ESE 668 Evidenced-Based Instructional Methods for Students with Mild to Moderate Disabilities
EDU 620 Meeting Individual Student Needs with Technology

July 2017-Present
Adjunct Online Associate Faculty (College of Education - Special Education)-Ashford University, San Diego, CA
*Posting faculty profile and expectations
*Posting weekly guidance (lecture), when applicable
*Sharing expertise in-field
*Promptly responding to student inquiries
*Facilitating classroom discussion boards
*Providing timely and effective instructional feedback
*Grading assignments and posting grades
*Collaborating with other university departments to promote a positive student experience

January 2017-May 2017
***Adjunct University Clinical Supervisor* – Western Governors University, Salt Lake City, UT**
(Greater New Orleans area Student Teacher Placements)
*Meet face-to-face with the Teacher Candidate to discuss expectations prior to initial visit
*Maintain communication with the Teacher Candidate, Host Teacher, and Principal
*Conduct classroom observations of Teacher Candidate
*Meet with the Host Teacher, analyze the HT/TC relationship, and facilitate communication between the two
*Be proactive in solving problems as soon as they arise
*Act as a facilitator between the Host Teacher and Teacher Candidate
*Administer an intervention plan (if applicable)
*Hold pre and post observation meetings with Teacher Candidate
*Conduct Mid-term and Final evaluation of Teacher Candidate
*Submit observation and evaluation forms to WGU & Act as WGU representative at all times

PROFESSIONAL EXPERIENCE

October 2015-Present
Online Scoring Leader (Part-time) (Remote)
Educational Testing Service (ETS) Princeton, NJ
*Remotely lead a team of professional raters to ensure accurate, efficient scoring by monitoring& providing feedback
*Identify sample responses for assessment developers, complete detailed reports
*Evaluate samples of performance such as written short answers, essays, constructed responses, spoken responses, video submissions, teacher candidate portfolio, and/or school leader portfolios
*Certified Online Scorer/Reader/Rater for various educational assessment programs including: School Leaders Licensure Assessment (SLLA), Missouri Pre-Service Teacher Assessment (MoPTA), Missouri School Leader Performance Assessment (MoSLPA), Texas STAAR English Language Arts and Reading EOC Exam for English I, II, III, and IV (TEXES), Texas STAAR Reading/Writing, TOEFL Speaking, English Language Proficiency Assessments For California(ELPAC), National Observational Teaching Exam (NOTE), PPAT, and PRAXIS Assessments including: Elem. Ed, Mild/Moderate, Severe/Profound, Art, PE, and ELA

September 2014-Present
Director of Special Education & Student Support - Choice Foundation Charter Management Organization, New Orleans, LA
*District Special education, Response to Intervention (RTI), Section 504, and School based Medicaid Leader
*Responsible for overseeing all network wide compliance issues related to special education
*Provides training & support to special education coordinators, school leaders, staff related to special education/IDEA
*LaDOE Early Resolution Process Rep and Point of Contact (POC) for Education in foster care provisions.
*Work closely with School Nurses, School Social Workers, and outside community health providers
*Conduct Special Education Teacher, Paraprofessional, and Leader observations/evaluations using a rubric
*Provide professional development to teachers, administrators, and other stakeholders
*Provide resources to teachers and schools to support academic, social, and behavioral success of all students
*Assistant District Test Coordinator- assist the District Test Coordinator regarding the implementation of local and statewide formative and summative assessments including LEAP, LAA1, ELDA, ELPT, LEAP Connect, NWEA MAP, etc
*Guides school-based special education coordinators but ultimately the DSESS role is that of a consultant who provides support, advice, and guidance, while deferring to the school leaders to make final decisions for their school buidlings

July 2011- July 2013
Professional Development Coach (Part-Time) -Catapult Learning, New Orleans, LA
*Deliver professional development workshops to teachers and leaders (mostly private and parochial schools)
*Conduct classroom based teacher observations & Provide post observation feedback
*Provide modeling of effective instructional and behavioral strategies
*Coach teachers through the instructional modification process
*Provide additional resources to teachers as needed
*Partner with the principal to improve teacher performance
*Review session evaluations to improve the quality of the presentations

June 2010-July 2013
Early Interventionist (Part-Time) - Arc of Greater New Orleans, New Orleans, LA
*Provide early literacy and numeracy skills in addition to functional, developmental, and social skills to infants and toddlers ages birth to three in the Louisiana Early Steps Medicaid based program
*Develop goals and objectives for children and implement activities and assessments to monitor progress towards mastery of goals and objectives
*Develop and provide play based learning activities for infants and toddlers
*Coordinate services with Family Service Coordinators and other Providers
*Participate in Individual Family Service Plan (IFSP) child team meetings
*Submit monthly progress notes and quarterly effectiveness & efficiency reports
*Submit contact logs for Medicaid billing

July 2010-September 2014
Special Education, RTI, and ELL Coordinator & School Test Coordinator (Grades K-8th)
Esperanza Charter School - Choice Foundation, New Orleans, LA
*Direct supervisor of at least twelve professionals including teachers, paraprofessionals, related service providers including speech therapists, occupational therapists, adapted physical education teacher, etc.
*Responsible for IDEA and Title III (ELL) desk reviews and program monitoring
*Provide training to school and district staff including teachers and administrators relating to standardized assessments, classroom management, crisis prevention and intervention, special education, etc.
*Ensure compliance with Federal and State Rules and Regulations
*Manage and coordinate the services of qualified related service providers including: occupational therapy, speech therapy, physical therapy, adapted PE, educational diagnosticians, and licensed specialists in school psychology
*Member of the Campus Administrative Team and School Improvement Planning Team
*Supervise Title III ELL (English Language Learner) program
*Coordinate the administration of all statewide standardized assessments (LEAP, iLEAP, LAA1, LAA2, ELDA, IOWA, etc)
*After School Tutoring Coordinator & Extended School Year (ESY) Summer Program Coordinator

August 2009-July 2010
Instructional Support Specialist (Special Education) (Grades PK-12th)
Plano ISD, Plano TX
*Provide itinerant campus support through modeling lessons, developing schedules, creating materials, demonstrating strategies, ensuring compliance with state and federal laws, etc.
*Collaborate with the Special Education Leadership Team, Curriculum Coordinators, and Campus staff regarding transition needs and special education programs on campuses
*Develop and maintain contacts with local community resource agencies
*Provide consultation to special education staff, parents and students about transition programs and services
*Provide district wide staff development, in-services, training, and follow-up
*Provide campus based support and consultation for teachers (general ed and special ed), paraprofessionals, support staff, and administrators
*Provide In-Home & Community Based training to assigned students with autism and related disabilities
*Make recommendations for changes to staffing levels and/or assignments as needed

January 2009-July 2009
District Lead Crisis Teacher (Special Education) (Grades K-12th)
Grand Prairie ISD, Grand Prairie, TX
*Collaborate with teachers and other members of staff to develop IEP and/or BIP
*Assist in the implementation of instructional, therapeutic, or skill development program for assigned students
*Work cooperatively with instructional staff to modify curricula as needed
*Assist Director of Special Education with designing and delivering quality professional development
*Supervise teachers in conducting ongoing assessments of students through formal and informal testing
*Assist Director of Special Education with developing standards and procedures for staffing and teacher/paraprofessional assignments
*Supervise and provide self-contained teachers with behavior interventions & classroom management strategies
*Set up and lead campus Crisis Team of CPI Trained employees
*Conduct regular classroom visits to provide direct support and consultation to teachers and paraprofessionals
*Refer parents to district and community resources
*Liaison between school district, mental health agencies, juvenile justice agencies, and community agencies

July 2007-December 2008
Behavior Specialist (Special Education) (Grades K-10th)
Trinity Charter School-The Nelson Center Residential Treatment Center
Lutheran Social Services of the South (LSSS), Denton, TX
*Work with At-Risk Children in grades K-10th placed in Child Protective Services custody at Trinity Charter School within The Nelson Center Residential Treatment Center
*Prepare Behavior Intervention Plans (BIP) and Functional Behavior Assessments (FBA)
*Volunteered for various committees including: Behavior/Discipline Committee and Recreational Activities Committee
*Prepare Education Treatment Plans
*Document student's behavior in Incident Reports (IR) and/or Serious Incident Reports (SIR)
*Use Individual Crisis Management Plan (ICMP)
*Serve as resource/consultant for all departments (Education, Program, and Clinical)
*Assist principal with interviewing, selecting and orienting new staff; management of the campus
*Administer and assist in setting up the testing schedule for field tests, TAKS, TAKS A, and TAKS M tests
*Assist in completion of records and reports and in the supervision and inventory of supplies, textbooks, etc.
*Train teachers and paraprofessionals
*Keep accurate records and prepare reports & spreadsheets for Continuous Quality Improvement (CQI)
*Monitor progress towards Continuous Quality Improvement (CQI) goals
*Assist in the organization and implementation of the Campus Improvement Plan

July 2006-July 2007
Behavior Resource Specialist (Special Education)(Grades PK-5th)
Carrollton-Farmers Branch ISD, Carrollton, TX
*Provide direct service and crisis intervention to students as written in the Behavior Intervention Plan (BIP)
*Identify the function of behavior through a Functional Behavior Assessment (FBA)
*Identify replacement behavior and strategies necessary to extinguish negative behaviors and reinforce appropriate behaviors
*Write effective Behavior Intervention Plans (BIP) including goals and objectives
*Attend ARD meetings and serve on ARD committee
*Consult with LSSP, Speech-Language Pathologist, Occupational Therapist, etc. for consultation or evaluations
*Assist staff in modifying behavior of special education students
*Objectively measure progress with student behavior through data collection/Write 9 week progress reports
*Provide direct social skills instruction to improve behavior individually and/or in small groups
*Problem solve, consult with, and diffuse special education students who require a Behavior Intervention Plan
*Refer parents to school and community resources
*Provide in-home training and parent training to assigned caseload of Autistic students and parents

June 2004-June 2006
Special Education Teacher (R.L. Turner High School) (Grades 9th -12th)
Carrollton-Farmers Branch ISD, Carrollton, TX
*Taught Resource English I-IV, Reading Enrichment (Read 180), and Content Mastery to SPED students
*Assess social, emotional, behavioral needs
*Maintained consistent communication with parents
* Administer educational assessments i.e. Brigance testing to assess grade/reading levels, etc
* Write IEP's (Individual Education Plan) & monitor/assess progress towards goals and objectives
* Prepare and present written reports of student performance and progress
*Mock Interview special education students in conjunction with Transition Specialist to prepare students for job interviews
*Attend ARD meetings, staff meetings, department meetings, in-services, and professional development
*Taught Limited English Proficiency Students (LEP), ESL, & Non-English native speakers

February 2003-August 2004
Client Services Specialist
Batrus Hollweg Ph.D.s, Inc., Plano, TX
*Human Resources/Psychological assessment & consulting firm, Worked in Client Technical Services Dept.
*Administered/scored various psychological, behavioral, and employment assessments
*Verify standard & automated tests in Optical Character Recognition (OCR) program:
*Run analysis sets, data entry, project management
*Test management: scoring, filing, organizing, etc
*Client maintenance: update client profiles and accounts in database
*Schedule assessments
*Alpha Testing & Beta Testing new online assessment system

SKILLS:
*Microsoft Outlook, Excel, Word, and Power Point
*MicroEdge GIFTS Grants Management Software
*Contract Peer Grant Reviewer – Orleans Parish School Board/Recovery School District
*Excellent Computer Skills, Verbal and Written Communication Skills
*Basic Understanding of Spanish
*Grant Research and Writing
*Program Development and Program Evaluation
*Adult Education and Online Learning

TRAINING:
*Standards Based Instruction
*Unconscious Bias, Confidentiality and Ethics
****Higher Education:*** New Faculty Experience, Canvas LMS (Ashford University), Introduction to the Learning Management System (LMS), Basic Principles of Online Education, Role & Expectations of an Academic Coach (Instructional Connections)
*Systematic Screening for Behavior Disorders (SSBD) (Pacific Northwest Publishing)
*IEP & Section 504 Plan Legal Workshop (National Business Institute)
*Annual Special Education Legal Workshop (Hammonds, Sills, Adkins & Guice, LLP)
*Completed 1500 supervision hours in ABA (Applied Behavior Analysis) program under BCBA
*School Based Medicaid Reimbursement
*Ruby Payne Based Teacher Coaching
*Irritable/Bipolar Youth
*No Such Thing as a Bad Kid: Key Strength-Based Principles and Techniques
*SAMA (Satori Alternatives to Managing Aggression) & TCI (Therapeutic Crisis Intervention)
*TBSI (Texas Behavior Support Initiative)
*Differentiated Instruction (12 Gifted/Talented Education credit hours)
*Boystown Social Skills Program, Second Step Social Skills Program
*Marzano's Nine Essential Instructional Strategies
*Strategies for Teaching Students Based on Autism Research (STAR)
****Technology:*** SmartBoard, Special ED Manager (SEMS), Special Education Automated Software (SEAS), Special Education Reporting system (SER), Review 360 Behavioral Tracking Program
****Instructional Programs & Assessments:*** Failure Free Reading Program, NWEA Measures of Academic Progress (MAP), Unique Learning System, Achieve 3000, Aimsweb, i-Ready, Common Core State Standards, DIBELS NEXT,
****Early Childhood & Early Intervention:*** Early Literacy, Learning Styles, Modifications and Adaptations, Stages of Play, Role of Play in Early Intervention, and Family Centered Practices in Early Intervention, AEPSi (Assessment, Evaluation, and Programming System for Infants and Children), and CLASS

AFFILIATIONS:
*International Association of Nonviolent Crisis Intervention Certified Instructors (IANCICI) (present)
*Big Brothers & Big Sisters of North Texas (Volunteer Big Sister to Hurricane Katrina evacuee) (past)
*National Association of Special Education Teachers (NASET) (past)
*Council for Exceptional Children (CEC) (present)
*International Dyslexia Association (IDA) (present)

GRANTS AWARDED:
*Texas Educator Excellence Grant (TEEG) (2007)
*Grand Prairie Independent School District (GPISD) Education Foundation Grant (2008)
*Autism Society of Greater New Orleans Grant (2010)
*Louisiana High Risk Pool Grant (2011-12 and 2012-13)
*National Cristina Foundation Grant/Donation (2012)
*First Book (2012)
*Wal-Mart Foundation Local Community Contribution/Hunger Outreach Grant Program (2012)
*Computers for Learning Grant/Donation (2012)
*Drew Brees Super Service Challenge (2013)
*Wal-Mart Foundation Local Community Contribution/Hunger Outreach Grant Program (2014)
*Louisiana Department of Education Believe and Prepare Cohort 3 Grant (2015)
*Recovery School District Special Education Enhancement Grant (2015)
*Special Education Planning Grant-New Schools for New Orleans (Did not accept) (2016)

ACCOMPLISHMENTS:
*2012-2013 Math & ELA Adequate Yearly Progress (AYP) – Students with disabilities subgroup data
*2013-2014 Math & ELA Adequate Yearly Progress (AYP) – Students with disabilities subgroup data
*2014-2015 IDEA Monitoring– McDonogh 42 Charter School-No areas of Non-Compliance (February 9, 2015)
*2015-2016 IDEA Monitoring- Lafayette Academy-No areas of Non-Compliance (April 21, 2016)
*2015-2016 IDEA Monitoring –Esperanza Charter School -No areas of Non-Compliance (April 28, 2016)
*2016-2017 IDEA Monitoring-Esperanza Charter School - No areas of Non-Compliance (June 12, 2017)

HONORS & AWARDS:
*LSU Dean's List (1999-2002)
*LSU Black Faculty & Staff Academic Achievement Award (1999-2002)
*Trinity Charter School Outstanding Teacher for the 3rd, 5th, and 6th Six Weeks (2007-08)
*Panelist for the Urban League of Greater New Orleans PRIDE Program (July 1, 2015)
*Featured on the WYES-TV New Orleans Series - AMERICAN GRADUATE: LOUISIANA OPPORTUNITIES Aired August 20, 2015 Click here or copy/paste to view https://www.youtube.com/watch?v=HcOaCAih5jE
*Nominated, Selected, and Graduated as a member of the 2015 New Orleans Bryan Bell Metropolitan Leadership Forum
*Stand for Children Louisiana – Inaugural Cohort- Education Leadership Institute (2016)
*Emerging Philanthropists of New Orleans Cohort (2017)

COMMUNITY SERVICE:
*Hope Community Resource Center - New Orleans, LA (Board Member)
*Project 18 – New Orleans, LA (Board Secretary)