

## Experience

Consultant – Co-founder  
Ed21 Consulting Services  
July 2013 – Present

### Consulting Services

- Delivery of data-driven and results-oriented consulting services at the district, regional, and state level
- Areas of expertise include organizational design and effectiveness, program evaluation, group facilitation, design thinking, problem solving, staff assessment systems, and effective hiring protocols
- Conducting presentations and trainings to a variety of audiences
- Providing coaching and mentoring systems

Director of Consulting Services  
SE Consulting Group  
September 2011 – June 2013

### Consulting Services

- Provided oversight, development, establishment, and management of the processes for the SE Consulting Group services
- Delivered data-driven and results-oriented consulting services at the district, regional, and state level
- Conducted presentations and trainings to a variety of audiences

Senior Director  
Division of IDEA Coordination  
Texas Education Agency  
July 2004 – August 2011

### Administrative Leadership

- Agency-wide coordination and implementation of the IDEA which includes Policy, Program, Funding, Complaints, Interagency Coordination, and Dispute Resolution
- Agency Federal Liaison/Contact to USDE/OSERS/OSEP
- Coordination, development and implementation of state applications, performance targets, and required reports
- Development and dissemination of policy guidance related to the implementation authorized under IDEA
- Program review and approval of LEA applications for funding under IDEA and certain state funds
- Agency-wide coordination of IDEA related reviews from USDE, LBB, Sunset, SOA, and Agency internal auditors
- Completion of required federal and state documents, plans, and reports related to IDEA program and compliance
- Establishment and management of system for the provision of technical assistance and support required by IDEA

### Management

- Member of various division, office, department, and Agency communication groups
- Bill analysis development and submission process
- Legislative resource witness, as necessary
- Division budget development and implementation
- Division performance measure data collection and submission

Program Specialist VI  
Office of Special Education  
Texas Education Agency  
November 1998 – July 2004

#### Leadership

##### State Program and Federal Policy Component

- Texas System of Personnel Development
- Preschool Services for Students with Disabilities
- Services for Students with Visual Impairments
- Charter School Support for Special Education Programs
- Interagency Activities
- Education Service Center Support
- Access to the General Curriculum Projects
- State Assessments for Students with Disabilities
- Complaints Resolution Process

##### Coordination and Management

- Texas Continuous Improvement Process
- Improvement Planning
- Liaison to the Office of Special Education Programs
- State Eligibility Document
- Annual Performance Report
- Federal Data Report
- Federal Child Count

##### Related Responsibilities

- Results-Based Project Planning
- Project Facilitation and Management
- Presentations and Dissemination of Information
- Supervision of Staff
- Maintain Working Relationships

Education Specialist II  
Division of Special Education  
Texas Education Agency  
June 1991 – November 1998

- Leadership in Preschool Education for Students with Disabilities
- Management of the Texas Preschool Evaluation Project
- Coordination for the Showcase of Promising Practices

#### Teaching

Provision of Services for Students and Infants with Disabilities

#### Education

May 2016

The University of Texas at Austin  
Center for Public Policy Dispute Resolution – 40 Hour Mediation Training

August 1989

West Texas State University

- Master of Education
- Professional Mid-Management Administrator

August 1976

University of North Texas

- Bachelor of Science

#### Certification

Texas All-Level Provisional  
Early Childhood Endorsement  
Texas Mid-Management Administration

## Professional Activities

- 2012 National Association of State Directors of Special Education (NASDSE) Heritage Award Recipient
- 2008 – Present Advisory Board Member – The National Center for Dispute Resolution in Special Education (CADRE)
- 2009 – 2011 Board Member – National Association of State Directors of Special Education (NASDSE)
- 2013 – Present National Trainer - Facilitated Individual Education Program
- 2016 National Baldrige Board of Examiners

## Influences

IDEO, an international design firm and innovation consultancy

Jim Loehr and Tony Schwartz, authors, *The Power of Full Engagement: Managing Energy, Not Time, is the Key to High Performance and Personal Renewal*

John Maeda, graphic designer, computer scientist, academic, college president, venture capitalist, and author

Jon Kolko, founder and director of Austin Center for Design (AC4D)

Kerry Patterson, Joseph Grenny, Ron McMillan & Al Switzler, authors, *Crucial Conversations: Tools for Talking When Stakes Are High*

Mark Friedman, Author, *Trying Hard Is Not Good Enough*, Director, Fiscal Policy Studies Institute; Senior Fellow, Center for the Study of Social Policy

Parker J. Palmer, author, educator, and activist who focuses on issues in education, community, leadership, spirituality and social change

Peter Senge, author, American scientist and director of the Center for Organizational Learning at the MIT Sloan School of Management