

Alicia Salemmme Tate

Education

Ph.D Specialized Education Services, University of North Carolina at Greensboro, NC,
May 2009

M.Ed Specialized Education Services, University of North Carolina at Greensboro, NC,
December 2004

BS Special Education, East Carolina University, Greenville, NC
May 1989

Employment

Adjunct Assistant Professor August 2021 -

Dr. Jo Watts Williams School of Education, Elon University

Stout School of Education, High Point University

University of North Carolina at Greensboro School of Education June 2020 -

Independent Special Education Consultant

Graham, NC

Independent contractor providing executive coaching, mentoring, and support for administration and implementation of specially designed instruction at the district and school building level. Strategic planning and development for high need student cases in areas of behavior support, due process/state complaints, high leverage instructional practices and compliance.

Director, Leadership Services March 2018 – Dec. 2021

TregoED, Princeton, NJ

Trego-Ed, a non-profit founded in 1993, has helped education leaders achieve strategic, operational, and classroom goals. Roles included:

- Consultation and collaboration with school districts and other education clients in utilizing proven processes to solve tough problems and make critical decisions.
- Provision of workshops and coaching to build capacity of staff and stakeholders to use data more adeptly, collaborate more successfully and develop lasting and effective solutions to critical problems.
- Special Education consultation for leadership transitions, department planning/effectiveness, facilitation of legal/high stakes issues and implementation of initiatives that require collaborative approach for change in practice/processes.

Senior Executive Director*	August 2016-Feb. 2018
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Department of Exceptional Children/System of Care
Chapel Hill/Carrboro City Schools, Chapel Hill, NC

(retired)

Executive Director*	July 2013-August 2016
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Department of Exceptional Children
Guilford County Schools, Greensboro, NC

Executive Director* Jan. 2009 – July 2013

Department of Exceptional Children

Iredell-Statesville Schools, Statesville, NC
Exceptional Children Program Director*
Scotland County Schools, Laurinburg, NC

Feb. 2005-Jan. 2009

*As an Exceptional Children Program Leader in these districts, I planned, developed, and implemented comprehensive programs for students with disabilities as provided under the Individuals with Disabilities Act and Section 504 of the Vocational Rehabilitation Act. Additionally, I served on the Superintendent's Cabinet representing the department in Chapel Hill/Carrboro and Guilford County School districts.

Activities included:

- Managing quality improvement, developing and implementing appropriate standards, policies and procedures, and short- and long-term goals
- Leading strategic growth initiatives, monitoring progress of various services for 1000 - 12,000 students with disabilities, recommending changes based on student needs and developing strategies to achieve objectives
- Providing administrative oversight for Section 504, regular education homebound programs, co-located mental health specialists, social workers, school nurses, and school counselors
- Developing and managing operational budgets of more than \$69M, analyzing funding requirements and allocating funds appropriately; coordinating with local agencies to secure needed resources and services
- Maintaining contractor relationships for special services, negotiating cost-effective contracts and ensuring compliance with federal, state, and local regulations
- Recruiting, interviewing, selecting, and managing up to 1800 employees, coordinating work flow and prioritizing and delegating tasks, providing motivation and direction to create a positive work environment; monitoring scheduling and performance
- Resolving due process, legal and other high-stake issues on a case-by-case basis, interpreting federal, state, and local policies and guiding staff
- Providing administrative oversight for Academically Gifted programs

Prior experience at Scotland County Schools as National Board Candidate Support Coordinator (2001-2009), Exceptional Children Program Specialist (2004-2005), EC Site Facilitator (1998-2004) and Exceptional Children Teacher (1993-2004).

Prior experience at Rockingham County Senior High in Wentworth, NC (1990-1993) and Gibson Middle School in Danville, VA (1989-1990) as Exceptional Children Teacher.

Certifications

Special Education: Mental Disabilities, 1989; Learning Disabilities, 1993; Program Director, 2005

Education Needs Specialist, National Board Certification, 2000

Dissertation

Tate, A.S. (2009). *Special Education Administration in North Carolina: Who is Leading the Field?* [Unpublished doctoral dissertation]. University of North Carolina at Greensboro

Publications

Lashley, C., & Tate, A. S. (2009). A framework for educative, equitable, and empowering disciplinary practice. *Journal of Special Education Leadership*, 22(1), 24-35.

Tate, A. S. (2010). Case in point: The changing face of special education administration. *Journal of Special Education Leadership*, 23(2), 113-115.

University Teaching Experience

Instructor of Record at Elon University

Spring 2023	EDU 3240: Foundations of Special Education EDU 4030: Exploration Capstone Seminar II EDU 4970: Student Teaching
Fall 2022	EDU 3420: Foundations of Special Education EDU 4040: Professional Experience II (Math/Science-Gen. Ed) EDU 4040: Professional Experience (Special Education)
Spring 2022	EDU 3420: Foundations of Special Education EDU 4350: Data Collection, Interpretation, and Implementation in Special Education
Fall 2021	EDU 3420: Foundations of Special Education

High Point University

Spring 2023	EDU 7591: Dispute Resolution and Skills Training
Fall 2021	EDU 5090: Individuals with Intellectual Disabilities: Legal, Ethical, and Historical Perspectives
Fall 2022	EDU 7590: Special Education Law and Policy

University of North Carolina at Greensboro

Summer 2022	SES 540: Introduction to Special Education ELC 673: Principal Leadership for Special Education
Summer 2021	SES 540: Introduction to Special Education ELC 673: Principal Leadership for Special Education
Fall 2020	SES 652: Writing Instruction for Students with Disabilities in the LRE SES 643: Special Education Trends and Issues
Spring 2020	SES 351: Field Experience II - Special Education

Spring 2011 ELC 673: Principal Leadership in Special Education

Spring 2008 ELC 673: Principal Leadership in Special Education

Summer 2007 ELC 673: Principal Leadership in Special Education

East Carolina University

Spring 2022 SES 6002: Addressing Differences in Human Learning in
Schools: Strategies for Assessment, Curriculum
and Instruction

University of North Carolina at Pembroke

Summer 2006 SED 300: Introduction to Exceptional, Diverse, and At-
Risk Children

Dissertation Committee Member

Worley, A.L. (2013). *Effectiveness of Foundations of Reading and the direct instruction reading program Corrective Reading* [Doctoral dissertation]. Wingate University. ProQuest Dissertations Publishing.

Davis, K. (2016). *Preparing school leaders for advocacy roles for students with disabilities* [Unpublished doctoral dissertation]. High Point University.

Conference Presentations

Tate, A. & Davis, K. (2022, February). *Bang for the Buck- How using a Strategic Budgetary Process Can Address District Inequities for Students with Disabilities*. Council for Exceptional Children (CEC) Special Education Convention and Expo, Live Virtual Event

Tate, A. & Davis, K. (2021, November). *Bang for the Buck- How using a Strategic Budgetary Process Can Address District Inequities for Students with Disabilities*. National Council for the Administrators of Special Education Conference, Little Rock, Arkansas

Tate, A., Davis, & Bost, J. (2021, March). *Co-Teaching in Remote Teaching Environment: Are you Providing Specially Designed Instruction or Just Access to the Curriculum*. Council for Exceptional Children (CEC) Special Education Convention and Expo, Live Virtual Event

Bost, J., **Tate, A.**, & Davis, K. (2019, October). *Co-Teaching: Are you Providing Specially Designed Instruction or Just Access to the Curriculum! How Do You Provide SDI and Progress Monitoring?* Council for Administrators of Special Education/National Association of State Directors of Special Education (CASE/NASDSE) 2nd Joint Conference, Louisville, KY.

Tate, A., Davis, K., Thomas, S., & Lindstrom, C. (2019, October). *7 Essential Questions: Your Guide to Collaborative and Defensible Decision Making*. National Council for Administrators of Special Education/National Association of State Directors of Special Education (CASE/NASDSE) 2nd Joint Conference, Louisville, KY.

Tate, A. (2018, January). *Making Informed Decisions: Effective Programming for Exceptional Children Directors*. NC-DPI EC Director Leadership Institute, Raleigh, NC.

Tate, A. (2018, October). *Leading by Convening: Using Process to Build Transparency and Trust*. National Council for Administrators of Special Education Conference, Biloxi, MS.

Tate, A. & Waller, C. (2017, March). *Changes and Challenges to the Education of Children with Special Needs*. NC-DPI EC Division Spring Institute, Greensboro, NC.

Tate, A. (2015, October). *An Inclusive Social Justice Leadership Model for Students with Disabilities*. Council of Great City Schools Fall Conference, Long Beach, CA.

Lashley, C. & Tate, A. (2014, October). *Equity and Access Through Special Education Leadership*. National Council of Administrators for Special Education (CASE) Conference, San Antonio, TX.

Tate, A. & Douglas, C. (2013, November). *Achieving Outcomes Through Practical Collaboration*. 63rd Conference on Exceptional Children. Greensboro, NC.

Tate, A. & Blackburn, K. (2012, November). *Getting it Right the First Time: Achieving Outcomes Through Practical Collaboration*. National Council for Administrators for Special Education, Scottsdale, AZ.

Professional Memberships

Council for Exceptional Children

Council for Exceptional Children - Special Education Administration Division

Council for Exceptional Children - Teacher Education Division

Service to the Profession

2022 - North Carolina Council for Special Education board member

2009-2018 North Carolina Council for Administrators of Special Education board member

2000-2009 North Carolina state coach and local coordinator- National Board of Professional Teaching Standards

2017-2018 North Carolina Governor's Commission on Children with Special Health Needs

1990-2005 Special Olympic Certified Coach

Awards

2005 University of North Carolina at Greensboro

School of Education
Early Career Award

2003 Sandhills Bright Idea Award

2000 Educator of Excellence Award, North Carolina Department of Public
Instruction, Exceptional Children Division