

Professional Experience

➤ Educational Consultant

Novak Educational Consulting • Groton, MA • June 2012 - present

As an education consultant, I design and deliver professional development (PD) both nationally and internationally focused on Universal Design for Learning (UDL) implementation at the classroom, school, district, and state level as well as higher education implementation.

In fall 2017, I was awarded a multi-year contract to facilitate a Tier I Inclusive Academy for the Massachusetts Department of Elementary and Secondary Education (DESE). This academy provides technical assistance and improvement planning for twenty schools in the Commonwealth who aren't meeting improvement targets.

As a graduate instructor, I have designed, and have delivered face-to-face, hybrid, and online graduate courses focused on UDL and innovative leadership. Currently, I am partnering with the Teaching Channel to design an online content to share UDL and best practice in personalized learning exclusively to their million+ viewers.

➤ Assistant Superintendent of Curriculum, Instruction, and Human Resources

Groton-Dunstable Regional School District • Groton, MA • July 2014-present

- In my current position, I provide universally designed leadership and vision in the ongoing establishment of goals, planning, development, coordination, implementation, and evaluation of curriculum and instructional programs in the district. I also monitor, coordinate, and supervise all human resources operations in compliance with local, state, and federal regulations and the provisions of the district's collective bargaining agreements.
- Coordinate universally designed PD options to meet the needs of all stakeholders. Offerings include in-service training, virtual PD offerings, graduate courses, books clubs, and multi-part series for teachers, support staff, parents and the community.
- Communicate and collaborate effectively with all stakeholders including the students, School Committee, staff, families, and the community about educational trends, curriculum needs, and instructional programs.
- In partnership with colleagues, develop strategic plans for instructional



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About

Internationally renowned education consultant, speaker, and author as well as a practicing leader in education as an Assistant Superintendent of Schools at the Groton-Dunstable Regional School District in Massachusetts.



Education

Boston University
Doctorate of Education in
Curriculum and Teaching
May 2009, GPA: 3.97

Chapman University
Single Subject Credential
Program, May 2002
Master of Art in Teaching, May
2003, GPA: 3.97

University of New Hampshire
Bachelor of Science,
December 2000, GPA: 3.57

research, management and operations, family and community engagement, and professional growth; interpret statistical data and communicate data analysis to stakeholders to help set rigorous goals that support our district vision.

- Create and innovate solutions to challenges and opportunities by leading multi-stakeholders teams in root cause analysis to develop evidence-based strategies to increase student outcomes.
- Ensure that job descriptions for all staff are developed, remain current, and serve as a basis for the evaluation of all school personnel so the district can continue to foster a culture of continual improvement and mastery-oriented feedback.
- Respond appropriately to employee grievances or problems in accordance with applicable School Committee policies, collective bargaining agreements, and/or state/federal laws and regulations.

➤ Reading coordinator/ELL Director/Title I Director Mentoring coordinator/Teacher

Chelmsford Public Schools • Chelmsford, MA • Aug 2004 – June 2014

- As a district-wide administrator for Chelmsford Public Schools, I acted as a resource to all teachers, K-4, and all district reading specialists and ELL teachers, PK-12 in regards to educator evaluation, professional development, teaching strategies, formative and summative assessments, and current research on best practice, including Universal Design for Learning.
- Responsible for serving as primary evaluator for teachers K-12; focused on providing frequent, mastery-oriented feedback to improve teacher practice and student learning outcomes.
- Developed, implemented and monitored the budget for multiple departments.
- Implemented comprehensive home-school-community involvement program for Title I and ELL populations.
- Prepared and managed Title I and Title III applications, proposals, and reports.
- As mentoring coordinator, trained and recruited all district mentors and designed and oversaw teacher induction program;
- As a teacher, made high impact with student achievement, consistently averaging student growth percentages (SGP) above 70 on the MCAS with both regular education and high needs populations.



Books

Transforming Higher Education Through Universal Design for Learning: An international perspective, published by Routledge Publishing, London (Forthcoming, 2018)

Let Them Thrive: A Parent's Guidebook for Helping Children Succeed in School and in Life, published by CAST Professional Publications, 2017.

Best-selling book on inclusive education, **Revised and Expanded Edition: UDL Now! Again: A Teacher's Guide to Applying Universal Design for Learning in Today's Classrooms**, published by CAST Professional Publications, 2016.

UDL in the Cloud: How to Design and Deliver Online Education Using Universal Design for Learning with co-author Tom Thibodeau, published by CAST Professional Publications, 2016.

Universally Designed Leadership: Applying UDL to Schools and Systems with co-author Kristan Rodriguez, published by CAST Professional Publications, 2016.

Selected Presentations

Below is a selection of presentations. For a full list of presentations, please visit www.katienovakudl.com/events

- California Instructional Steering Committee (CISC) Annual Conference, Spotlight Speaker, Monterey, CA, February 22, 2018
- Tier I Inclusive Academy, Massachusetts Department of Elementary and Secondary Education, Keynote Speaker, January 22, 2018
- Santa Cruz County Office of Education, December 13, 2017
- Hawaii Department of Education, Honolulu, HI, October 24-27, 2017
- American School of Dubai, United Arab Emirates, October 1-4, 2017
- CAST Annual Symposium Keynote Speaker, Boston, MA, July 31, 2017
- National MTSS Conference with SWIFT, Keynote Speaker, Orange County, CA, July 26, 2017
- AHEAD Conference, Dublin, Ireland, May 13-14, 2017
- Georgian College, Focus on Teaching Conference, Barrie, Ontario, May 4, 2017
- CEC Annual Conference, Boston, MA, April 20, 2017
- California Instructional Steering Committee (CISC), February 23, 2017
- Maine Autism Institute Professional Development Series, Portland, ME, November 10, 2016
- Rowland Foundation's Annual Statewide Conference, October 27, 2016
- Mt. St. Vincent College in Nova Scotia, October 13-14, 2016
- UDL License to Learn: A European Perspective on UDL, Ghent, Belgium, June 28-29, 2016
- "A Call for UDL in Higher Education," Center for Academic Excellence (CAE) and New England Faculty Development Consortium (NEFDC) Conference, Fairfield University, May, 2015
- "Implementation of Universal Design for Learning" keynote presentation at ULearn conference in Rotorua, New Zealand, October, 2014



Selected Articles

"Personalized Learning is Key to Mass School Success" – March 2018 – Commonwealth Magazine

"Why UDL Matters for English Language Learners" – March 2018 – Language Magazine

"What Kids with ADHD Need to Learn: A Recipe from a Mom Who Is Also a School Superintendent" – February 2018 – ADDitude Magazine

"A Scene Shifter: Personalization Under UDL" – November 2015 – AASA, The School Superintendents Association



Licensure

Massachusetts Educator's License: Certificate #: 392330

English (5-8) (8-12);
Principal/Assistant Principal,
PreK-6; Administrator,
Superintendent/Assistant
Superintendent