

## Professional Experience

### ► Founder & President

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

Novak Educational Consulting is the premier organization for designing and delivering high-quality, evidence-based professional development on Universal Design for Learning (UDL), inclusive practices, equity in education, social justice, multi-tiered systems of support (MTSS), evidence-based tiered interventions, and effective leadership practices.

As Founder and President, I have provided in-person professional development, long-term implementation, and consulting in Universal Design for Learning (UDL) and multi-tiered intervention systems in 31 states and 10 countries to tens of thousands of educators and administrators and have worked with high profile clients such as the NASA Science Activation Team, PBS Learning Media, the Gates Foundation, Harvard University, Los Angeles Unified School District, and WGBH. I serve as an instructor for The Penn Literacy Network of The University of Pennsylvania's Graduate School of Education.

Novak Educational Consulting runs two state-wide academies in Massachusetts for the Department of Elementary and Secondary Education - the Inclusive Practices Academy and the Tiered Literacy Academy. Additionally, Novak Educational Consulting has worked directly with state departments of education in Ohio, Minnesota, Hawaii, Wisconsin, Arizona, Texas, and California, to provide professional learning on UDL, inclusive practices, and the development of research-based multi-tiered systems of support. We have also worked with the US Department of Education Jobs for the Future (JFF) through the School Turnaround Learning Community and with the Office of Special Education Programs.

### ► Assistant Superintendent of Curriculum, Instruction, and Human Resources

**Groton-Dunstable Regional School District** • Groton, MA • July 2014 - June 2020

- Provided 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 monitored, coordinated, and supervised all human resources operations in compliance with local, state, and federal regulations and the provisions of the district's collective bargaining agreements.
- Coordinated universally designed PD options to meet the needs of all stakeholders. Offerings included in-service training, virtual PD offerings, graduate courses, books clubs, and multi-part series for teachers, support staff, parents and the community.



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### About

Internationally renowned education consultant, speaker, and author on inclusive practices, Universal Design for Learning, equity in education, and multi-tiered systems of support.



### 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



## Books

- Communicated and collaborated 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, developed strategic plans for instructional research, management and operations, family and community engagement, and professional growth; interpreted statistical data and communicated data analysis to stakeholders to help set rigorous goals that support our district vision.
- Created and innovated solutions to challenges and opportunities by leading multi-stakeholders teams in root cause analysis to develop evidence-based strategies to increase student outcomes.
- Ensured that job descriptions for all staff were developed, remained current, and served as a basis for the evaluation of all school personnel so the district could continue to foster a culture of continual improvement and mastery-oriented feedback.
- Responded 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.

- **In Support of Students: A Leader's Guide to Equitable MTSS**, with co-author Kristan Rodriguez, published by Jossey-Bass 2023.
- **Shift to Student Led**, with co-author Catlin Tucker, published by IMPress., 2022.
- **UDL and Blended Learning**, with co-author Catlin Tucker, published by IMPress., 2021.
- **UDL Playbook**, with co-author Mike Woodlock, published by CAST, Inc., 2021.
- **Equity by Design**, with co-author Mirko Chardin, published by Corwin, 2020.
- **Unlearning**, with co-author Allison Posey, published by CAST, Inc., 2020.
- **Innovate Inside the Box**, with co-author George Couros, published by Impress, 2019.
- **Transforming Higher Education Through Universal Design for Learning**, published by Routledge Publishing, London, 2018.
- **Let Them Thrive: A Parent's Guidebook for Helping Children Succeed in School and in Life**, published by CAST, Inc., 2017
- **UDL Now!, Third Edition**, published by CAST, Inc., 2012.
- **UDL in the Cloud**, with co-author Tom Thibodeau, published by CAST, Inc., 2016.
- **Universally Designed Leadership**, with co-author Kristan Rodriguez, published by CAST Inc., 2016

## Selected Clients

Below is a selection of clients I have worked with:

- Massachusetts Department of Elementary and Secondary Education, MA
- Washington Association of School Administrators, WA
- Vermont Superintendents Association, VT
- Seattle Public Schools, WA
- NASA Science Activation Team and PBS Learning Media
- Tucson Unified School District, AZ
- Los Angeles Unified School District, CA
- Arizona Department of Education, AZ
- Goalbook, CA
- Mindprint, NJ
- Lodi Unified School District, CA
- Corona Norco Unified School District, CA
- Newton Public Schools, MA
- Stamford American International School Singapore
- Lexington Public Schools, MA
- Marshfield Public Schools, MA
- Japanese Academy of Learning Disabilities
- American School of Dubai
- Riverside County Office of Education, CA
- Nantucket Public Schools, MA
- Washington Education Association, WA
- Fall River Public Schools, MA
- International School of Bangkok, Thailand
- The Association of American Schools of Central America, Colombia - Caribbean and Mexico
- Illume Learning, Australia
- New Bedford Public Schools, MA



## Selected Articles

“The impact of frequent, targeted one-to-one conversations on special education learning support” - National Association for Special Educational Needs, 2022

“If Equity is a Priority, UDL is a Must” - Cult of Pedagogy, March 2021

“Teacher Expectations, Universal Design, and Inclusion in Education” - Texas Study of Secondary Education, Fall/Winter 2019

“Models of Voice and Choice” - NAESP Principal, September/October 2019

“Road Tested / Learning Should Be a Conversation with Students” - ASCD, Education Update, December 2018

“Why UDL Matters for English Language Learners” - Language Magazine, March 2018



## Licensure

Massachusetts Educator's License: Certificate #: 392330

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