

# Deborah Moore-Sanders, Ph.D.

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## **Executive Summary:**

My educational philosophy builds upon my beliefs that an educational institution should establish and maintain a safe, nurturing, and stimulating environment that fosters learning for all students. Professional learning communities should exist and support continuous professional growth and accountability. The development of risk-taking and innovation should be encouraged among staff, and systematic processes are utilized to develop exemplary practices to support the learning needs of students. Detailed knowledge and core skills include the following:

- ◆ A commitment to ensure organizational effectiveness;
- ◆ Development of wrap-around support services to improve student outcomes;
- ◆ Facilitation of mental health services within school setting;
- ◆ Facilitation of district partnerships to support schools;
- ◆ Establishment of vision, mission, and belief statements;
- ◆ Establishment of PBIS practices within a school setting;
- ◆ Facilitation of professional learning to enhance school culture and teacher effectiveness;
- ◆ Grant acquisition and management;
- ◆ Strategic planning with measurable goals;
- ◆ Implementation of standards-based classrooms practices that elicit student engagement;
- ◆ Utilization of conflict mediation and resolution strategies in the workplace;
- ◆ Utilization of best practices to increase parental involvement.

## **EDUCATION:**

**Educational Leadership Endorsement: Mercer University, Macon, Georgia -Tiff College of Education, July, 2007.**

**Doctor of Philosophy in School Psychology, University of South Carolina, Columbia, SC.**  
Research Interests: Cognitive Development, Emotional/Behavioral Disorders, Neuro-psychology, Response to Intervention, Suicide Prevention, Student Learning. Dissertation: *Factor Analysis of IQ Profiles and the Diagnostic Criteria of Child and Adolescent Psychiatric Patients*. Chair Professor: Richard J Nagle, August, 1991.

**Masters of Arts in School Psychology, University of South Carolina, Columbia, SC.** Masters Thesis: *Repetition Vs Speaking Slowly as Methods of Improving the Comprehension of Children in Second Grade*. December, 1988.

**Bachelor of Science in Psychology, Tennessee State University, Nashville, TN, May, 1982.**

## **CERTIFICATIONS/PROFESSIONAL AFFILITATIONS:**

- ◆ Georgia Certification in Educational Leadership
- ◆ Teacher and Leader Keys Credentialed Evaluator
- ◆ Georgia Certification in School Psychology
- ◆ National Certification in School Psychology (Retired)
- ◆ Member of the ACT Georgia Counsel

- ◆ Member, Georgia Association of Educational Leaders (GAEL)
- ◆ Former Board of Directors, Student Support Team Association for Georgia Educators-SSTAGE(2010-2018)
- ◆ Former Member, Georgia Department of Education Response to Intervention Advisory Committee (2005-2010).

**PROFESSIONAL WORK EXPERIENCE:**

**2016-Present      Director of Student Support Services-DeKalb County School District,  
Stone Mountain, Georgia**

- ◆ Provide supervision of various departments including Counseling, Psychological Services, Student Health Services, School Social Work Services, and After-School Extended Day Programs.
- ◆ Collaborate with Central Office staff to address mental health concerns in schools.
- ◆ Disseminate Crisis Teams to support students and staff experiencing acute crises.
- ◆ Monitor departments for compliance with district policies and state laws.
- ◆ Serve on various district-wide committees to support student achievement.
- ◆ Prepare and manage departmental budgets to ensure fiscal responsibility of resources.
- ◆ Provide consultation support to schools on mental health, behavior management, and professional development.
- ◆ Facilitate district-wide trainings for school-based staff on mental health topics.
- ◆ Work collaboratively with the Office of Legal Affairs to conduct risk assessments for employees in crisis.

**2014 –2016      Principal, CB Watson Primary School - Houston County Board of  
Education, Warner Robins, Georgia**

- ◆ Instructional Leader for the district's only Title I primary school serving 600 students and 87 employees.
- ◆ Facilitated the development of the school's mission and vision statements to reflect the needs of a primary school.
- ◆ Set up system level collaboration and community partnerships to support literacy efforts.
- ◆ Supervised the school improvement process to ensure compliance with district procedures.
- ◆ Facilitated Better Seeking Team and Leadership Team meetings.
- ◆ Facilitated staff development courses to address school-based needs.
- ◆ Managed the Title-I budget and school-based budgets to ensure fiscal accountability.
- ◆ Evaluated school staff using appropriate evaluation instruments.
- ◆ Provided direct supervision of the school's instructional, and day to day operations.
- ◆ Ensured parental involvement through on-going communication and parenting workshop opportunities.
- ◆ Ensured a safe environment through the establishment of school-wide processes and procedures.
- ◆ Assisted staff with the identification of students in need of interventions.

**2010-2014      Principal, Pearl Stephens Elementary School - Houston County Board of  
Education, Warner Robins, Georgia.**

- ◆ Provided leadership and supervision for the district's highest poverty level school in the areas of school organization improvement, personnel management, instructional management, school community relations, professional learning, and school fiscal management of resources.

- ◆ Provided mediation and conflict resolution skills to staff, and provided direction to improve the overall school culture.
- ◆ Evaluated staff on instructional practices and provide constructive feedback to enhance student achievement.
- ◆ Ensured a safe, orderly environment that encouraged student to take responsibility for behavior and decreased behavior referrals.
- ◆ Communicated regularly with parents, seeking their support in order to create a cooperative relationship to support the school. Increased parental involvement and improved parent satisfaction ratings.
- ◆ Facilitated the SACS accreditation process for the school and ensured community involvement.
- ◆ Led professional learning activities based on identified school needs, and provided direct support to the special education programs within the school setting.
- ◆ Managed the School-Wide Title I program including school based financial transactions to ensure district compliance.
- ◆ Established community partnerships with the Noon Optimist Club to support literacy initiatives within the school.
- ◆ Piloted the district's first Fresh Fruits and Vegetables Program.

**2007- 2010      Coordinator of Student Services, Houston County Board of Education, Perry, Georgia**

- ◆ Provided administrative supervision for the following programs/services: Psychological Services; Social Services; Response to Intervention/Student Support Team; Section 504; Home School Program; Crisis Intervention; and the McKinney Vento Homeless Program.
- ◆ Served as the building level administrator for Student Services personnel including psychologists, social workers and school nurses.
- ◆ Worked collaborative with the Director of Community Relations to co-author The Crisis Teamwork Guide which provides resources and procedures for administrators to follow when dealing with school-related crises.
- ◆ Facilitated the acquisition of, and provided district level supervision for the Garrett Lee Smith Suicide Prevention Grant.
- ◆ Served as Co-Chair for the Hospital Homebound Committee, and facilitated the updates of the Policies and Procedures Manual.
- ◆ Worked collaboratively with School Operations to manage the truancy reduction process for the district.
- ◆ Revised the McKinney Vento Homeless Policy to ensure compliance with the state program. The revisions were adopted by the Houston County BOE.
- ◆ Represented the school-district on the Child Fatality Review Committee.
- ◆ Represented the school-district on the Kids Journey Community Collaborative Board.

**2005-2007      Lead Psychologist, Houston County Board of Education, Perry, Georgia**

- ◆ Facilitated the development and implementation of a comprehensive best practices model for the delivery of School Psychological Services. The model provided a significant increase in school based consultation and reduced the number of inappropriate special education referrals by 60% in three years.
- ◆ Reviewed and monitored procedural processes for Special Education evaluations. Developed a process to ensure evaluations were conducted in a timely manner and streamlined paperwork for evaluations.
- ◆ Managed the evaluation process for private/home school referrals for evaluation and worked collaboratively with the Director of Special Education on managing parental complaints.

- ◆ Worked collaboratively with Human Resources to address teacher stress, and conducted risk assessments.
- ◆ Facilitated the district response for Student Support Team OCR complaints, resulting in positive outcomes for the district.
- ◆ Developed district-wide professional learning courses for teachers focusing on managing student behavior and implementing effective student support team processes.

**2004-2005 School Psychologist, Winnetonka High School North Kansas City School District, Kansas City, Missouri**

- ◆ Worked collaboratively with the administrative team to address the learning/emotional needs of high school students.
- ◆ Provided in-service training to staff on various topic of interest to support student achievement.
- ◆ Conducted Needs Assessments to identify barriers to learning and facilitated conflict mediation to help solve student and/or staff conflicts in the school environment.
- ◆ Conducted comprehensive evaluations of students identified with autism, learning problems and/or behavioral problems.
- ◆ Served as the chairperson of the special education process to ensure due process compliance of special needs students.
- ◆ Facilitated Student Support Team and 504 meetings.
- ◆ Provided workshops on social skills training, behavior management, and other intervention strategies to special education personnel.
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**1998-2003 School Psychologist- Department of Exceptional Education and Support Services, DeKalb County School System, Decatur, Georgia**

- ◆ Assisted assigned cluster of schools and Laurel Heights Children's Residential Hospital with the implementation of Student Support Teams and Section 504 processes to ensure compliance with federal, state and local guidelines.
- ◆ Conducted comprehensive psychological evaluations of children and adolescents experiencing cognitive, academic, behavioral or social/emotional problems.
- ◆ Consulted with parents and school staff regarding assessment results and educational planning.
- ◆ Assisted teachers in developing interventions to facilitate student learning.
- ◆ Developed and conducted in-service training programs for school-based staff to address student learning needs.
- ◆ Provided consultative services to building level administrators and provided crisis intervention and problem resolution at the local school level for employees.
- ◆ Served as a member of the district's Student Evidentiary Hearing Committee.

**1994-1997 Coordinator of Clinical Services, DeKalb Life Skills Academy, DeKalb County School System, Decatur, Georgia**

- ◆ Developed the intake and admissions procedures for the DeKalb Life Skills Academy and GED Preparation Program.
- ◆ Provided supervision for the overall delivery of educational and clinical services including the direct teaching of GED curriculum to address academic deficits.
- ◆ Coordinated the research and evaluation process for the Crossroads Alternative School Program.
- ◆ Prepared the Georgia Department of Education Crossroads Alternative School Grant for three years.
- ◆ Developed summer professional learning courses for teachers in DeKalb County School System.

- 1991-1995 Educational Consultant, Education Resource Consulting, Alpharetta, Georgia**
- ◆ Prepared the Georgia State Board of Regents Pre-College Readiness Enrichment Program (PREP) Grant for DeKalb College;
  - ◆ Developed and authored a Social Skills Training Program for Decatur City Schools.
  - ◆ Designed instructional tools for Atlanta Public School System Alternative School Program.
  - ◆ Conducted educational assessments required of all students enrolling in Atlanta Preparatory School, coordinated the administration of a comprehensive standardized testing program for students in grades K-12 using the Education Records Bureau (ERB) Aptitude Achievement Tests.
- 1994-1995 School Psychologist, Shadowrock Psycho-educational Center, DeKalb County, Stone Mountain, Georgia**
- ◆ Conducted comprehensive psychological evaluation of children with autism, severe emotional, behavioral, and processing problems.
  - ◆ Conducted group counseling for children identified with various psychiatric disorders and assisted classroom teachers with developing instructional strategies to meet the needs of individual students.
- 1990-1994 School Psychologist, Department of Special Services, DeKalb County, Decatur, Georgia**
- ◆ Conducted comprehensive psychological evaluations of children and adolescents, and intervened with students experiencing acute crises ranging from depression to suicidal ideations.
  - ◆ Designed and conducted student support groups to improve the pro-social, decision-making and interpersonal skills of disruptive youth.
  - ◆ Served as a mentor for newly employed psychologists and provided technical assistance on difficult cases.
  - ◆ Served as Internship Supervisor for Ed.S. Level School Psychology Interns.
  - ◆ Developed departmental brochures on various topics of interest.
  - ◆ Conducted Functional Needs Assessments in order to identify and improve departmental and school based services.
- 1990- 1993 Psychological Associate, Center for Learning and Attention Deficit Disorders, Emory University**
- ◆ Worked as an adjunct member of the multi-disciplinary team conducting comprehensive evaluations of children suspected of having attention deficit disorders.
  - ◆ Served as a professional resource to various communities and consulted with parents regarding assessment results and educational needs/programs.
- 1986-1988 Graduate Assistant – Project SCCOPE, Department of Psychology, University of South Carolina**
- ◆ Assisted in the development, implementation and follow-up evaluation of South Carolina Coping Skills Project (SCCOPE). Project SCCOPE was a grant funded Drug Abuse Prevention Program designed to teach teens how to make decisions, handle stress, peer pressure, manage their emotions, set goals and communicate effectively.
- 1985-1988 Assistant Instructor, Department of Psychology University of South Carolina**

- ◆ Taught undergraduate courses to students majoring in educational psychology, school psychology and clinical psychology. The following courses were taught:
- ◆ Psychology 101 – Introductory Psychology
- ◆ Psychology 420 – Developmental Psychology
- ◆ Psychology 510 – Psychology of Women
- ◆ Psychology 550 – Research Design

### PRESENTATIONS/WORSHOPS/PUBLICATIONS

Sanders, D.M. (Fall, 2014). *Why can't I read?* Student Support Team Association for Georgia Educators (SSTAGE) Newsletter Contributor.

Sanders, D.M. (Fall, 2013). *O writer, where art thou?* Student Support Team Association for Georgia Educators (SSTAGE) Newsletter Contributor.

Sanders, D.M., Pennington, L. (June, 2013). *Response to intervention.* Georgia Department of Education Summer Professional Learning Series: Macon, Georgia.

Sanders, D.M., (October, 2011). *Response to Intervention: Making it work in the school setting.* Training workshop conducted for Pearl Stephens Elementary School: Warner Robins, Georgia.

Sanders, D.M., (May, 2008). *Understanding the Georgia pyramid of interventions: Utilizing progress monitoring tools to improve student achievement.* Training workshop conducted for EIP Teachers: Houston County BOE, Warner Robins, Georgia

Sanders, D.M., (January, 2008). *Implementing the Georgia pyramid of interventions: Meeting the response to intervention challenge.* Training workshop conducted at the monthly meeting of Houston County elementary assistant principals: Warner Robins, Georgia.

Sanders, D.M., Brett, A., Humphreys, M. F. (November, 2007). *Implementing the Georgia pyramid of interventions: Meeting the response to intervention challenge.* Training workshop conducted at the monthly meeting of Houston County elementary school principals: Warner Robins, Georgia.

Sanders, D. M. (November, 2007). *What are you saying? The power of repeated thoughts and words.* Parenting workshop, Fort Valley, Georgia

Sanders, D.M. (October, 2007). *Understanding Poverty and its implications for student achievement.* Training workshop conducted for Shirley Hills Elementary School: Warner Robins, Georgia.

Sanders, D. M. (September, 2007). *Student support teams: A partnership for success!* Training workshop conducted for elementary, middle and high school counselors: Warner Robins, Georgia.

Sanders, D.M., O'Dell, R. (February, 2007). *Creating a school climate that understands and embraces diversity.* Professional Learning Course for Houston County School System Personnel

Sanders, D. M. (October, 2006). *Dealing with difficult students.* Professional Learning Course for Houston County School System Personnel.

- Sanders, D. M., O'Dell, R. (October, 2005). *Improving the consultation process for student services personnel*. Training workshop for Houston County Student Services staff.
- Sanders, D. M. (September, 2005). *Student support teams: A partnership for success!* Training workshop conducted for the North Kansas City School District.
- Sanders, D. M. (March, 2005) *Behavioral treatments for children with attention deficit disorders*. Presentation conducted at the Spring Conference of the Missouri Association of School Psychologists, Kansas City, Missouri.
- Sanders, D. M. (August, 2003). *Intervention strategies for improving student behavior*. Parenting workshop conducted at Austin Elementary, Dunwoody, Georgia.
- Sanders, D. M. (October 2004) *HELP! How to enhance students' talents and potential*. Professional Learning Course for DeKalb County School System teachers.
- Sanders, D. M. (September 2004) *When two houses are my home: children and divorce*. Parenting workshop for DeKalb County Schools, Decatur, Georgia.