

Natalie C. Hess

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CHIEF OF SPECIAL EDUCATION PROFILE

Insightful, passionate, and articulate senior-level **special education administration executive** offering years of significant experience serving in key leadership roles with increasing accountability in the field, ready for further success in a **Chief of Special Education** position. Demonstrated expertise with the individual and group supervision of education managers in the day-to-day operations of school environments, including written and verbal performance appraisals. Highly skilled in planning and organizing academic assessments and evaluations for learners. Proven ability to generate individualized education programs (IEPs) and associated records and develop related systems to support these activities. Talent for chairing team meetings and serving as a point of contact to districts for progress reviews and additional meetings. Record of outstanding achievement in recruiting teachers, teaching assistants, and other educational team members. Committed to developing, executing, and tracking the progress of IEP and curriculum services for learners with diverse diagnoses, such as intellectual disabilities, autism, behavioral challenges, and mental health disorders.

Core competencies:

Staff Supervision • Student Test Coordination • Individualized Education Programs
Budgeting • Federal, State, & Local Reports • Special Education Litigation
Leadership Management • Data Analysis & Decision-Making • Manager Tools

PROFESSIONAL EXPERIENCE

Delaware County Intermediate Unit 25, Morton, Pennsylvania (2020 to Present)

Assistant Director Student Services

Lives the mission and vision of the organization, ensuring programs utilize evidence-based practices aligned to achieving annual goals. Supervises Early Intervention services for the county serving 2,000 students ages 3-5 in over 320 locations. Oversee Low Incidence Special Education School serving 200 students in grades K-12. Supervises Hearing and Language services with services provided to identified students from birth through age 21 across the county through itinerant and classroom-based services. Supervises the Comprehensive Behavior Management and Analysis grant providing intensive behavior services for students and training staff to administer services. Manages the Medicaid ACCESS billing for the organization. Oversight includes budgeting, reporting, tracking, and professional development for our program providers and our school districts.

SCHOOL DISTRICT OF PHILADELPHIA, Philadelphia, Pennsylvania (2013 to 2020)

DEPUTY CHIEF OF THE OFFICE OF SPECIALIZED SERVICES (2016 to 2020)

Convey the office's vision while establishing distinct goals and quantifiable results for all special education directors and networks. Supervise a 155-member workforce supporting special education programs and services to 19K students in 220 schools. Oversee budgeting, reporting, tracking, and local charter and private school professional development for PA Intermediate Unit 26. Interact regularly with PA Department of Education stakeholders. Generate and submit regulatory reports for local, state, and federal levels. Ensure adherence to district objectives during the management and appropriation of the Individuals with Disabilities Education Act (IDEA) grant. Consult set program targets when delivering training programs, professional development opportunities, and occupational guidance to personnel at all career levels.

Selected accomplishments:

- Assisted in the defense of a federal class action lawsuit on the translation of IDEA documents.
- Expanded team to provide ongoing service to the field.
- Established a team to support and oversee the education of district students served outside the district.

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Additional experience:

School District of Philadelphia, Philadelphia, Pennsylvania

Executive Director of the Office of Specialized Services

Director of Special Education

College Community Schools, Cedar Rapids, Iowa

Student Services Coordinator

Student Services / Special Education Coordinator & Guidance Counselor

EDUCATION & CREDENTIALS

DRAKE UNIVERSITY — Des Moines, Iowa

Specialist in Education Leadership, *Administration PK-12 & Special Education Endorsement, Administrative License*

Master of Arts in Education, *Counseling 7-12*

Master of Arts in Education, *Behavior Disorders 7-12, Endorsement Multi-Categorical Special Class with Integration 7-12*

UNIVERSITY OF NORTHERN IOWA — Cedar Falls, Iowa

Bachelor of Arts in Education, *Elementary Education Major, Learning Disabilities 7-12 Minor, Coaching Endorsement*

Professional Development

Summer Training Institute on Autism, 2021

Early Intervention and Family Support Program Conference, 2021

Equity 2.0 How IU's Impact Change, 2020

Manager Tools: Effective Manager & Effective Communicator, 2018

Race, Equity, & Leadership in Schools at Harvard Graduate School, 2018

Lehigh University Special Education Law Conference, 2017

BrainFutures Conference, 2017

Council of Great City Schools Conference, 2017

PAIU Special Education Leadership Conference, 2017

PDE Special Education Conference, 2016

Affiliations

Local Interagency Coordinating Council (LLIC) Co-Chair, 2021

Child Care Professional Network, 2020 to present

Council for Exceptional Children, 2016 to Present

Association for Supervision & Curriculum, 2016 to Present

Urban Special Education Leaders for Tomorrow Advisory Board, 2018

Presentations

Child Care Professional Network, 2020

Raising the Bar Conference for Early Intervention, 2019

Council for Exceptional Children Conference, 2018

Autism Expo, 2017