

## **Rebecca Spencer, M.A., BCBA, LBS1**

Department of Counseling, Higher Education Leadership, Educational Psychology, and Foundations  
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### **EDUCATION**

**Florida Institute of Technology**, Melbourne, Florida

Program: Applied Behavior Analysis Course Sequence

Degree: Certificate in Applied Behavior Analysis (December 2019)

**Rockford College**, Rockford, Illinois

Program: Teaching: Instructional Strategies

Degree: Master of Arts (May 2010)

**Rockford College**, Rockford, Illinois

Program: Special Education Endorsement

Degree: Learning Behavior Specialist 1 Certification (May 2007)

**Southern Illinois University**, Carbondale, Illinois

Program: Social Studies Education 6-12

Degree: Bachelor of Science (December 2003)

### **PROFESSIONAL CREDENTIALS**

2022-Present	Tier 5 Marcus Crisis Prevention Program User Certification (#70_1014)
2021-Present	Board Certified Behavior Analyst Certification (#1-21-51526)
2018-Present	Online/Distance Education Teaching Certification
2018-Present	Mississippi Teaching License (#312773)
2007-Present	Learning Behavior Specialist 1 Certification
2004-Present	Illinois Teaching License (#2073739)

### **UNIVERSITY TEACHING EXPERIENCE**

**Mississippi State University**, Starkville, Mississippi

Mississippi State University is a public and land-grant institution. It is dedicated to three broad purposes: learning, research, and service with a nationally and internationally diverse student body of over 22,000 students.

*Instructor, Department of Counseling, Educational Psychology, and Foundation's Applied Behavior Analysis program, January 2022-Present*

- Graduate courses taught:
  - EPY 6103 Applied Behavior Analysis (ABA) for Behavior Technicians
    - Taught 3 semesters in asynchronous online format for Campus 5
    - Average of 10 students per semester

- Undergraduate courses taught:
  - EPY 4103 Applied Behavior Analysis (ABA) for Behavior Technicians
    - Taught 5 semesters in asynchronous online format for Campus 1 and 5
    - Average of 110 students per semester across multiple sections
  - EDF 3333 Social Foundations of Education
    - Taught 1 semester in asynchronous online format for Campus 5
    - Enrollment of 30 students
  - EPY 4443 Basics of Single Subject Design
    - Responsible for development of asynchronous online version of course (launched spring 2023)
    - Taught 1 semester in asynchronous online format for Campus 1 and 5
  - EPY 4603 Ethics, Supervision, and Personnel
    - Responsible for development of asynchronous online version of course
    - Scheduled to launch fall 2023 and will serve as instructor of record
- Responsibilities and highlights:
  - Received mode of 4 (out of 4) on all Class Climate survey questions for all courses taught
  - Responsible for all content development, instruction, grading, and assessment for all courses
  - Maintained a four/four teaching load each semester and taught overloads during fall and spring semester with summer courses for 12-14 courses taught per year
  - Revised curriculum for ABA for Behavior Technicians for sections restricted to Elementary Education majors to align curriculum to a classroom setting and teachers
  - Provided support for and mentored two individuals hired as Lecturers by the Meridian campus to teach ABA for Behavior Technicians course sections
  - Serve as undergraduate minor coordinator for ABA program advising approximately 60 undergraduate students per semester
  - Serve as advisor to 14 graduate students enrolled in the ABA master's program

*Lecturer, Department of Counseling, Educational Psychology, and Foundation's Applied Behavior Analysis program, August 2021-December 2021*

- EPY 4103 ABA for Behavior Technicians
  - Taught 2 sections in asynchronous online format for Campus 5
  - Enrollment of 47 students between 2 sections

*Lead Instructor, ACCESS program, August 2017-December 2021*

- Served as instructor of record for the following courses:
  - Practical Money Skills
  - Money Management
  - Campus & Community Access
  - Independent Living: Health & Wellness
  - Independent Living: College 101
  - Independent Living: Meal Planning
  - Independent Living: Life on Your Own

- Taught between 1-3 courses per semester while serving as Assistant Director for ACCESS
- Responsible for all curriculum and content development, instruction, grading, assessment, and individualized modifications and accommodations for courses taught
- Trained and mentored Academic Coordinator to take over as lead instructor of 5 courses
- Leader in development and university approval of online education (Campus 5) programming for students with disabilities using the Canvas technology platform that launched in spring 2021, initial courses included *Practical Money Skills* and *Career Exploration* with additional courses added each semester

## **PROFESSIONAL POSITIONS**

**Mississippi State University, Starkville, Mississippi**

*Assistant Director of ACCESS, July 2017-December 2021*

- Leader of Mississippi's only 4-year comprehensive post-secondary transition program for students with intellectual and developmental disabilities
- Supervise, coordinate, and coach 4 professional staff, 4 graduate assistants, 30 undergraduate student workers, and over 110 peer mentor volunteers in order to meet the individual needs of the 25 ACCESS students
- Refined, developed and implemented a rigorous 4-year course curriculum for the program that utilized behaviorally analytic teaching procedures and aligns with the university's satisfactory academic progress policy
- Created curriculum for and taught courses (both in face to face and online formats), including *Practical Money Skills, Money Management, Financial Literacy, Health & Wellness, College 101, Meal Planning, Life on Your Own, Campus & Community Access, Everyday Communication, and Senior Seminar.*
- Leader in development of online education programming for students with disabilities using the Canvas technology platform that launched in spring 2021, initial courses included *Practical Money Skills* and *Career Exploration* with additional courses being added each semester
- Implements and oversees individualized student interventions based on academic, social, and other behavioral deficits observed or identified through data collection procedures
- Developed and implemented a token economy positive behavioral intervention system called S.A.F.E. that helps our young adults learn how to become good students, adults, friends, and employees (i.e. S.A.F.E.)
- Created a multi-tiered system of support for students based on data collected through the S.A.F.E. referral system
- Developed and implemented a rigorous training program for our undergraduate student workers (i.e. College Coaches) using online training modules on Canvas and in person instruction
- Plan and lead regular in-person and online trainings for staff and student employees utilizing WebEx and Canvas technology platforms for ongoing professional development and more specialized training related to their respective roles
- Provide mentoring opportunities for staff, student workers, and students

- Responsible for daily, weekly, and semester scheduling and programming for all staff and students
- Serves as main liaison between University partners and the ACCESS program
- Maintains regular communication between the staff, students, and families
- Conduct approximately 100 monthly goal setting and progress monitoring meetings every semester for students using a person-centered planning approach and current data collected from the Adaptive Behavior Assessment Scale (ABAS) and by the student's support team
- Collaborated with University Recreation to establish a Special Olympics College Unified Sports league that has included championship games against Ole Miss and University of Southern Mississippi
- Collaborated with Student Counseling Services to create a support group for ACCESS Seniors to help them develop tools for a successful transition to life after graduation
- Assisted in the development of a summer camp opportunity for prospective students and in the development of a Tips for Transition conference for Mississippi educators
- Developed an ACCESS emergency line on-call system for problems that arose after office hours
- Provided regular presentations and trainings for Day One leadership, New Maroon Camp, Residence Life, and other university partners

## **K-12 TEACHING EXPERIENCE**

### **Rockford Public School District 205 – East High School, Rockford, Illinois**

Rockford Public School District is a socio-economically depressed, racially and ethnically diverse school district located about one-hour west of Chicago that serves approximately 28,000 students each year. East High School had on average 90% of its students qualify for free or reduced lunch and throughout its student body, there were approximately 20 different languages spoken including sign language.

#### *Special Education Procedural Coach, August 2016-June 2017*

- Supervised 20 case managers in meeting IEP (Individual Education Plan) compliance for over 300 students with IEPs
- Responsible for scheduling and serving as LEA (Local Education Authority) for over 200 IEP meetings annually
- Provided academic and behavioral consultation and support for case managers and teachers with struggling students in their classroom or on their caseload
- Attended monthly professional development on special education laws, policies, and procedures
- Assisted case managers in connecting students and families with outside support agencies as part of their transition planning services
- Maintained an annual caseload of 12-15 students with IEPs for a wide range of disabilities
- Conducted transition planning interviews and surveys for students on caseload and set goals accordingly

- Organized and supervised vocational experiences with outside agencies

*Virtual Enterprise International Facilitator, February 2016-June 2017*

- Coached 30 students in working collaboratively to develop, execute, and run a virtual business
- Coached 4 second year students in creating their own individual in-depth business plans and products
- Assisted students in establishing an organizational structure with necessary departments and positions
- Guided students in preparing for two trade shows and six national competitions (received Honorable Mentions for our Employee Manual and Newsletter)
- Coordinated local business owners and community members to serve as mentors to students
- Implemented an extensive hiring process for all students to earn roles in the virtual business firm
- Completed collaborative learning project with Graphic Design – II class and displayed final products at RPS 205 District Academy Showcase

*Special Education Collaborator, August 2013-July 2016*

- Developed and implemented weekly collaboration schedule to provide academic and behavioral support to 40 general education teachers in working with their special education students
- Effectively communicated with and supported educators from 9-12 grade levels and various disciplines
- Assisted teachers and students in developing instructional and behavioral strategies for individual needs and classroom group dynamics
- Shared and utilized positive classroom management strategies to minimize problem behaviors
- Maintained an annual caseload of 12-15 students with IEPs for a wide range of disabilities
- Conducted transition planning interviews and surveys for students on caseload and set goals accordingly
- Connected students and families with outside support agencies to aid in the transition planning process
- Organized and supervised vocational experiences with outside agencies

*Special Education Classroom Teacher, August 2007-July 2016*

- Experience instructing classes in various levels of service from self-contained special education settings to co-teaching and lead instructor in the general education environment
- 10 years of experience teaching *Economics* and *Government* curriculum focused on job readiness and independent living skills such as money management, the hiring process, and citizenship
- Other courses taught include *Geography*, *U.S. History*, *Health*, *English 9*, *Consumer Math*, and *Assisted Study Skills*

- Maintained an annual caseload of 15-18 students with IEPs for a wide range of disabilities
- Conducted transition planning interviews and surveys for students on caseload and set goals accordingly
- Connected students and families with outside support agencies to aid in the transition planning process
- Organized and supervised vocational experiences with outside agencies
- Conducted small group and individual classroom activities based on differentiated learning needs using a universal design for learning approach
- Actively participated in integrating district educational delivery model with special education
- Participated regularly in Professional Learning Communities and Content Development meetings for both Social Studies and Special Education
- Served as Cross Country coach, Assistant Girls Track coach, Building Committee member, Sunshine Committee member, and PBIS Committee member

**Rockford Public School District 205 – Kishwaukee Elementary School, Rockford, Illinois**  
*Special Education Teacher, August 2006-July 2007*

- Taught 15 students with various disabilities (mild and moderate intellectual disabilities, developmental disabilities, autism, emotional/behavioral disorders, and traumatic brain injury) in grades 2-5 in a self-contained classroom setting
- Served as case manager for all 15 students in class with IEPs
- Coordinated inclusive learning opportunities for all 15 students with general education teachers of respective grade levels
- Conducted small group and individual classroom activities based on differentiated learning needs using a universal design for learning approach and behaviorally analytic teaching techniques such as direct instruction and behavioral skills training

**PROFESSIONAL PRESENTATIONS**

“How to Prepare a Resume,” Preparing for Job Application Season professional development for the Applied Behavior Analysis (ABA) graduate program, Mississippi State, MS, February 2023.

“Mentimeter: An Interactive Online Learning Tool,” Center for Distance Education (CDE) Online Course & Tools Showcase, Mississippi State, MS, March 2023.

“Interventions for Challenging Behavior,” Managing Challenging Behavior: Best Practices for School-Based Intervention conference hosted by the LEAPS Behavior Program, Mississippi State, MS, September 2022.

“Introduction to Applied Behavior Analysis (ABA),” Guest lecture for applications of learning theories course at Mississippi State University, Mississippi State, MS, September 2022.

“Helping Individuals with Intellectual Disabilities Develop Positive Behaviors and Skills for the Workplace,” Division on Career Development and Transition (DCDT) conference, Myrtle Beach, SC, May 2022.

“The ACCESS Impact: Teaching Independence to Individuals with Intellectual and Developmental Disabilities,” Bulldog Bites: Mississippi State University Alumni Association, Mississippi State, MS, December 2020.

“Best Moments in Student Affairs: A Homecoming King with a Dream,” Southern Association for College Student Affairs (SACSA) Podcast: The First Five Years, May 2020.

“ACCESS Program Overview,” Mississippi Educator’s Conference: Tips for Transition, Mississippi State, MS, February 2020.

“Independent Living in ACCESS: Living on Your Own in College,” Mississippi Educator’s Conference: Tips for Transition, Mississippi State, MS, February 2019.

“ACCESS Overview: Support and Services for Individuals with Intellectual and Developmental Disabilities,” Mississippi State University Staff Council, Mississippi State, MS, November 2018.

## **PROFESSIONAL MEMBERSHIPS**

Association for Behavioral Analysis International  
Behavior Analyst Association of Mississippi

## **PROFESSIONAL SERVICE**

**Mississippi State University**, Starkville, Mississippi

- Counseling, Educational Psychology, and Foundations department Course and Lab Fees committee (2023)
- Clinical Mental Health Counseling Assistant Teaching Professor search committee (2023)
- Mississippi State University Women’s Club (2017, 2022-2023)
  - Secretary/Publicist (2023)
- Spirit of State committee (2021)
- Student Affairs Professional Development Team (2019-2020)
- ACCESS Advisory Board member (2018-2021)
- ACCESS Art Club Staff Advisor (2018-2021)
- Special Olympics College Advisory Board member (2018-2021)
- Student Affairs Student Employee Innovation Team (2018-2019)

**Golden Apple Scholars**, Illinois (2020-2022)

- Alumni Relations Committee

**Rockford School District 205, Rockford, Illinois (August 2006—July 2017)**

- District 205 “Tuesday Team” Developing Leaders cohort
- Geography Curriculum Leadership Team
- Peer Consulting Teacher for remediation process
- Peer Site Review – Kennedy M.S. Site Visit & East H.S. Site Visit
- Special Ed Collaboration Memorandum of Understanding Committee
- Special Ed MS/HS Collaboration Committee co-leader
- Special Education Advisory Committee
- Special Education Service Delivery Task Force
- Strategic Planning – Strategy 2 Action Team (Differentiated Instruction)
- Strategic Planning Team for District 205

**PROFESSIONAL DEVELOPMENT**

Ethics in Professional Practice Conference, Endicott College (2023)

Association for Applied Behavior Analysis (ABAI) Conference, Denver, CO (2023)

Center for Teaching and Learning Practical Teaching: Essential Teaching Practices course, Mississippi State University (2023)

Center for Distance Education Trainings, Mississippi State University (2023)

- Topics: Interactive Learning Tools, Creating Standout Videos, Instructional Design & Dine, Finishing Your Course Strong, Instructional Training on Avoiding Learner Fatigue

New Faculty Program, Mississippi State University (2023)

College of Education Mentoring Program, Mississippi State University (2023)

Center for Teaching and Learning Teacher Portfolio Workshop, Mississippi State University (2022)

Marcus Crisis Prevention Program Severe Behavior Management Training Part 2: Physical Test, Starkville, MS (2022)

Marcus Crisis Prevention Program Severe Behavior Management Training Part 1: Didactic, Starkville, MS (2022)

Division of Access, Diversity, & Inclusion: Gender 101 Course, Mississippi State University (2022)

Behavior Analysis Association of Mississippi (BAAMS) conference, Starkville, MS (2022)



Center for Distance Education Trainings, Mississippi State University (2022)

- Topics: Gamifying Your Course, Creating Effective Rubrics, Open Educational Resources, Online Course & Tools Showcase

New Faculty Program, Mississippi State University (2022)

College of Education Mentoring Program, Mississippi State University (2022)

Association for Applied Behavior Analysis (ABAI) Conference, Boston, MA (2022)

Association for Higher Education and Disability (AHEAD) Conference, Austin, TX (2021)

Southeast Post-Secondary Education Alliance (SEPSEA) Annual Conference, Virtual (2020)

Southeast Post-Secondary Education Alliance (SEPSEA) Annual Conference, Charleston, SC (2019)

State of the Art (SOTA) Annual Conference, Reno, NV (2019)

Southeast Post-Secondary Education Alliance (SEPSEA) Annual Conference, Memphis, TN (2018)

State of the Art (SOTA) Annual Conference, Syracuse, NY (2018)

New Professionals Institute, Charlotte, NC (July 2019)

- Chosen as one of 3 staff members at Mississippi State University to attend the professional development opportunity for new professionals in Student Affairs
- NPI is an intensive, interactive week of learning, sharing, networking, and professional and personal development.

Center for Teaching and Learning 101: Best Practices in Online Education, Mississippi State University (November 2018)

- Course completion resulted in online/distance education teaching certification

University of LaVerne, LaVerne, CA (2010-2014)

Program: Educational & Organizational Leadership

Completed 34 Professional Development Credit Hours

## **GRANTS & GRANT EXPERIENCE**

**U.S. Department of Health and Human Sciences, Health Resources & Service Administration-Behavioral Health Workforce Education and Training-Children, Adolescents, and Young Adults Program for Professionals, July 2023**

- Assisted with developing and writing grant for \$943,448 (awarded)
- Serve as Co-Primary Investigator on project

**Mississippi Council on Developmental Disabilities (MSCDD), March 2023**

- Assisted with developing and writing grant for \$68,245 (awarded)
- Serve as Co-Primary Investigator on project

**Mississippi Governor's Emergency Education Response (GEER), November 2020**

- Developed, wrote, and submitted grant for \$259,625 (awarded)
- Serve as Primary Investigator on the project
- Responsible for data collection and communication related to grant requirements

**U.S. Department of Education Transition and Postsecondary Program for students with Intellectual Disabilities (TPSID), July 2020**

- Developed, wrote, and submitted grant for \$2,437,643 (not funded)
- Served as Primary Investigator for submission

**Mississippi Department of Human Services (MDHS), July 2017-October 2020**

- Responsible for data collection and communication to uphold the requirements of the \$1.1 million grant awarded to ACCESS, Disability Support Services, and the Autism Developmental Disabilities Clinic

**AWARDS & ACCOMPLISHMENTS**

Mississippi State University Online Teaching Award recipient (2023)

Zacharias Distinguished Staff Award nominee (2021)

Student Affairs New Program of the Year Award for development of Special Olympics College Unified Sports program at MSU (2018)

Illinois Golden Apple Scholar (1999)

- Chosen as one of 75 students out of over 1,000 nominations to receive a 4-year scholarship to attend an in-state university or college with a commitment to teach for 5 years at an Illinois school in need
- Spent the summers of 1999, 2000, and 2002 interning in the Chicago Public School District and taking professional development courses at DePaul University as part of the Golden Apple Summer Institutes
- Spent the summer of 2001 teaching English at a summer camp in Hong Kong through the YMCA Go Global program

**REFERENCES**

Available Upon Request