



TERRENCE OKAFOR

Special Education Teacher

Lead special education teacher and department chair with 14 years across elementary and middle school programs. Builds out new SPED programs, coaches teams of 6-10 teachers and paras, and represents the district at mediation and due-process hearings.

CONTACT INFORMATION

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EDUCATION

- M.Ed. in Special Education, University of North Carolina at Charlotte, 2013
- B.S. in Elementary Education, North Carolina A&T State University, 2011
- NC Professional Educator's License: Special Education General Curriculum (K-12)
- NC Professional Educator's License: Special Education Adapted Curriculum (K-12)
- Academic Specialist: Reading (K-12), NC DPI
- Certified CPI Instructor (Crisis Prevention Institute), renewed 2023
- Wilson Reading System Level I Certified

KEY SKILLS

- IEP development, compliance review, and annual review cycles
- Structured literacy and Wilson/Orton-Gillingham instruction
- Functional Behavior Assessment (FBA) and Behavior Intervention Plans
- Manifestation determination reviews and discipline procedures under IDEA
- Mediation and due-process hearing preparation
- SPED department budgeting and assistive technology procurement

PROFESSIONAL EXPERIENCE

Lead Special Education Teacher / Department Chair | Northgate Community Schools, Charlotte, NC
2020 - Present

- Lead K-8 SPED department of 11 teachers and 14 paraprofessionals serving 187 students with IEPs across two campuses.
- Designed and launched district's first structured-literacy resource model; year-three reading proficiency for IEP students climbed from 24% to 49%.
- Coach team through annual review season: department closed last school year with zero out-of-compliance IEPs across 187 cases.
- Represent district in 6 mediation sessions and 2 due-process hearings since 2022; outcomes upheld district position in all 8.
- Manage SPED operating budget of about \$310,000, including assistive tech, curriculum, and contracted SLP/OT hours.

Special Education Teacher, Grades 6-8 (Lead Teacher Stipend) | Westbridge Magnet Middle, Greensboro, NC
2016 - 2020

- Carried caseload of 24 while serving as building's lead teacher for behavior support and FBA reviews.
- Rewrote building's reentry-from-suspension protocol; repeat suspensions for IEP students dropped by about a third over two years.
- Mentored 3 first-year SPED teachers; all three retained for year two.
- Co-led monthly child-study team meetings, screening an average of 18 referrals per month.
- Trained staff on Crisis Prevention Institute techniques as in-house certified instructor.

Special Education Teacher, K-5 Inclusion and Resource | Pinegrove Elementary, Asheville, NC
2013 - 2016

- Taught across inclusion, resource, and small-group settings for students with SLD, ADHD, and emotional disturbance.
- Built standards-aligned IEP goal bank still in use by current SPED team.
- Served on district committee that rewrote elementary IEP template.
- Piloted push-in math model later expanded to 4 elementary schools.

Special Education Teacher, Self-Contained | Cypress Hollow Elementary, Wilmington, NC
2011 - 2013

- Taught self-contained classroom of 7 students with moderate to severe disabilities.
- Wrote and implemented IEPs aligned to NC Extended Content Standards.

- Coaching and mentoring SPED teachers and paraprofessionals
- Co-teaching and inclusion model design
- Progress monitoring and data-driven IEP goal writing
- NC Extended Content Standards and alternate assessment
- Child-study team facilitation and MTSS/RTI referral screening
- PowerSchool SPED and Frontline IEP systems

- Coordinated with 4 related-service providers on weekly schedules.
- Trained 2 paras on data collection and toileting protocols.