

# TRACIE SALGADO, ED.D.

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## Professional Summary

Dedicated and experienced education professional with a passion for promoting inclusive education and a servant leadership approach. A strong leader poised to drive program development, provide guidance, and foster growth in a corporate environment.

## Key Competencies

Leadership and Team Collaboration | Program Development | Presentation and Communication | Relationship Building | Data Analysis and Reporting | Educational Technology and AI | Budget and Procurement | Curriculum Development | Strategic Planning | Collaboration and Interpersonal Skills | Interviewing, Hiring, and Training | Global Relationships | Special Education Law |

## Professional Experience:

### *Director of Special Education | Lutheran Special Education Ministries (October 2023-May 2026)*

- Support a team of over 70 teachers and 2000 students in 13 states
- Consult with Christian schools across the country about learners with specialized needs
- Engage with stakeholders as an expert in special education
- Develop meaningful professional development
- Present at conferences in front of audiences upwards of 100 attendees
- Intimate knowledge of online resources for learning and educational growth
- Developed organizational policy
- Specialized knowledge in special education pedagogy, best practices, and law
- Collaborate with leadership team to develop organizational action plan and goals
- Only team member of National Lutheran School Accreditation team with special education knowledge

### *Adjunct Professor | Concordia University - Wisconsin (March 2025-current)*

- Curriculum development and alignment

- Responsible for editing and creating learning tools to align with curriculum and state licensing laws
- Specialized knowledge in special education pedagogy, best practices, and law
- Managed graduate and undergraduate student learning, grading, and feedback

*Project Manager (Contract) | TSMC (March 2023 – June 2023)*

- Plan, execute, and oversee HR new-employee training initiatives
- Collaborate to develop, design, and implement employee training modules
- Organize and oversee English proficiency exams for new foreign employees
- Work closely with Executive Leadership to align projects with company goals

*Content Expert | Grand Canyon University, AZ (2019-current)*

- Responsible for editing and approving educational publications and presentations
- Utilize an online platform to provide support, feedback, and guidance to scholarly doctoral learners
- Cross-collaboration with dissertation committee members
- Provide support for scholarly writers in a Christ-centered environment

*Special Education Teacher | Wisconsin, South Carolina, Arizona, California (2004-2023)*

- Developed and implemented annual goals aligned with the organizational mission and vision, resulting in consistent growth and positive impact
- Addressed inquiries from educational agencies, schools, teachers, and parents regarding special education concerns, providing trusted guidance and solutions
- Collaborated across teams with teachers, parents, and related staff to ensure program development and adherence to best practices
- Collaborated across teams with program support personnel and related service providers to ensure holistic student growth and development
- Oversaw the collection, analysis, and reporting of student data while maintaining confidentiality
- Demonstrated deep working knowledge of compliance and legal requirements in special education in both in-person and online environments

*Special Education Coordinator | BASIS Peoria Primary and Phoenix, AZ (2019-2022)*

- Provided strategic direction to administration, directors, coordinators, and teachers, ensuring program development and adherence to best practices

- Led hiring, supervision, training, and evaluation of staff, fostering a culture of excellence and continuous improvement
- Maintained up-to-date knowledge of special education laws at state and federal levels, ensuring compliance and informed decision-making
- Designed and delivered engaging presentations meant to educate educators on learning disabilities, best practices, and current research trends
- Oversaw collection, analysis, and reporting of student data to directors which facilitated decision-making
- Provided expertise in ordering materials, budgeting, and curriculum recommendations
- Offered counsel and insights to administration as requested, contributing to strategic decision-making

### *Adjunct Professor | St. Mary's University, MN - online (2016-2018)*

- Develop, design, and implement professional level online course "Special Education 101 for General Education Teachers"
- Develop and maintain course rubric, grades
- Provide timely feedback and support for learners
- Engage learners in safe and engaging Christ-centered environment

### *Adjunct Professor | Western Wisconsin Technical College, WI (2010-2012)*

- Develop, design, and implement college's first course "American Sign Language 101"
- Cross-collaboration with college and state teams to ensure rubric meets state standards
- Provide engaging lessons, encouraging a diverse learning environment
- Provide timely feedback and support for learners
- Collect, analyze, and utilize data to adjust learning expectations accordingly

## Education

### *Grand Canyon University*

*Doctorate: Organizational Leadership, Emphasis on K12 Education*

*Dissertation: Perceptions of teachers on the teachers' union and possible influence on student achievement*

### *University of Wisconsin*

*Master of Arts: Exceptional Education*

*Thesis: Reading on First and Home (ROFAH): How reading intervention program increases reading skills in low-income deaf students*

## *University of Wisconsin*

*Bachelors: Elementary Education*

### Related Experiences:

#### ***Global Educator***

- Christchurch, New Zealand
- Luoyang, Henan, China

#### ***President, South Carolina Parents Involved in Education (SCPIE)***

- Review and analyze Every Student Succeeds Act (ESSA) collaboratively with other PIE state presidents
- Educate parents through public presentations on current state and national education policy
- Stay current with local, state, and national public education policy

#### ***Commissioner: Education Commission of the States***

- Cultivated strong relationships with educational state leaders and external agencies, enhancing collaboration and support for all schools.
- Attend bi-annual National Commissioners meetings
- Advise local school administrators on state and national issues impacting local education
- Stay current with local, state, and national education policy

### Publications/Presentations

#### **Presentations:**

- 2023. GoFirst! Ministry. Bloomington, MN. "Disabilities in the General Education Classroom."
- 2023. GoFirst! Ministry. Bloomington, MN. "Implementing the Zones of Regulation."
- 2023. GoFirst! Ministry. Bloomington, MN. "Social-Emotional Learning."
- 2023. Concordia Lutheran School, Peoria, IL. "Introduction to Tiers of Learning."
- 2023. Rochester Central Lutheran School, Rochester, MN. "Best Practices in Special Education."
- 2024. Mid-South Teacher Conference, Virtual, TN. "ADHD, Anxiety, Depression in Students."
- 2024. Peace Lutheran School, MI. "Differentiation."
- 2024. Rocky Mountain District Conference, CO. "Special Education 101." "Supporting Students with Disabilities."
- 2025. Yuma Lutheran School, AZ. "Managing Classroom Behaviors."
- 2025. Best Practices Ministry, AZ. "Serving Children with Learning Disabilities."
- 2025. Various Ministry Conferences, CA, MN, WI. "Meeting the Needs of All Learners."
- 2025. Rocky Mountain District Conference, CO. "Identifying Learning Needs in Early Learners."

## Publications:

- Wendorf-Salgado, T. (2026). Opportunity, Impact, Preparation. *Shaping the Future*. LEA (26)1.
- Wendorf-Salgado, T. (2025). Accommodations in the Classroom. *Shaping the Future*. LEA (25)12.
- Wendorf-Salgado, T. (2025). Embracing and Providing for All Learners: The Basics of Meeting Specialized Needs. *Shaping the Future*. LEA (25)10.
- Wendorf-Salgado, T. (2025). Post-pandemic issues in the Christian classroom. LEAven Blog. Lutheran Education Association.
- Baller, E., Wendorf-Salgado, T. (2024). The Science of Reading. *Shaping the Future*. LEA (24)4.
- Wendorf-Salgado, T. (2024). Beginning of the year testing shows some concerns. Now what? LEAven Blog. Lutheran Education Association.
- Wendorf-Salgado, T., Baller, E. (2024), The science of reading. LEA Shaping the Future. Lutheran Education Association. 24-4.
- Wendorf-Salgado, T., Weimer, B. (2023 and 2024). Thoughts on Thursday. LCMS School Ministry. <https://www.youtube.com/watch?v=DifEe89gkv8&t=1032s>
- Happel, Tracie (2022), "Whose Children Are They?" documentary cast member
- Happel, Tracie (2020), "Perceptions of Teachers on the teachers' union and possible influence on student achievement." Presented at Grand Canyon University, AZ. ProQuest Dissertations Publishing.
- Happel, Tracie (2020), "Perceptions of Teachers on the teachers' union and possible influence on student achievement." Google Scholar, [www.google.com/scholar](http://www.google.com/scholar)
- Happel, Tracie (2017), "The Educator's Room." Contributor for <https://theeducatorsroom.com/>
- Happel, Tracie and White, M. (2016), "Becoming Remarkable." Featured article in The Palmetto Administrator, South Carolina Association of School Administrators.
- Happel, Tracie (2015), "Every Student Succeeds Act (ESSA) Analyst". Submitted findings to the President Elect- Trump and President Obama's Education Cabinet. Parents Involved in Education: Sherry Few, President.
- Happel, Tracie (2015), "What role does the teachers' union in Wisconsin have on student achievement"? Presented at the 2<sup>nd</sup> Global Conference on Contemporary Issues in Education, University of Chicago.

## Video:

- Salgado, T., Hensel, L., Weimer, B. (2024), "Episode 3: Early Learning Strategies." <https://www.youtube.com/@lsem1873>
- Salgado, T., Hensel, L., Weimer, B. (2024), "Episode 2: Serving Children with Disabilities in Private Schools." <https://www.youtube.com/@lsem1873>
- Salgado, T., Hensel, L., Weimer, B. (2024), "Episode 1: Serving Children with Disabilities in Private Schools." <https://www.youtube.com/@lsem1873>

## **Professional Memberships**

- Council for Exceptional Children (CEC)
- Council for Administrators in Special Education (CASE)

## **Community Service**

- President, South Carolina Parents Involved in Education, South Carolina, 2014 to 2016
- Featured Speaker, Women on the Wall with Alice Linahan, 2016
- Commissioner, Education Commission of the States, Wisconsin, 2010 to 2014
- Candidate for State Assembly, Wisconsin, 2014
- Board Member, Hands and Voices, 2006
- Editor, Hands and Voices Newsletter, 2004-2006

## **Licenses and Certifications:**

- Arizona Certified Teacher: General Education, Cross Categorical Disabilities, Deaf and Hard of Hearing, Current
- South Carolina Certified Teacher: General Education, Cross Categorical Disabilities, Deaf and Hard of Hearing, Current
- Wisconsin Master Teacher Certification: General Education, Cross Categorical Disabilities, Deaf and Hard of Hearing, Current