

TRACIE SALGADO, Ed.D.

Wittmann, AZ | 608.397.4871 | aj100205@yahoo.com | [linkedin.com/in/traciesalgado](https://www.linkedin.com/in/traciesalgado)

EXECUTIVE PROFILE

Credibility-first executive leader recognized for guiding organizations through complex challenges, aligning senior stakeholders around a clear direction, and turning strategy into measurable, lasting improvement. Over a 20+ year career spanning multi-state networks, global enterprises, and gubernatorial appointments, she has consistently entered high-complexity environments, quickly diagnosed structural and operational gaps, and built the capacity needed to sustain change. Appointed by the Governor of Wisconsin as an educational policy commissioner and selected by TSMC to lead organizational readiness work outside her primary industry, she brings uncommon executive judgment, systems-level thinking, and cross-sector credibility.

AREAS OF EXECUTIVE IMPACT

Organizational Effectiveness | Strategic Planning | Change Leadership | Executive Leadership Development | Stakeholder Engagement | Organizational Assessment

Systems Thinking | Cross-Functional Leadership | Executive Communication | Process Improvement | Executive Facilitation | Leadership Coaching

PROFESSIONAL EXPERIENCE

Director of Special Education | **Lutheran Special Education Ministries** |
Oct 2023 - May 2026

- Partnered with executive leadership to shape strategy, strengthen leadership capacity, improve operational consistency, and guide long-range planning across a 13-state network supporting 70+ specialized educators and 2,000+ students.
- Served as trusted strategic advisor to executive leadership on policy development, accreditation standards, and long-range institutional direction, functioning as a senior thought partner at the highest levels of organizational decision-making.
- Served as the sole special education subject-matter expert on the National Lutheran School Accreditation steering committee, influencing national evaluation criteria and quality benchmarks.

Project Manager (Contract) | **TSMC** | *Mar 2023 - Jun 2023*

- Selected by TSMC, one of the world's largest semiconductor manufacturers, to lead executive-level organizational readiness work outside her primary industry, underscoring the portability of her organizational expertise.
- Partnered with corporate executives to align new-employee training strategy with enterprise growth objectives, readiness expectations, and organizational effectiveness goals.
- Led cross-functional alignment on onboarding and testing protocols, strengthening consistency, accelerating execution, and improving organizational readiness under aggressive timelines.

Special Education Coordinator | **BASIS Peoria Primary & Phoenix, AZ** |
2019 - 2022

- Partnered with directors and executive administrators on strategy, budgeting, procurement, and resource allocation to strengthen organizational performance.
- Influenced hiring, supervision, and performance standards through a leadership lens focused on talent quality, organizational consistency, and long-term capability building.
- Converted regional data trends into executive briefs and decision frameworks that informed scaling, curriculum refinement, and strategic change.

EARLIER LEADERSHIP EXPERIENCE

Content Expert, Doctoral Programs | Grand Canyon University, AZ | 2019 - Present

Provide scholarly guidance to doctoral candidates in organizational leadership research and serve as a faculty thought partner on dissertation committees.

Adjunct Professor | Multiple Universities | 2010 - Present

- Concordia University - Wisconsin (2025 - Present): Drive curriculum alignment and learning-tool design to meet state licensing standards.
- St. Mary's University, MN (2016 - 2018): Built digital coursework on core systems-level organizational models.
- Western Wisconsin Technical College (2010 - 2012): Launched and scaled the college's first specialized communication program in alignment with state standards.

Special Education Specialist & Instructional Leader | Multiple Districts (WI, SC, AZ, CA) | 2004 - 2023

- Established annual goals aligned to organizational mission, driving stakeholder growth, data-informed interventions, and multi-state compliance across four states.
- Global Leadership Initiatives: Led teaching assignments in Christchurch, New Zealand, and Luoyang, China, translating cross-cultural instructional insights into domestic program strategy.

GUBERNATORIAL APPOINTMENTS & PUBLIC SERVICE

Commissioner | Education Commission of the States (Appointed by the Governor of Wisconsin) | 2010 - 2014

Leveraged a gubernatorial appointment to shape policy, forge strategic public-private partnerships, and advise state leaders and external agencies on systemic and regulatory change.

President | South Carolina Parents Involved in Education (SCPIE) | 2014 - 2016

Convened state organization presidents to assess the federal Every Student Succeeds Act (ESSA) and drafted policy briefs submitted directly to the White House education cabinets.

Candidate for State Assembly | State of Wisconsin | 2014

THOUGHT LEADERSHIP & MEDIA

Opportunity, Impact, Preparation (2026) — organizational readiness and public-private alignment

Accommodations in the Classroom (2025) — modern instructional delivery systems

The Science of Reading (2024) — evidence-based organizational interventions

Invited keynote speaker at national conferences across CA, CO, AZ, MN, WI, and MI on change management and organizational strategy.

Featured cast member, *Whose Children Are They?* (2022); creator and panelist, regional leadership video series on early organizational intervention (2024).

Professional Memberships:

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

EDUCATION & CREDENTIALS

Doctor of Education (Ed.D.), Organizational Leadership | Grand Canyon University, AZ

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

Master of Arts, Exceptional Education | University of Wisconsin

Bachelor of Science, Elementary Education | University of Wisconsin

PROFESSIONAL LICENSES & CERTIFICATIONS

Master Teacher Certification

Certified Teacher - Wisconsin, Arizona & South Carolina: General Education | Cross-Categorical Disabilities | Deaf and Hard of Hearing