

Michael Salitore, Ed.D.  
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***Public sector educator and educational leader, an expert in school administration, school safety, abuse prevention, special education, complaint and dispute resolution, school psychology, student evaluation, and education of exceptional learners with disabilities.***

### **Summary of Experience**

Experienced school district administrator, school psychologist, and adjunct faculty serving in public education since 2003. I have served as director of student services for rural and urban school districts and currently serve at the State Education Agency level, coordinating the investigations and complaints unit.

My background and expertise allow evaluation of and opinions regarding school and district:

- Policies, procedures, guidelines, and implementation of standards and practices;
- Recruitment, qualifications, hiring, and retention of teachers, specialists, and staff;
- Training programs and requirements of teachers, specialists, and staff;
- Duty for schools and school districts to provide a safe learning environment;
- School administration, including governance, curriculum, interventions and instructional practices;
- Compliance with applicable industry standards, laws, rules, and/or regulations;
- Disability-related disputes, education, and individualized education programs.

#### **Leadership and School Administration**

- District Administrator experience: Director of Student Services.
- Develop, lead, and sustain a continuum of services array for parts B and C under the Individuals with Disabilities Education Act (IDEA).
- Manage and coordinate services under Section 504 under the Americans with Disabilities Act (ADA).
- Manage complaints. Facilitate and coordinate dispute resolution.
- Assure compliance with implementing IDEA, and ADA.
- Manage departmental contracts and budget.
- Recruit, hire, and evaluate administrators, teachers, specialists, and classified staff.
- Coordinate services with outside agencies such as Education Service Agencies.
- Federal programs manager for Special Education, Title 1a, and Title X.
- Manage district nursing and counseling services.

- Lead and develop district systems in threat assessment, crisis management, restraint, and seclusion- policy development to meet state guidelines.

#### School Psychology

- Evaluated students experiencing disability from pre-k through post-high school.
- Provided counseling and consultation services to schools.
- Experience with social/emotional/behavioral assessment and interventions.

#### Teaching and Training

- Adjunct Faculty at Portland State University and Clackamas Community College.
- School district trainer for Right Response, Oregon Intervention System, compliance, and professional development.
- Outward Bound Instructor, Course Director, Consultant, and trainer.

### **Education**

Doctorate, Educational Leadership, Portland State University	<b>December 2021</b>
Administration Licensure Program, Lewis & Clark College	<b>June 2010</b>
Master of Science in School Psychology, Lewis & Clark College	<b>June 2003</b>
Bachelor of Science in Psychology, Portland State University	<b>June 2000</b>

### **Current Certification**

Oregon Professional Administrator License	<b>9/2026</b>
Oregon Professional School Psychology License	<b>9/2027</b>

### **Specialty Focus Areas**

Basic Mediation Training, Oregon Mediation Association Approved	<b>2023</b>
Improvement Science- Carnegie Foundation	<b>2018</b>
Oregon Department of Education, conflict/ dispute resolution cohort	<b>2017</b>
Leadership Design Institute: Solutions to adaptive problems in education	<b>2017</b>
Universal Design for Learning, Harvard Graduate School/ CAST, UDL Institute	<b>2016</b>

### **Active Professional Contribution**

Association for Supervision and Curriculum Development (ORASCD) board.	<b>2019-present</b>
NW Outward Bound School, Safety Committee and Mental Health Consultant	<b>2020-present</b>

### **Active Professional Membership**

Council of Exceptional Children, Member  
 Council of Administrators of Special Education, Member  
 Association for Supervision and Curriculum Development, Oregon Chapter (Board Member)  
 Oregon Mediation Association, Member

## **Presentations**

Salitore, M., & Villines, M., (2022) Setting the Stage for Equitable Outcomes, Starting with Kindergarten Transition. Presentation at the Winter Oregon Association of Central Office Administrators Conference.

Salitore, M., Wells, E., (2021). Inclusive Practices and Traumatic Brain Injury. Center on Brain Injury Research and Training. Recorded Webinar Series.

Salitore, M., Hughson, J. (2019). Closing the Gap Between SPED and Gen Ed at the Building-Promising Practices. Presentation at COSA SPED conference.

Alverson, C., Salitore, M., Willis, K. (2019). Incorporating evidence-based practices into the IEP: Research to Practice. Presentation at Oregon Statewide Transition Conference.

McConachie, L., Williams, K., Salitore, M. (2018). Oregon State Senate Interim Committee on Education; Presentation on behalf of Regional Programs to fully fund services for students with low-incidence disabilities.

Salitore, Renton & Hall (2017). Transforming Transition- the Molalla story of how we set the stage for real PSO movement. Presentation at Oregon Statewide Transition Conference.

Mathewson, LaBar, Laurenzo, Garthwaite & Salitore (2013). School Safety: Predictable Systems in an Unpredictable Climate. Presentation at the ASEA National Conference in San Antonio, TX.

## **Publications**

Salitore, M. (2021). *“It’s Not by Accident”: Examining Leadership Efforts to Disrupt Oregon’s Segregated K-12 Education System (Publication No. 28860573) [Doctoral dissertation, Portland State University]. ProQuest Dissertations & Thesis Global.*

## **Awards**

Oregon Association of Vocational Special Needs Personnel: Transition Administrator of the Year (2016).

Families and Communities Together (FACT Oregon): Community Partner of the Year (2016).

## **Employment Summary**

***Oregon Department of Education***

***2023-present***

Coordinator, Investigations and Complaints Unit

**Portland State University** **2023- present**

Adjunct Faculty, Educational Leadership, Special Education

**Self-Employed** **2022-present**

Professional services. Investigations, consultation, training, expert testimony, and dispute resolution.

**David Douglas School District, Portland OR** **2022-2023**

Director, Student Services

Manage all aspects of special education, section 504, nursing, speech, psychological, counseling, motor, and related services: contract management, Medicaid billing, contracts, Early Childhood Special Education contract, and employee supervision.

**Molalla River School District, Molalla OR** **2014-2022**

Director, Supported Education Department

Manage all aspects of special education, section 504, nursing, speech, psychological, counseling, motor, and related services: contracts, Medicaid billing, contracts, and employee supervision.

**Educational Services District 112, Vancouver WA** **2012-2014**

Special Education Program Administrator

Coordinate and manage special education programs for school districts in rural Washington

**St. Helens School District, St. Helens, OR** **2011-2012**

Assistant Principal

Assisted with the day to day administrative operations of a middle school. Discipline, PBIS, teacher supervision, special education supervision

**Reynolds School District, Fairview, OR** **2003- 2011**

School Psychologist/ Behavior Specialist/ TOSA/ OIS Trainer

Assessment, consultation, counseling

**Clackamas Community College, Oregon City, OR** **2005-2019**

Adjunct faculty: psychology, human development

**Outward Bound West, Portland, OR** **2003-2005**

Consultant role: Qualitative program assessment & recommendations.

**NW Outward Bound School, Oregon and Washington** **1997-2014**

Lead Instructor, Course Director, board member

**Oregon Employment Dept. Portland, OR** **1996-2003**

Veteran Work-study: Case management and job search activities for veterans.

**United States Marine Corps MCAS El Toro, California** **1990-1994**

Weather Observer, Station Operations. Honorable discharge.