

Michelle O’Gorman Maurer

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Educational Experience

Director of Special Education

July 2024-present

Baldwin County School District

- Results Driven Performance
 - Increased Parent participation on the Special Education Parent Survey by 36%
 - Collaborated with administrators to increase FTE funding by ten PEC teachers for FY26
 - Developed and implemented Project Search partnership with Navicent Atrium Health Baldwin
 - Implemented Medicaid billing for reimbursement to offset costs of service providers
 - Increased reading achievement in 3rd and 5th grade up to 30% compared to FY24 performance
 - Counselors selected for Cognitive Behavioral Therapy Trauma Training by GADOE
 - Led efforts for District to be cleared of FY24 Cross Functional Monitoring (CFM) findings
 - Streamlined processes to support the district meeting timelines
 - Implemented medical safety plans with school nurses to support all students medical needs
 - Developed professional learning plan for PEC department to support competencies at district and school levels (Lead teachers, Soliday Reading, Access, Coordinators)
 - CCPRI: Closing the gaps, increased the number of schools with PEC students meeting targets
 - Developed system monitoring practices for IEP reviews, observations, and monitoring timelines
 - Provided leadership for district and building level decisions
 - Back to back Award of Excellence Winners for District 9
 - Created an evaluator team to review speech evaluations to ensure eligibility criteria was met
 - Streamlined processes to support eligibility timelines being met for the district
 - Led efforts for the development of a transition class and support classes at the high school level
 - Selected by local businesses to participate in focus group sessions to support the community
 - Transitioned district from Infinite Campus database for 504 to GO504 system
- Responsibilities
 - Supervises the implementation of IDEA Due Process and FAPE for students with disabilities for schools and programs.
 - Directly supervises approximately 20 direct report staff to include: coordinators, admin staff, admin assistants, psychologists, and more.
 - Manages approximately a \$2.4 million dollar budget between federal and local funds
 - Serves as District 504 coordinator and MTSS contact for schools and staff
 - Collaborated with counselors, nurses, admin, and MTSS staff with regular meetings
 - Serve as liaison between schools, parents, and community groups.
 - Provide leadership and guidance for diverse functions to include: principals, assistant principals, instructional coaches, teachers, and therapists.
 - Provide updates and presentations to Board on needs of department
- Selected at Presenter:
 - Summer 2025 Presenter: GA Federal Programs Conference Panelist for Engaging Parents
 - February 2026 Presenter for IDEA Great IDEAS Webinar

Special Education Coordinator

2017-June 2024

Bibb County School District

- Attention to Detail
 - Knowledge and application of federal, state, and district rules, regulations and policies related to special education.
 - Ability to implement policies, procedures, and practices related to progress monitoring, student evaluations, eligibility requirements, and special education placement.
- Responsibilities
 - Provide leadership for a zone of schools comprised of approximately 500 students and 50 staff members.
 - Supervise the implementation of IDEA Due Process and FAPE for students with disabilities for assigned schools and programs.
 - Ensure compliance with state and federal regulations regarding special education.
 - Supervise numerous programs over six years to include: GNETS, Proportionate Share, Atlanta School of the Deaf, Georgia Academy for the Blind, and Georgia School of the Deaf.
 - Supervise various staff to include transition success coaches, instructional coaches, home-base teacher, private school tutor, and therapists.
 - Provide leadership and guidance for diverse functions to include: principals, assistant principals, instructional coaches, teachers, and therapists.
 - Serve as liaison between schools, parents, and community groups.
 - Conduct virtual and face-to-face professional development trainings and meetings.
 - Procure professional services, equipment, and supplies for the special education department.
 - Manage contract oversight and performance for therapists
 - Conduct observations, review IEPs for compliance, and complete progress monitoring checks for all staff assigned.
- Procurement:
 - Participate in writing the Statement of Work (SoW) in support of the planned Request for Proposal (RFP), to include review of clauses, e.g., non-compete clauses.
 - Work with Procurement Office in development of the responses to bidders' questions.
- Title I
 - Collaborate with Title I School Improvement Coordinators for Equitable Services presentations and services for private school students.
 - Coordinate services for proportionate share students and serve as contact if families are interested in services.
 - Gathered and submitted required documents for Cross Functional Monitoring in Title I Case
- Middle Georgia State University (MGA)
 - Collaborate with Special Education Chair to include Bibb special needs students in MGA summer camp.
- Student Services

- Collaborate with Lead Nurse to ensure annual training for staff needing diabetes, Diastat, and other individual student trainings for medication and medical emergencies.
- Ensure annual training for medication administration and district medical policies occurs with special education staff.
- Collaborate with Psychological services to review evaluation lists and priority cases. Serve as a resource for psychologists with difficult cases.
- Data, Analysis, & Reporting
 - Provide Assistant Superintendent of student services with midyear review of department performance as requested; to include monthly performance with department goals
 - Upon receipt of bids, review proposals, conducting a technical evaluation to ensure requirements met the Statement of Work of Request for Proposals.
 - Develop and provide action memos for board approval of contract services and
 - Provide principals with data to inform staff professional development plans; to include progress monitoring, observations, and IEP compliance.
 - Compile and report department progress with IEP compliance monthly.

Special Education Instructional Coach

2016-2017

Bibb County School District

- Developed and coordinated professional learning for the Program for Exceptional Children.
- Through needs-based assessments, scheduled and presented for schools and the district level. Monitored and supported the collaboration of school co-teaching teams and departments.
- Collaborated with board personnel to develop a behavior RTI resource manual for the district.
- Provided progress monitoring support for requesting schools.
- Assisted requesting schools with the development of an RTI action plan.
- Expanded professional development opportunities to include after school professional sessions (S.T.A.R.S Courses).
- Conducted behavioral observations to inform IEP team decisions.
- Provided ongoing professional development opportunities for staff members in the areas of: co-teaching, instructional planning, data analysis, FBA, BIP, data analysis, and progress monitoring.
- Solicited staff and training attendees input and conducting needs assessments to focus of professional learning needs.
- Assisted teachers with planning and implementing effective strategies and instructional practices to include: providing professional learning opportunities, resources, modeling lessons, and conducting walkthroughs with timely feedback on performance.
- Coordinated with PEC coordinators, lead teachers and building leaders to determine the levels of support needed for staff.
- Teacher Keys Effectiveness System (TKES) credentialed as an evaluator.

Academic Specialist

January 2015-September 2016

*Snelson Golden Middle School
Liberty County School District*

- Teacher Keys Effectiveness System (TKES) credentialed as an evaluator.

- Assisted teachers with planning and implementing effective strategies and instructional practices: to include: providing professional learning opportunities, resources, modeling lessons, and conducting walkthroughs with timely feedback on performance.
- Promoted Science, Technology, Engineering, Mathematics (STEM) across the curriculum as school coordinator.
- Developed program criteria and resources used for students being served through Extended Learning Time, Remedial classes, and the retired educators tutoring program (RESSLA) in reading and math. Determining resources to support students with identified weaknesses in math and reading. Determining students to be served through specialized instruction and programs.
- Conferenced with collaborative teachers and individual teachers to develop instructional action plans. Provided follow-up data to teachers after observations and assessments to offer alternate strategies and solutions for instructional practices.
- Evaluated program strengths and weaknesses to include: all Title I programs, Remedial Math, 40 day remediation plans, Division for Exceptional Learning co-teaching model, and school-wide retired educator tutoring (RESSLA) in math and reading.
- Collaborated with stakeholders to set school-wide goals for school improvement based on a variety of data sources.
- Reviewed and followed Title I federal guidelines and maintained Title I budget for the school. Determined resources needed and coordinated the purchase of supplies for school.
- Coordinated with the Division of Exceptional Learning to provide professional development and resources for special education teachers; to include, co-teaching training and support, MobyMax Training, and developing student action plans.
- Maintained, updated, and implemented the School Improvement Plan (SIP) and record keeping to include the use of automated tracking systems.
- Evaluated resumes to determine if potential candidates should receive an interview. Coordinating interviews and serving as interview panel member.
- Led school-based mentoring program for new teachers.
- Planned and delivered system and school weekly professional learning to a staff of 60 teachers; to include organizing and documenting professional learning.
- Organized and implemented the Parent Involvement outreach program; to include information sessions, flyers, and community events.
- Assisted District Special Education Transition Academy with onsite jobs and real-world experiences.

Fifth Grade Math Teacher

2014-Jan 2015

*Waldo Pafford Elementary School
Liberty County School System*

- Selected as a Liberty County presenter for “Differentiated Instruction for All” professional learning day. Presented to approximately 100 teachers over a morning and afternoon session. The emphasis of the training was on personalizing learning with learning targets trackers.
- Maintained records for 120 students to include students served through special education, the gifted and talented program, and Early Intervention programs. Collaborated with fifth grade teachers daily to promote student success.

Middle School Math Resource and Collaboration Teacher (6th-8th grade)

2010-2014

Snelson Golden Middle School

Liberty County School System

- Selected as Liberty County model collaborative classroom teacher: math classroom lessons were videotaped and strategies, assessment tools, and teacher-made resources were shared with all Liberty County schools.
- Served as building lead special education teacher and contact with special education director.
- Supervised six special education teachers and two special education paraprofessionals. Led weekly department meetings and trainings for staff serving students with disabilities.
- Served as a strategy resource for general education teachers and special education teachers. Mediated and resolved varying approaches among special education and general education teachers.
- Served as school girl's basketball coach.
- Served as school co-athletic director.

Second Grade Teacher

2009-2010

*Hartley Elementary School
Bibb County School System*

- Served as classroom teacher to approximately 22 students. Responsible for record keeping and instruction of students in all content areas. Supported students on RTI and students with IEPs. Led the grade level Science/Math Parent Involvement Day.

Certifications:

Educational Leadership Tier II
Teacher Leadership

Early Childhood Special Education (P-5)
Middle Grades Math (4-8)
SP ED Math Cognitive Level (P-5, 4-8)

Education:

Valdosta State University

July 2015

Specialist degree in Teacher Leadership

Georgia Southwestern State University

May 2011

Master's degree in Curriculum and Instruction

Macon State College

May 2009

Bachelor's of Science in Early Childhood Special Education General Curriculum (P-5)

Assistant Manager

June 2004-September 2006

*Chick-fil-A
Perry, GA*

- Progressed from a base level employee to a team leader, and to an assistant manager within one year. Led a staff of 15-20 employees during a shift. Responsible for counting cash registers, reviewing daily sales revenues, and making daily deposits to the bank. Led professional development efforts to ensure staff members had knowledge and skills to serve customers.

Michelle O'Gorman Maurer



April 23, 2026

Macon County School District
Attn: Human Resources
31 Buck Creek Bypass
Oglethorpe, GA 31068

Dear Sir or Madam,

Enclosed you will find my application for the position of Special Education Director. As a current Special Education Director and former special education lead teacher, general education teacher, academic specialist, special education instructional coach, and special education coordinator, I possess unique qualifications that will allow me to contribute to the success of the Macon County School District.

In my role as a Special Education Director over the past two years, I have been responsible for overseeing the provision of special education for more than 650 students in seven schools and programs in the Baldwin County School District. I have led, coached, and mentored approximately 70 staff members through legal cases, identifying appropriate supports for students, and streamlining processes to ensure student success. In addition, I have led the district in the development of a Project Search partnership with Navicent Atrium Health Baldwin and the creation of transitional classes to support our students successfully transition as a independent contributing member into the community.

I am passionate about advocating for students with special needs and ensuring they receive the supports and resources they need to thrive both academically and socially. I am very excited about this position and would appreciate an opportunity to describe my accomplishments and detail how I can contribute to the Macon County School District. Please feel free to contact me if you need additional information at  Thank you for your consideration.

Sincerely,



Michelle O'Gorman Maurer