

SUMMARY

Human-centrism is essential in enabling quality, inclusive education that is relevant to sustainable growth and goal achievements. My purpose is to ensure innovative, accessible education instruction and leadership that is in alignment with the United Nations Sustainable Development Goal Four: Quality Education and Goal 10: Reduced inequality. My extensive experience leading systematic change in education at the state, district, and higher education levels has empowered educators to implement inclusive, evidence-based practices. This has resulted in significant improvements in student outcomes, particularly for diverse learners, including those with disabilities and English language learners.

QUALIFICATIONS

- Creative and Proactive Thinker
- Excellent Management Skills
- Qualitative & Quantitative Research
- Team-Oriented Collaborator
- Clear, Concise Communicator
- Inclusive Curriculum Development
- Strategic Planning & Project Management
- Dedicated MTSS Leader (RtI, PBIS)
- Conceptual and Organizational Skills
- Technologically Adaptable
- Change Systems Coordinator
- Rigorous, Data-Driven Alignment

EDUCATION

<i>University of South Florida - St. Petersburg, FL</i> Educational Leadership Course Work Completion	2015
<i>University of South Florida - Tampa, FL</i> Ph.D. Curriculum and Instruction; Educational Neurosciences	2007
<i>University of South Florida - Sarasota, FL</i> M.A. Education	2004
<i>University of South Florida - Sarasota, FL</i> B.S. Education	2003

Certifications in Leadership and Education. Endorsements in English to Speakers of Other Languages (ESOL) and Students With Disabilities (SWD). Nationally Board Certified in English/Language Arts. Fulbright teaching (2010) and leading (2012, 2014) scholar. Certified Human Rights Consultant with US Institute of Diplomacy and Human Rights.

PROFESSIONAL EXPERIENCE

Associate Professor, ESE Program Manager <i>State College of Florida</i>	2024 - current
<ul style="list-style-type: none">• Successfully led the implementation of a new Exceptional Student Education Program, quadrupling enrollment in the first year• Supervised student teachers and interns in inclusive classroom settings, providing guidance on evidence-based practices and Universal Design for Learning (UDL)• Developed and taught online, face-to-face and blended courses in special education, including assessment for varying exceptionalities, measurement and analysis, instructional strategies for diverse learners	

- Oversaw the development and implementation of a new bachelor's of science with endorsements in K-12 reading and English Speakers of Other Languages
- Provided individualized academic support to higher education students with disabilities, including accommodations and assistive technology
- Participated in professional organizations such as the Council for Exceptional Children (CEC) and Fulbright Association

Director, Diversity and Inclusion

2021 - current

Systematic Equity Edits, Inc

- Management of core operations in identifying inclusive opportunities for action planning
- Research, analyze, execute and modify teaching & learning action plans in response to data trends
- Design, develop, and facilitate learning programs and build awareness through multi-media presentations such as podcasts, conference key notes, interviews
- Facilitate critical dialogue amongst stakeholders to improve academic and behavioral goals
- Build strategic partners in alignment with the organization's mission, vision and core values
- Oversee design, develop, deliver, and evaluate synchronous and asynchronous adult learning

Higher Education Freelancer Design and Delivery (Face-to-Face and Virtual)

2004 – 2024

University of South Florida, (online and face-to-face) Florida

Windsor University, (online, synchronous) Washington D.C.

Southeastern University, (online, synchronous and asynchronous) Florida

United States University (online, asynchronous) California

Sampling of Course design, development, delivery or evaluation:

- ORG 2022 Organizational Behavior Studies
- ORG 2023 Organizational Leadership
- COR 2013 Diversity in Christian Community
- EDF 6215 Learning Principles
- RED 6748 Teacher Research Methods
- RED 6544 Cognition Content and Comprehension

Student Support and Academic Achievement Coordinator

2017 - 2021

University of South Florida – Institute of School Reform, Florida's RtI Project

- Accelerated and maximized student academic, behavioral, and social-emotional outcomes for every student by enhancing the capacity of all Florida educators to create and sustain one universal education system (design, implementation, evaluation) and successfully utilize and sustain an MTSS with fidelity
- Facilitated and supported partners in utilizing an effective and efficient multi-tiered system of supports to ensure the connection between challenging academics, behavior, and socio-emotional learning with high-quality instruction, assessment and state, district, and school-based practices.
- Addressed the ongoing need for practical, evidence-based support for teachers, school and district leaders making game-changing shifts to support educators in developing, implementing, and maintaining building-wide and district-wide MTSS with regards to PBIS, trauma-informed practices, social emotional learning, restorative practices and positive, safe learning cultures and climates
- Partnered with key stakeholders to surpass the State goals for increasing the presence, participation and performance rates of divergent learners throughout curriculum design, delivery and evaluation
- Coordinated communication and implementation services on grant deliverables, upholding the data collection and reporting requirements related to funding.

Assistant Director of School Improvement

2013 – 2017

Florida Department of Education, Tallahassee, FL

- Trained, mentored, coached and developed educators and leaders through the Commissioner of Education's initiatives through an interconnected MTSS framework (RtI, PBIS, Behavioral Health, Restorative Practices)
- Demonstrated exceptional project and people management in the development of state-wide curriculum improvement decisions for inclusive pedagogy
- Led results driven data-based problem solving for proven sustainable recommendations

- Designed, developed, delivered, consulted on and evaluated success measures for student achievement across the region
- Designed and trained regional and state-wide MTSS initiatives with a 90% average approval rating
- Maintained currency of research and legal mandates in the areas of mental health, socio-emotional learning, school improvement, systems thinking and leadership

Multi-Tiered Systems of Support Coordinator

2011 – 2013

School District of Manatee County, Bradenton, FL

- Coordinated an innovative technology system for support of student socio-emotional and academic learning through the use of a strong analytical, investigatory and research skills
- Support school and district teams in the development, implementation, and review of RtI and PBIS plans including cross-references to plans for emergency interventions and school climate
- Successfully organized, developed, communicated and trained a district-wide initiative on MTSS initiative with stellar evaluation of 100% exceeding expectations ratings of my strong integrity, empathy, curiosity and transparency in leadership
- Worked with the Instructional Services, Exceptional Student Education and Curriculum departments to provide effective and comprehensive professional learning and support services to administrators, educators and support personnel.

Educator, Instructional Coach

2003 - 2011

Manatee County School District, Bradenton, FL

- Inclusion teacher
- Contributing leader opening two elementary schools (from architectural choices to system designs)
- Coordinated and facilitated staff trainings on curriculum delivery and evaluation
- Demonstrated leading member of district curriculum development, evaluation, and revisions team as awarded district and regional instructional coach of the year (2008)
- Coordinated school-wide curriculum design, development, and evaluation as an instructional leader (2004) and instructional coach (2006) in the process of opening three new schools
- Honored State and Regional Instructional Coach of the Year, Disney Teaching nominee, and Fulbright teaching scholar

SAMPLING OF CURRICULUM DEVELOPMENT, WRITING, COURSE DESIGN

Ristow, A. (2024). *3 Dimensions of Disability Inclusion: A Curricular Framework*. Infinite Flow. CA: USA.

Ristow, A. (2022). *Equity Edits*. SEE, Inc. Diversity & Inclusion curriculum. Final development. [View only link](#)

Ristow, A. (2021). *Learning Standards & Diverse Learners*. Institute of School Reform e-book. [View only link](#)

Ristow, A. (2021). *Equity Consciousness*. Blog post: <https://seethingsdifferently.org>

Ristow, A. (2020). *Systems of Support*. An online course: <https://flpsrti.thinkific.com/>

Ristow, A. (2020). *Specially Designed Instruction*. An online course: <https://flpsrti.thinkific.com/>

SAMPLING OF PRESENTATIONS

Ristow, A. (2024). *Enhancing Student Success Through Authentic Assessment*. 2024 SCF Faculty Summit for Advancing Teaching & Learning Excellence.

Ristow, A., Templeton, K., & Kammer, N. (2024). *Empowering Participation: Active Learning Strategies for Academic Success*. 2024 SCF Faculty Summit for Advancing Teaching & Learning Excellence.

Ristow, A. & Takemae, N. (2023). *Campus Implementation Criteria: A universal design for learning roadmap*. UDL-IRN Summit.

- Ristow, A., Hakel, K., & Ali, M. (2022). *UDL Implementation Policies in Higher Education: How does our negligence affect adult learners*. UDL-IRN Summit.
- Ristow, A. & Sullivan, T. (2021). *Multidimensional Considerations for Equity Design Decisions for Adaptive Leaders*. Digicon.
- Ristow, A. & Hakel, K. (2021). *Design Thinking: an Intentional Approach to Course Development with UDL*. Digicon.
- Ristow, A. & Takemae, N. (2021). *Building Equity and Inclusion in Higher Education through Universal Design for Learning*. Universal Design for Learning in Higher Education network.
- Ristow, A. (2020). *B.E.S.T. Standards Instructional Shifts*. Florida Small and Rural Districts.
- Ristow, A. (2019). *Got Standards? Revisiting Learning for Improved Outcomes*. Learning Forward: Orlando, Florida.
- Ristow, A., (2019, 2020). *Response to Intervention for Eligibility – Specific Learning Disabilities*. Regionally presented across the state of Florida.
- Hardcastle, B., Brundage, A., Justice, K., & Ristow, A. (2018). *Using Problem Solving to Improve Proficiency Among Secondary Students with Disabilities*. Secondary Professional Learning Series: Chipley, Florida; Tampa, Florida; Boca Raton, Florida; Lake City, Florida.
- Ristow, A. (2017). *Closing Achievement Gaps Through Equitable Instruction*. Learning Forward: Orlando, Florida.

SAMPLING OF SERVICE WORK

- Ristow, A. (2020 – present). *Quantum 10 Equity in Education: A Holistic Approach to Equity in Education*. International work group.
- Ristow, A. (2019 - present). *Universal Design for Learning in Higher Education (UDLHE)*. Co-chair, International professional network.
- Ristow, A. (2019 – present). *Champions for Africa*. Zimbabwe, Africa. Curriculum and assessment development.
- Ristow, A. (2016 – present). *Salvation Army Shelter*. Volunteer, activism in Bradenton, Florida.

SAMPLING OF PROFESSIONAL AFFILIATIONS

- Universal Design for Learning in Higher Education (2019 – present). *UDLHE Network*. UDL-IRN at CAST.
- International Exchange Alumni (2010-present). *Fulbright*. U.S. Department of State: Washington, DC.
- University of South Florida Alumni Association (2015 – present). University of South Florida: Tampa, FL.
- Commissioner’s Leadership Academy (2014-2015). *Targeted Feedback for Teacher Growth*. FLDOE.