

RICHARD WILLIAMS

470.278.0558

Williams.d.richard@gmail.com

<https://www.linkedin.com/in/richard-d-williams>

OCRID ID- <http://orcid.org/0000-0002-7966-6854>

EDUCATION

Stanford University, Palo Alto, CA Expected November 2022
Certificate in Applied Compassion
Capstone: Center of Research and Technical Assistance in Applied Compassion in Education

Clark Atlanta University, Atlanta, GA May 2012
Master of Arts in Teaching
Concentration: Exceptional Education

Georgia State University, Atlanta, GA August 2010
Bachelor of Arts in Philosophy

RESEARCH INTERESTS

- Special Education Policy
- Emotional/Behavioral Disorders
- Behavior
- Leadership
- Literacy
- Social Justice
- Cultural Responsiveness and Humility
- Mental Health
- Humanism
- Equity in Education
- Teacher Preparation and Retention
- Social/Emotional Learning

PROFESSIONAL EXPERIENCE

March 2021-Present

Ubuntu Educational Services, LLC

Founder

- Provides holistic, affirming, and culturally responsive advocacy for students and their families who require special education or supports with a 504 plan.
- Provides (nonBCBA) Functional Behavior Assessments
- Inform and support guardians and the community in supporting students with disabilities
- Facilitate professional development to educational professionals in:
 - Special Education (Teaching, policy, IEP implementation)
 - Behavioral supports
 - Social/emotional Learning
 - Mental health of all stakeholders
 - Literacy specialized for students with disabilities

Richard Williams

May 2020-Present

American University, Washington, DC

Adjunct Professor

- Introduction to Special Education for General Education MAT students.

October 2019-March 2021

Providence Public School District, Providence, RI

Manager, District-Wide Specialized Supports and services

- Direct supervision of related service providers (Speech Language Pathologists, Physical Therapists, and Occupational Therapists)
- District-Wide SI staff development
- Comprehensive programmatic review of self-contained and specialized programs utilizing Improvement Science, Empathy Interviews, and System Thinking protocols.
- Cultivated professional communities through weekly affinity group-based activities
- Cultivated a culture of compassion, vulnerability, equity and inclusion through direct and indirect policy implementation, professional development, and community events.

December 2019-September 2019

District of Columbia Public Schools, Washington, DC

Non-Public Monitoring Specialist

- ◆ Serve as LEA for all IEP meeting
- ◆ Develop communication processes and collaborative efforts between school staff and all external stakeholders
- ◆ Create positive relationships and liaises with assigned non-public schools to drive successful special education programming
- ◆ Manage the re-evaluation and IEP processes for students placed in nonpublic schools
- ◆ Serve as case manager for all assigned students
- ◆ Serve as academic guidance counselor for all assigned students
- ◆ Facilitate graduate process
- ◆ Roster maintenance
- ◆ Serve as attendance specialist for assigned students
- ◆ Provide professional development for DCPS and assigned nonpublic schools.

August 2015-December 2019

Quander Road School, Alexandria, VA

Emotional Disability Teacher

- ◆ Serve on the school-wide positive behavior interventions and supports team to reduce hearing office referrals from 10 per year to 4 over a 4-year period
- ◆ Lead school-wide reading initiative
- ◆ Lead Digital Rights Manager- facilitated professional development and technical support to school based assistive technology reading program *Learning Ally*
- ◆ Technology Outreach Program Support (TOPS) teacher- provided technical support for educational assistive technology programs
- ◆ FBA/BIP school-based assistant
- ◆ Serve as administrator and facilitator of reading assistive technology
- ◆ Lead the school literacy team in designing and implementing interdisciplinary literacy programming and differentiated supports resulting in a 18% increase in reading scores over three years and 23% increase in writing scores over three years to meet typical school's current level of performance
- ◆ Teach students with emotional/behavior disorders.
- ◆ Make adaptations and modifications to the County Curriculum to meet the individual needs of students.
- ◆ Work with individual and/or small groups of students in corrective or reinforcement activities such as Check-in/Check-out and weekly group therapy.

Richard Williams

- ◆ Implement special strategies for reinforcing material or skills based on research to modify behaviors and to ensure academic success
- ◆ Develop appropriate individualized education programs (IEP), behavior intervention plans (BIP), and other necessary accommodations for all students on caseload with 100% acceptance rate.
- ◆ Assist peers in constructing an environment of success through adequate accommodations, strategies, and research-based interventions
- ◆ Facilitate specialized program for students with severe anxiety and other emotional disorders.

June 2013-June 2015

DeKalb/Rockdale GNETS, Lithonia, GA

Positive Behavior Interventions Supports Coach and Behavior Specialist

- Develop implementation procedures of School-Wide Positive Behavior Interventions and Supports (SWPBIS) program
- Serve as leadership team member
- Organize and facilitate building level professional development
- Organize and facilitate regional professional development
- Develop parent and agency behavioral supports

June 2011-June 2013

Hampton Middle School, Hampton, GA

Special Education Teacher (Self-Contained)

- Representative on school leadership team
- Teacher representative on school council
- Develop, implement, and monitor SWPBIS program

LEADERSHIP COMMITTEES AND TEAMS

2022-2024- Division for Emotional and Behavioral Health (Formally Council for Children with Behavioral Disorders)

Secretary

2020-2022- Council of Exceptional Children

Student and Early Career Committee Member

2020-2021- Council of Exceptional Children- VA Chapter

CAN Coordinator

Diversity Chair

2013-2015 Council of Exceptional Children Dogwood chapter

Vice-President

2014-2016 Council of Exceptional Children

YES I CAN committee member

2017-Present Council of Exceptional Children

Diversity committee

2016-2017 GSEHD Student Association

Vice-President of Education and Outreach

PUBLICATIONS AND REVIEWS

Williams, R.D. (Contract pending, expected publication 2023). *Returning humanity to education*. Times 10 Publications.

- Williams, R. D. (January 2022). *Handbook of Research on Challenging Deficit Thinking for Exceptional Education Improvement*. IGI Global. <http://doi:10.4018/978-1-7998-8860-4>
- Williams, R. D., & Lisbon, A. J. (2021). I Can't Breathe: The African American Male With Emotional Disabilities in Education. In Griffen, A. J. (Ed.), *Challenges to Integrating Diversity, Equity, and Inclusion Programs in Organizations* (pp. 27-40). IGI Global.
- Williams, R. D., Griffen, A. J., & Williams, C. (2021). Transitioning from Transactional to Transformational PBIS Leadership: The Design and Implementation of Equitable and Inclusive PBIS Systems. *The Journal of the Texas Alliance of Black School Educators*, 5(1), 10-42.
- Williams, R.D. (March, 2020). Phoenix Rising: The Whirlwind Story of Success While at the Poles. Women, Gender, and Families of Color special edition: Graduate Students of Color Reflect on Lessons Lived and Learned in the Academy.
- Williams, R. D. (2020). A Review of Elombe Brath: Selected Writings and Essays. *Journal Of Negro Education*.
- Williams, R. D. (2016). Despite the Best Intentions: How Racial Inequality Thrives in Good Schools. *Journal Of Negro Education*, 85(2), 187-189.

NON-REFERREED PUBLICATIONS

- Williams, R. D. (2011, August 3). Teacher Induction- Family Style [Web log post]. Retrieved from <http://www.ccreality101.org/2011/08/03/richard-teacher-induction-family-style/>
- Williams, R. D. (2011, August 18). Where Did I Put My Cape? [Web log post]. Retrieved from <http://www.ccreality101.org/2011/08/18/richard-where-did-i-put-my-cape/>
- Williams, R. D. (2011, August 29). NCLB Hits Home [Web log post]. Retrieved from <http://www.ccreality101.org/2011/08/29/richard-nclb-hits-home/>
- Williams, R. D. (2011, September 15). Are We There Yet? [Web log post]. Retrieved from <http://www.ccreality101.org/2011/09/15/richard-are-we-there-yet/>
- Williams, R. D. (2011, September 27). Welcome Ricky-Dude! [Web log post]. Retrieved from <http://www.ccreality101.org/2011/09/27/richard-welcome-ricky-dude/>
- Williams, R. D. (2011, October 7). Where Did I Put My Map? [Web log post]. Retrieved from <http://www.ccreality101.org/2011/10/07/richard-where-did-i-put-my-map/>
- Williams, R. D. (2011, October 17). Economic Reform-Room 605 Style [Web log post]. Retrieved from <http://www.ccreality101.org/2011/10/17/richard-economic-reformroom-605-style/>
- Williams, R. D. (2011, November 18). Who's Really in Control? [Web log post]. Retrieved from <http://www.ccreality101.org/2011/11/18/richard-whos-really-in-control/>

Richard Williams

Williams, R. D. (2011, November 30). To Summative or Not to Summative [Web log post]. Retrieved from <http://www.ccreality101.org/2011/11/30/richard-to-summative-or-not-to-summative/>

Williams, R. D. (2011, December 13). Halftime! [Web log post]. Retrieved from <http://www.ccreality101.org/2011/12/13/richard-halftime/>

Williams, R. D. (2011, December 29). Anticipation of the Future [Web log post]. Retrieved from <http://www.ccreality101.org/2011/12/29/richard-anticipation-of-the-future/>

Williams, R. D. (2012, January 12). The Beauty of Communication [Web log post]. Retrieved from <http://www.ccreality101.org/2012/01/12/richard-the-beauty-of-communication/>

Williams, R. D. (2012, January 26). Helping or Hurting? [Web log post]. Retrieved from <http://www.ccreality101.org/2012/01/26/richard-helping-or-hurting/>

Williams, R. D. (2012, February 14). Student to Inmate and Back Again (Hopefully) [Web log post]. Retrieved from <http://www.ccreality101.org/2012/02/14/richard-student-to-inmate-and-back-again-hopefully/>

Williams, R. D. (2012, February 28). Life Outside of Paperwork [Web log post]. Retrieved from <http://www.ccreality101.org/2012/02/28/richard-life-outside-of-paperwork/>

Williams, R. D. (2012, March 13). Working with the End in Mind [Web log post]. Retrieved from <http://www.ccreality101.org/2012/03/13/richard-working-with-the-end-in-mind/>

Williams, R. D. (2012, March 27). Planning for Behavior [Web log post]. Retrieved from <http://www.ccreality101.org/2012/03/27/richard-planning-for-behavior/>

Williams, R. D. (2012, April 14). Exploring the CEC 2012 Expo Hall [Web log post]. Retrieved from <http://www.ccreality101.org/2012/04/14/richard-exploring-the-cec-2012-expo-hall/>

Williams, R. D. (2012, April 24). Professional Development Rejuvenates Motivation to Teach [Web log post]. Retrieved from <http://www.ccreality101.org/2012/04/24/richard-professional-development-rejuvenates-motivation-to-teach/>

Williams, R. D. (2012, March 15). Where to Next? [Web log post]. Retrieved from <http://www.ccreality101.org/2012/05/15/richard-where-to-next/>

Williams, R. D. (2012, June 5). Going Out with a Bang [Web log post]. Retrieved from <http://www.ccreality101.org/2012/06/05/as-the-year-wrapped-up-for-my-students-i-was-able-to-take-them-on-two-exciting-field-trips-within-two-weeks-of-each-other/>

Williams, R. D. (2012, June 19). Reflections of My First Year Teaching [Web log post]. Retrieved from <http://www.ccreality101.org/2012/06/19/richard-reflection-of-my-first-year-teaching/>

Williams, R. D. (2020, June 2). Be the Change [web log]. Retrieved from <https://exceptionalchildren.org/blog/be-change>.

Williams, R. D. (2021, February 21). "Wake Up Everybody": Time to Think Ahead [web log]. Retrieved from <https://exceptionalchildren.org/blog/wake-everybody-time-think-ahead>.

Williams, R. D. (2019, November 13). We're Winning But We're Tired: How I'm Keeping the Momentum Going From Our Fight for Educational Equity Both In and Out of the Classroom [web log]. Retrieved from <https://exceptionalchildren.org/blog/were-winning-were-tired-how-im-keeping-momentum-going-our-fight-educational-equity-both-and>.

PROFESSIONAL PRESENTATIONS

Williams, R., Hanley W., Griffen, A.J. (March, 2021) A Deep Dive: Understanding Student Behavior Across Cultures, What is Working, What Isn't and Why? (Session# 492). CEC LIVE (Virtual conference)

Williams, R. (March, 2021) Reframing the Behavior Paradigm: An Inclusive Approach to Behavior. CEC L.I.V.E.(Virtual Conference)

Williams, R. D., Griffen, A. J., & Williams, C. (February, 2021) Research Institute Discussion Re: Transitioning from Transactional to Transformational PBIS Leadership: The Design and Implementation of Equitable and Inclusive PBIS Systems. Texas Alliance of Black School Educators. (Virtual Conference)

Williams, R., Lakes, A., Miller, I. (October, 2020) Rallying Against the Dominant Culture: Culturally Responsive Behavioral Strategies in Schools. Black Doctoral Network Virtual Conference.

Williams, R., Virginia CEC Diversity Committee. (October, 2020) Culturally Responsive Teaching. Webinar hosted by VA-CEC and VCLD.

Williams, R. (2017). Secondary Transition for Students with EBD: Where is the Support?. Presented at the 2017 Harvard Graduate School of Education Student Research Conference. Boston, MA.

Williams, R. (2014). PBIS in a Severe EBD Setting. Poster presented at the International PBIS Annual Conference. Chicago, IL.

Williams, R., & Davis, C. (2014). Tiering the Top Tier. Presented at the Georgia Positive Behavior Supports Association Annual Conference. Atlanta, GA.

Williams, R. & Davis, C. (2014) Positive Behavior Intervention and Supports (PBIS) in Action. Presented at the Georgia IDEAS Annual Conference. St. Simons Island, GA.

Williams, R. & Fuller, J. (2013). School-Wide Positive Behavior Support Programs in Severe EBD Settings. Presented at the Georgia Positive Behavior Supports Association Annual Conference. Atlanta, GA.

Williams, R. & Mayfield, F. (2013). Effective PBIS and Behavior Management State to the Classroom. Research presented at the Georgia Council for Exceptional Children Annual Conference. Macon, GA.

Williams, R. (2013) Appropriate Application of Functional Behavior Assessments in Creating Student Behavioral Supports. Research presented at the Georgia Positive Behavior Supports Association Annual Conference. Atlanta, GA.

Council for Exceptional Children. Annual Conference. Reality101 Bloggers. 2012

Williams, R. (2012). Disproportionality in EBD: Causes and Solutions. Paper presented at the Georgia Council for Exceptional Children Annual Conference. Macon, GA.

Williams, R. (2012). Disproportionality in EBD: Causes and Solutions. Paper presented at the Harvard Graduate School of Education Student Research Conference. Boston, MA.

Williams, R. (2011). Distributing Education Justly: An argument for Rawlsian Distributive Justice in Education. Paper presented at the Harvard Graduate School of Education Student Research Conference. Boston, MA.

Social Media Professional Engagement

What I Wish I Knew Conversation Series Co-Host, 9/10/2021; 10/1/2021. Council for Exceptional Children. Zoom. <https://exceptionalchildren.org/wiwik>

Culture and Behaviors: Putting the Puzzle Together. 10/12/2021. Division for Emotional and Behavioral Health. Twitter.

CEC L.I.V.E.-Student and Early Career Committee Twitter Chat. 03/10/2021. Council for Exceptional Children. Twitter.

FACILITATED PROFESSIONAL DEVELOPMENT

<i>PBIS introduction-</i> Shadow Rock Center	08/06/2013
<i>PBIS in a Nutshell-</i> Eagle Woods Academy, Shadow Rock Center	08/08/2013
<i>PBIS at Eagle Woods Academy-</i> Eagle Woods Academy	08/16/2013
<i>Positive Language for Positive Students-</i> Eagle Woods Academy	08/20/3013
<i>PBIS overview-</i> Eagle Woods Academy	09/19/2013
<i>Behavioral Interventions-</i> DeKalb County Lead Teachers of Special Education (Elementary)	10/02/2013
<i>PBIS Language-</i> Eagle Woods Academy & Shadow Rock Center	11/04/2013
<i>Approaching Behavior Positively-</i> Eagle Woods Academy & Shadow Rock Center	11/04/2013
<i>IEPs and Behavior-</i> Eagle Woods Academy & Shadow Rock Center	11/04/2013
<i>FBA & BIP Staff Training-</i> Eagle Woods Academy	12/13/2013
<i>Positive Behavior Supports-</i> McNair Elementary	01/15/2014
<i>Love and Logic-</i> Eagle Woods Academy	04/12/2014

INVITED LECTURES

<i>What is PBIS?</i> -Clark Atlanta University	03/17/2014
<i>Understanding Behavior-</i> The George Washington University	03/02/2017
<i>Functional Behavior Assessment & Behavior Intervention Plans-</i> George Washington University	03/09/2017
<i>Functional Behavior Assessment & Behavior Intervention Plans-</i> George Washington University	10/09/2017
<i>Functional Behavior Assessment & Behavior Intervention Plans-</i> George Washington University	03/01/2018
<i>Anxiety and Student Academic and Social Supports-</i> American University	10/01/2019

PROFESSIONAL DEVELOPMENT

Richard Williams

8

Culturally Responsive Teaching and the Brain. Virginia Council for Exceptional Children

08-09/2020

Understanding Behavior: Observation to action. Episcopal Center for Children

08/20/2017

PROFESSIONAL MEMBERSHIPS

Council for Exceptional Children

Council for Children with Behavior Disorders

Council for Children with Behavior Disorders, North Virginia Chapter

American Education Research Association