

SHAYNA RAPHAEL

Educational Consultant & Behavior Specialist

253.365.7756 | Shayna@RaphaelConsulting.net | www.RaphaelConsulting.net

CAREER SUMMARY

I am an Educational Consultant and Behavior Specialist with extensive experience in coaching (instruction and leadership), classroom teaching, special education, behavior assessment/management, and expert testimony focusing on educational needs and best practices. My career is focused on identifying barriers, removing them, and replacing those barriers with strategies that work for students, staff, and families in a school setting. I concentrate on interventions, mentoring educators, support for special education students, behavioral assessments and planning, and collaboration between families and schools. My work is centered on honesty, ethics, and clarity in every aspect with over 17 years supporting children with complex needs. Further, in dedication to my work in child safety, I am a trained and certified Title IX investigator (ATIXA certification), a member of the American Academy of Pediatrics National Collaborative for Safe Infant Sleep Family Advisory Group, a consumer safety advocate on the ASTM Consumer Products Committee regarding infant/child product safety standards, member of the Tacoma Pierce County Health Department Sudden Unexplained Infant Death Review Team, and am the President of the Claire Bear Foundation, a national non-profit focused on child safety, advocacy, and education.

EDUCATION

Master of Science, Education – Educational Administration / University of Kansas; Lawrence, KS	2023 - <i>present</i>
Graduate Certificate, Diversity and Inclusion / Cornell University; Ithaca, NY	2021
Graduate Certificate, Applied Behavior Analysis / Arizona State University; Scottsdale, AZ	2018
Master of Arts, Education – Special Education Endorsement / Pacific Lutheran University; Parkland, WA	2015
Bachelor of Science, Speech and Hearing Sciences / University of Washington; Seattle, WA	2007

SKILLS

Instructional/Leadership Coaching – IEP Compliance, to include FBAs and BIPs

Behavior Assessments & Reports for Home & School Settings

Comprehensive IEP writing & Consultation

De-Escalation/Conflict Management Strategies

Team Leadership & Collaboration for Teachers and Administrators

Professional Consulting for Arbitration/Litigation Surrounding Education

Isolation & Restraint Policies and Procedures

Mentoring & Coaching Educators & Parents

Interim Placement Recommendations

Staff and Student Misconduct Investigations

SHAYNA RAPHAEL

PROFESSIONAL EXPERIENCE

EDUCATION CONSULTANT

2017 – Present

Raphael Consulting / Tacoma, WA

- Manage and lead instructional improvement processes for administrators and teachers
- Provide guidance on district-level procedures for special education services, supports, and transitions
- Coach and support teachers and building administrators for classroom success
- Develop and lead training for classified staff in support roles at building and district level
- Provide resources and expertise for hearings, arbitration, and court cases
- Involvement in staff and student misconduct investigations
- Facilitate and complete Functional Behavior Assessments across all grade levels on behalf of school districts
- Complete Independent Educational Evaluations in the area of behavior as an independent third party
- Provide guidance on best practices and legal requirements for Individualized Education Plans
- Provide interim recommendations for special education students pending outside evaluations
- Confidential coaching for teachers as assigned by Human Resources
- Activate multiple strategies to effect positive behavioral change at home and school
- Facilitate professional development for administrators, teachers, and support staff
- Provide curriculum development for classroom/building/district implementation
- Provide clarity and training for isolation and restraint laws, techniques, parameters, and documentation

INSTRUCTOR

2019 – 2021

Bureau of Education & Research / National

- Instructor for National Course: Reducing Recurring Behavior Problems
- Course designed for teachers, behavior specialists, school psychologists, and administrators serving grades 1-12

BEHAVIOR SPECIALIST

2015 – 2017

Tacoma Public Schools / Tacoma, WA

- Provided instructional support and behavior intervention for students in 30+ schools
- Reviewed IEPs, FBAs, and BIPs for compliance and improvement
- Trained staff at multiple sites on isolation and restraint laws, techniques, and documentation
- Mentored new teachers in self-contained behavioral programs
- Developed individualized curriculum for teachers, administrators for classroom implementation
- Participated in curriculum development with the University of Washington

SHAYNA RAPHAEL

SPECIAL EDUCATION TEACHER

2013 – 2015

Tacoma Public Schools / Tacoma, WA

- Provided primary instructional support for grades 2-5 students with emotional/behavioral disabilities.
- Developed & implemented IEPs, FBAs, BIPs and associated documentation
- Served as Lead Teacher for self-contained classrooms managing significant emotional/behavioral concerns
- Provided liaison services between school and district office regarding TLC students and placement needs

CLINIC MANAGER/SPEECH THERAPY

2009 – 2013

Communication, Language, and Speech Services, Inc. / Tacoma & Federal Way, WA

- Delivered speech language pathology and cognitive support services
- Collaborated and partnered with parents/guardians, public/private schools, and outside agencies
- Provided project management for all clinic functions & new site (facility, technology, communication, partnerships, etc.)
- Managed billing/accounting process management
- Assessed and managed staffing model development and implementation

SPEECH LANGUAGE PATHOLOGIST

2008 – 2009

Tacoma Public Schools / Tacoma, WA

- Delivery of speech language and cognitive support services to students in P-12 setting (ages 3-19)
- IEP/Case management
- Liaison/communication with general education and special education staff

SPEECH LANGUAGE PATHOLOGY ASSISTANT

2007 – 2009

Sammamish Children's Therapy / Issaquah, WA

- Provided speech language pathology and cognitive support services for documented services and protocols in private clinic

PROFESSIONAL DEVELOPMENT

Right Response De-escalation Certification/Right Response; Tacoma, WA 2018, 2019, 2023, 2024

Child Abuse & Neglect /Northwest Educational Development; Tacoma, WA 2023

ATIXA Investigation Certification/ATIXA Training; Tacoma, WA 2018

Trauma Informed School Conference/Beyond Consequences Institute; Sacramento; Sacramento, CA 2018

General & Special Education Conference/Rehab Seminars; Seattle, WA 2017

Social Thinking Conference/Social Thinking; Tacoma, WA 2016

Mandt De-escalation Certification /The Mandt System; Tacoma, WA 2013, 2014, 2015, 2016

**additional professional development in school-related settings throughout education career*

State of Washington Teaching Certificate: 451572B – Special Education Endorsement – Expires 6/30/2029