

ERICA GRINDINGER

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SUMMARY

Enthusiastic and driven special education educator with 13 years of experience working with students across a wide range of cognitive, behavioral, and developmental needs. Experienced in creating and implementing IEPs and BIPs and supporting student growth through individualized instruction and intervention. Strong communicator who works effectively with students, families, teachers, and support staff to meet student needs. Skilled in adapting instruction, supports, and strategies to help students succeed academically, behaviorally, and emotionally. Highly organized with the ability to develop and carry out individualized plans to support student progress. Interested in continuing to grow into a leadership role within special education at the district level.

EXPERIENCE

MARCH 2023 – PRESENT

INTENSIVE RESOURCE SPECIAL EDUCATION TEACHER, SHAWNEE MISSION SCHOOL DISTRICT

- Delivered highly individualized instruction for students with diverse cognitive abilities and exceptionalities requiring intensive support.
- Developed, implemented, and managed IEPs and BIPs, ensuring compliance and submission for state approval.
- Collaborated with multidisciplinary teams, families, and stakeholders to ensure consistent implementation of accommodations and modifications.
- Took on leadership responsibilities including mentoring new teachers, supporting staff onboarding, and assisting with student observations for placement and programming.
- Contributed to district guideline development, staff training, and professional development in special education practices and program implementation.
- Maintained ongoing data collection to monitor student progress and guide instructional decisions.
- Led parent-teacher conferences and supported regular family communication to promote student success.
- Provided instruction focused on academic, behavioral, and functional skill development to increase student independence.

JANUARY 2023 – MAY 2023

STUDENT TEACHER, OLATHE SCHOOL DISTRICT

- Completed student teaching at Millbrooke Elementary School in the Olathe School District in both general education and special education settings.
- Taught kindergarten in a general education classroom and completed a K–5 special education resource room placement.
- Assumed responsibilities of the lead teacher, including lesson planning, instruction, assessment administration, grading, and classroom management.
- Collaborated with staff and participated in parent-teacher conferences to support student progress and communication.

AUGUST 2021 – DECEMBER 2022

BEHAVIOR INTERVENTION ASSISTANT, OLATHE SCHOOL DISTRICT

- Supported students across the district with significant social-emotional and behavioral needs to ensure meaningful and appropriate educational experiences.
- Provided hands-on training and support to school teams to strengthen implementation of individualized behavior plans with fidelity.
- Managed student programming, collected and analyzed data, and supported students across a variety of school settings.
- Collaborated with families, staff, and multidisciplinary teams to support student success and problem-solving efforts.
- Implemented IEPs, participated in intervention and problem-solving meetings, and utilized the MTSS process prior to special education evaluation.

AUGUST 2015 – AUGUST 2021

PARAEDUCATOR, OLATHE SCHOOL DISTRICT

- Worked across multiple special education settings including Center-Based Resource (high-incidence), Center-Based Resource medically fragile (low-incidence), and Resource classrooms.
- Supported students with significant needs by addressing physical, emotional, behavioral, and safety needs within the school setting.
- Promoted student dignity, affirmed individual strengths, and fostered positive relationships between students and school staff.
- Collaborated closely with teachers and support staff to assist with instruction, daily care, and individualized student support.

EDUCATION

OCT. 2026 (EXPECTED)

GRADUATE CERTIFICATE IN LEADERSHIP IN SPECIAL AND INCLUSIVE EDUCATION

UNIVERSITY OF KANSAS

- Maintaining a cumulative 4.0 GPA while completing advanced graduate-level coursework in leadership within special and inclusive education.
- Pursuing additional coursework and an emphasis in educational leadership alongside completion of Master's degree program requirements.

MAY 2026

MASTER OF SCIENCE IN SPECIAL EDUCATION IN AUTISM SPECTRUM DISORDER

UNIVERSITY OF KANSAS

- Master of Science in Special Education (Autism Spectrum Disorder), University of Kansas. Graduating Spring 2026 with a cumulative 4.0 GPA.
- Admitted to and began graduate studies at the University of Kansas in Summer 2024; completed advanced coursework in a nationally ranked, top-tier special education program with a focus on Autism Spectrum Disorder and a behavioral emphasis through targeted electives.

MAY 2023

BACHELOR OF SCIENCE IN ELEMENTARY EDUCATION AND SPECIAL EDUCATION,

GRAND CANYON UNIVERSITY

- Bachelor's degree completed at Grand Canyon University with a cumulative GPA of 3.73, graduating magna cum laude. Consistently earned placement on the President's List and Dean's List throughout enrollment.
- Completed all required coursework to obtain dual licensure in General Education (Pre-K–8) and Special Education (High-Incidence K–12).

2018-2019

NEOSHO COUNTY COMMUNITY COLLEGE - OTTAWA, KS. - OCCUPATIONAL THERAPY

2005-2007

SOUTHWESTERN ILLINOIS COLLEGE - BELLEVILLE, IL. - ELEMENTARY EDUCATION

2004 GRADUATION

GRAYSON COUNTY HIGH SCHOOL - LEITCHFIELD, KY. - HIGH SCHOOL DIPLOMA

2017, 2019, 2021, 2022, 2023, 2024, and 2025

OLATHE SCHOOL DISTRICT CPI AND SCM TRAINING - OLATHE, KS. - SPECIAL EDUCATION

SHAWNEE MISSION SCHOOL DISTRICT CPI TRAINING - OVERLAND PARK, KS. - SPECIAL EDUCATION

2025

FIRST AID/CPR/AED CERTIFICATION - OVERLAND PARK, KS. - AMERICAN RED CROSS

SKILLS

- Special needs education
- Elementary education
- Early childhood education
- Individualized Education Plans
- Behavioral Plan implementation and creation
- Hands-on training
- Working with students from trauma backgrounds and Social emotional needs
- Meeting facilitation
- Data collection
- Reporting/documenting requirements
- Social Emotional Learning
- Behavior response teams
- Team building
- Administering district and state testing

ACTIVITIES

I am certified in CPI and SCM through the Olathe School District and currently maintain CPI certification through the Shawnee Mission School District, along with First Aid and CPR certification. I have participated on Emergency/Crisis Response teams in multiple school buildings and have been involved in PBIS and PLC team meetings to support schoolwide systems and instructional practices. I develop and facilitate IEP and BIP meetings, collaborating with a wide range of stakeholders including occupational therapists, physical therapists, speech-language pathologists, social workers, school psychologists, administrators, general education teachers, and special education staff. In addition, I am a parent of a child with special needs and have been actively involved in his education, as well as that of my other children, for the past 19 years, providing a unique perspective as both an educator and a parent in special education.