

Cheryl DeConde Johnson, Ed.D.

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www.ADEvantage.com



Current Work

Principal, The ADE-vantage [Audiology - Deaf Education vantage consulting]

The ADE-vantage is a consulting service focusing on deaf education and related audiology services in education settings. Through my consulting practice I:

- Provide technical assistance and consulting services to agencies, school districts, state departments of education, and professional organizations regarding program development and evaluation, restructuring of systems, and accountability for services and student outcomes relative to children and youth who are deaf or hard of hearing;
- Develop and conduct research in relevant areas for children with varying hearing levels and auditory processing abilities; and
- Provide support and advocacy to families, school districts, and agencies to resolve specific assessment, services and placement issues involving child and youth who are deaf or hard of hearing.

Other Current Employment

Adjunct faculty appointments:

University of Arizona, College of Education, Disability and Psychoeducational Studies
Osborne College of Audiology, Salus University, International Audiology Certificate Program

Education

B.A., Speech and Hearing Sciences, University of California, Santa Barbara (1975)

M.A., Audiology, University of Northern Colorado, Greeley (1976)

Ed.D., Special Education Administration: Audiology and Deaf Education Programs, University of Northern Colorado, Greeley (1982)

Background and Experience

I have 40+ years of experience in the field of deaf education working in a variety of capacities: These include:

- **2002-present:** Consultant through my consulting practice, The ADEvantage, for the development of state and district level program improvements for deaf and hard of hearing students, individual school district program evaluation, accountability systems, and strategic planning. State and federal level projects include:

New Hampshire Department of Education (2019- present, 2009-2012, 2016-17)

2019-present: Two year grant, All Together Now New Hampshire, to implement NASDSE Guidelines, *Optimizing Outcomes for Students who are Deaf and Hard of Hearing* and developing a statewide system of support for educating deaf and hard of hearing students.

2009-12, 2016-17: Consultant and facilitator for the New Hampshire Deaf and Hard of Hearing Education Initiative; included facilitating the stakeholder group and guiding the development state guidelines, *Educational Service Guidelines for Students who are Deaf and Hard of Hearing*.

National Association of State Directors of Special Education (2016-2018, 2007-2010)

2016-2018: Co-facilitator/co-editor: 3rd Edition of the Deaf and Hard of Hearing Guidelines, *Optimizing Outcomes for Students who are Deaf and Hard of Hearing*, project funded by the U.S. Department of Education.

2007-10: Consultant/Trainer for the Deaf Education Initiative conducting state training seminars: *Meeting the Needs of Students who are Deaf and Hard of Hearing*. I was the content expert in trainings sponsored by state education agencies in the following states: AL, AR, CA, KS, MI, NM, OK, SD, ME, MD, MI, NC, NH, OH, PA. Two-day trainings focused on development of state systems to enhance services to DHH students.

Ohio State University, Children's Hearing and Language Development Resource Network (CHLDRN) of Ohio (2017-2018)

Facilitator for this Oberkottter funded collaborative planning grant establishing an effective statewide collaborative of stakeholders to identify and analyze current issues in follow-up services of early identified infants and toddlers and their families. Work included facilitating the steering committee and stakeholder meetings, and regional focus groups of families and professionals. Additional data was collected via online surveys. Information was presented in a final report of the findings and recommendations. The grant principle investigator is Derek Houston, PhD, Ohio State University.

Pepnet2 (2011-2016)

Consultant and facilitator for the OSEP federally funded PN2 Building State Capacity Summit project.

Indiana Office of Management and Budget/Indiana Center for Deaf and ard of Hearing Education (2012-2015)

External consultant to the Indiana Office of Management and Budget to advise in the creation of the Indiana Center for Deaf and Hard of Hearing Education; assisted in the facilitation of stakeholder meetings and drafting team meetings for development of the Transition Plan. Consultation to the Center is on-going.

Delaware Department of Education (2014)

Facilitator for Task Force to make recommendations to the legislature regarding House Resolution #20 which sought input on 1) the current condition of educational services available to persons birth to twenty-one who are deaf, hard of hearing, and deaf-blind throughout the State of Delaware; and 2) the administrative location of the Delaware School for the Deaf and Statewide Services for deaf, hard of hearing, and deaf-blind students. Prepared written report for the legislature based on the recommendations.

Minnesota Collaborative, Commission of Deaf, Deafblind, and Hard of Hearing Minnesotans (2011-2017)

Consultant and facilitator for the collaborative plan which included facilitation of a stakeholder group of state agency, school district, parent, and private sector representatives to develop a plan for identifying and measuring outcomes of children who are deaf and hard of hearing, birth – age 21; authored plan document: *Maximizing and Monitoring Learner Progress for Children who are Deaf, Deafblind, and Hard of Hearing and their Families*. The plan and additional information is available at <http://www.mncdhh.org/education/481>

State of Washington, Office of Superintendent of Public Instruction, Professional Educators Standards Board, RFQQ-2012-13 (2013)

Consultant and facilitator contracted by PESB to research and develop performance standards for educational interpreters, including facilitating a stakeholder group to arrive at recommendations, develop the written report and presentation to the Standards Board for approval and adoption.

Washington State Center for Childhood Deafness and Hearing Loss (2009-2010, 2013-2014)

Consultant and facilitator for development of the report to the Board of Trustees of the Center in response to Engrossed HB 1879; process involved facilitating the stakeholder group, focus group meetings around the state (teachers of the deaf, school administrators, related service personnel, educational interpreters, early intervention providers, parents, consumers, and members of the professional community), on-line surveys, data analysis and synthesis, and authoring the final report, *Status of Educational Services to Deaf, Deaf-Blind and Hard of Hearing Children and Youth in Washington*, available at:

Colorado Department of Education, Exceptional Student Services Unit (2002-2006)

Facilitated a consensus process that resulted in authorship of the documents: *A Blueprint for Closing the Gap: Developing a Statewide System of Service Improvements for Students who are Deaf and Hard of Hearing* (CDE, 2002); *Colorado Quality Standards: Programs and Services for Students Who are Deaf and Hard of Hearing* (CDE, 2004). I also facilitated a self-assessment of the Quality Standards that was performed, analyzed, and reported by the Research and Development Center for Advancement of Student Learning in 2006 (Ft. Collins, CO).

- **Founding member of the State Leader’s Summit in Deaf Education** (2004-2016) which held annual meetings for state leadership teams in deaf education to support the development and improvement of statewide systems and programs for children and youth who are deaf and hard of hearing (this project was originally facilitated through Mountain Plains Regional Resource Center, then under a federal Department of Education grant to pepnet2 until the end of that grant cycle ending Dec 2016);
- 1976-1997: **Greeley, Colorado, public schools** as an educational audiologist, hearing specialist, and program director for the deaf and hard of hearing program including supervision of teachers and related services personnel;
- 1976-1996: Early intervention provider and regional coordinator for the **Colorado Home Intervention Program**;
- 1990-97 part-time; 1998-2006 full-time: The **Colorado Department of Education, Special Education Services Unit**, as the principle consultant for deaf and hard of hearing services statewide including audiology and educational interpreting;
- **Co-Founder, Hands & Voices, Colorado Chapter** (1990) and **Co-Founder, Hands and Voices Headquarters** and President of the Board of Directors (2003-2013);

Recognitions

- 2016 Families First Award, Colorado Families for Hands & Voices
- 2006 University of Northern Colorado Alumni Association Trailblazer Award
- 2006 Phonak Cheryl DeConde Johnson Award for Excellence in Educational Audiology
- 2005 Lifetime Achievement Award of the Colorado Academy of Audiology
- 2003 Peak Performance Award, Colorado Academy of Audiology
- 2001 Frederick Berg Award for advancement of audiology services in the schools, Educational Audiology Association
- 2000 Families First Award, Colorado Families for Hands & Voices
- 2000 Professional Achievement Award for development of the educational audiology services model, the American Academy of Audiology
- 1993 ASHA Rolland J. VanHattum Award for outstanding service by a speech-language pathologist or audiologist in the schools.
- 1992 Colorado Speech-Language-Hearing Association Clinical Achievement Award (DiCarlo nominee to ASHA)
- 1990 Colorado Speech-Language-Hearing Association Public School Program of the Year

Biographical Sketch

Cheryl DeConde Johnson is a former consultant with the Colorado Department of Education where she was responsible for deaf education and audiology services from 1998-2006, and contracted audiology coordinator from 1990-97. Prior to that time, she was an educational audiologist and program coordinator for the public school deaf and hard of hearing program in Greeley, Colorado. She is currently adjunct assist professor in the deaf education graduate program at the University of Arizona, College of Education Disability and Psychoeducational Studies and lecturer in the Osborne College of Audiology, Salus University, International Audiology Certificate Program. She is active as a consultant, program evaluator, writer, as well as a past trainer for the National Association of State Directors of Special Education (NASDSE). Cheryl is a co-founder of Hands &

Voices and Board member. Dr. Johnson has a grown daughter who describes herself and sometimes deaf and sometimes hard of hearing.

Dr. Johnson's special interests include promoting outcomes comparable to hearing peers for all children who are deaf and hard of hearing, communication access, and family involvement. Drawing upon her own experiences raising a daughter with hearing loss, she enjoys assisting families as they face similar issues and challenges. She is a co-author of the Educational Audiology Handbook, Educational Advocacy for Students who are Deaf or Hard of Hearing, as well as numerous articles and book chapters. She has presented nationally and internationally on topics related to audiology and management issues in the school environment associated with children and youth who are deaf and hard of hearing as well as various topics in deaf education. Dr. Johnson has received numerous awards and recognitions for her work including the Alumni Association of the University of Northern Colorado as the recipient of the 2006 Trailblazer Award and by Phonak with the establishment of the Cheryl DeConde Johnson Award for Excellence in Educational Audiology.

A complete curriculum vitae is available upon request.