

Michelle Hicks  
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## Education

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<b>Virginia Commonwealth University</b> 2020- 2023	Richmond, VA Concentration: Special Education and Disability Policy, Doctor of Philosophy
<b>Old Dominion University</b> 2015-2017	Norfolk, VA Certification: Visual Impairment
<b>Old Dominion University</b> 2005-2007	Norfolk, VA Concentration: Reading Specialist, Master of Science
<b>Hampton University</b> 1990- 1995	Hampton, VA Concentration: Psychology and teaching students with emotional and learning disabilities, Bachelor of Science,

## Licenses and Certifications

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Virginia 1995-2029	<b>Emotional Disabilities K-12</b>
Virginia 1995 -2029	<b>Specific Learning Disabilities K- 12</b>

## Awards. Grants and Fellowships

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- 2020 Recipient, **Association for Education and Rehabilitation of Blind and Visually Impaired scholarship** Awarded \$2000
- 2016 Recipient, **Delta Gamma Foundation Fellow** American Foundation for the Blind
- 2016 Recipient, **Barbra McCarthy Scholarship**, Virginia Association for Education and Rehabilitation of Blind and Visually Impaired scholarship. Awarded \$1000
- 2014 William and Mary Writing Fellowship

## Professional Experience

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- 2020-present** **Graduate Research Assistant**, Department of Counseling & Special Education, Virginia Commonwealth University
- Assisting and conducting research in special education including qualitative and quantitative research studies.
- 2020-2022** **Mentor/Supervisor of the Teacher for the Blind and Visually Impaired**  
*Albemarle County Public Schools*
- Provide direct supervision for a provisionally certified teacher of the visually impaired.
- 2013-2020** **Teacher of the Visually Impaired, Special Education Teacher**  
*Newport News City Schools*  
*Newport News, VA*
- Developed and implemented individual educational plans (IEP) designed to promote educational, physical, and social development for math lessons, units, and projects to both students.
- 1997- 2011** **Self-Contained Teacher of Emotionally Disabled Students and Learning-Disabled Students**  
*Hampton City Schools*  
*Hampton, VA*
- Created and established an educational setting that supported the emotional, behavioral, and academic needs of students Kindergarten through 8th grade.

## Teaching Experience

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<b>Summer 2022</b>	<b>Teaching Assistant. IDDS 600 Teamwork in Serving Persons with Developmental Disabilities</b> <i>Virginia Commonwealth University, Richmond, Virginia. 3 hours</i>
<b>Spring 2022</b>	<b>Instructor. SEDP 378 Teaching Math Students with Disabilities</b> <i>Virginia Commonwealth University. Richmond, Virginia 3 hours</i>
<b>Fall 2021</b>	<b>Instructor. SEDP 378 Teaching Math Students with Disabilities</b> <i>Virginia Commonwealth University. Richmond, Virginia 3 hours</i>
<b>Fall 2021</b>	<b>Guest Lecture. EDSE 412/512 Braille Code.</b> <i>George Mason University. Fairfax, Virginia. 3 hours</i>
<b>Spring 2021</b>	<b>Guest Lecture. Students with Visual Impairment (online). SPEC_ED 301 Education of Exceptional Children.</b> <i>Washington State University. Pullman, Washington. 3 hours</i>
<b>Spring 2021</b>	<b>Guest Lecture. SEDP 330 Survey of Special Education.</b> <i>Virginia Commonwealth University, Richmond, Virginia. 3 hours.</i>
<b>Spring 2021</b>	<b>Guest Lecturer. EDSE 522. Characteristics of Students Who are Blind or Visually Impaired.</b> <i>George Mason University. Fairfax, Virginia 3 hours</i>
<b>Fall 2020</b>	<b>Guest Lecturer. EDSE 412/512 Braille Code.</b> <i>George Mason University. Fairfax, Virginia. 3 hours</i>
<b>Fall 2020</b>	<b>Guest Lecture. SEDP 200. Characteristics of Individuals with Disabilities.</b> <i>Virginia Commonwealth University. Richmond, Virginia. 3 hours.</i>
<b>Fall 2019</b>	<b>Guest Lecturer. EDSE 412/512 Braille Code.</b> <i>George Mason University. Fairfax, Virginia. 3 hours</i>

### **Line of Research**

My line of research centers on improving the postsecondary outcomes for students with blindness and visual impairments. I examine how improving the skills of pre- and in-service teachers of the visually impaired will help produce better post-secondary outcomes.

## Research positions and Internships

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- June 2021      Policy Intern with the American Foundation for the Blind
- Track public policy developments and present updates to the public policy team.
  - Participate as appropriate in meetings with coalitions, stakeholders, and policymakers.
  - Write a series of blog posts on public policy topics.
  - Assist with the development of web content.
  - Conduct background research on a public policy priority.
- December 2020      Volunteer Research Assistant on **Access and Engagement 2** with the American Foundation for the Blind
- Coded and organized qualitative data
  - Synthesized data to create tables and charts
  - Participated in bimonthly meetings
- June 2020      Volunteer Research Assistant on **Access and Engagement** with the American Foundation for the Blind
- Cleaned, organized, and compiled quantitative data in SPSS
  - Recoded quantitative data from survey results
  - Compiled qualitative data
  - Synthesized data to create tables and charts

## Publications

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### Peer Reviewed

Thoma, C.A., Bruno, L., Hobson, J., Taylor, J.P., Scott, L.A., Grillo, M., **Hicks, M.**, & Frazier, R.P. (2022). Development of an online training module to support special educators in implementing a universal design for transition framework. *Creative Education*, 13, 2321-2339. <https://doi.org/10.4236/ce.2022.137148>.

Wojcik, A, **Hicks, M.**, Scott, L., Thoma, C.A., Bowman, R., Howard, R. (2022) A comparison of special education licensure programs and across racial categories. *Teacher Education and Special Education*. <https://doi.org/10.1177/08884064221119166>

Wild, T., Herzberg, T., & **Hicks, M.A.C.** (In press). An examination of early intervention services during the covid-19 pandemic. *Journal of Visual Impairment*.

Wild, T., Herzberg, T., & **Hicks, M.A.C.** (In press). The changing role of teachers of students with visual impairments in North America during the initial response to the COVID-19 pandemic. *British Journal of Visual Impairment*.

### **Book Chapters**

Powell, C., Scott, L., Oyefuga, E., Dayton, M., Pickover, G., & **Hicks, M.** (2022). COVID-19 and the special education teacher workforce. In D.T. Marshall (Ed.), *COVID-19 and the classroom: How schools navigated the great disruption*. \*\* Lanham, MD: Lexington Books.

Thoma, C.A., **Hicks, M.A.C.**, Hobson, J., Williams-Diehm, K, Schutzab, D. (In press). Culturally sustaining universal design for transition approach to individualized education planning.

### **Research Reports**

Rosenblum, L. P., Chanes-Mora, P., Fast, D., Kaiser, J. T., Wild, T., Herzberg, T.S., Rhoads, C.R., Botsford, K.D., DeGrant, J. N., **Hicks, M. A. C.**, Cook, L.K., Welch-Grenier, S. & (2021). Access and Engagement 2: Examining the Effect of COVID-19 on Students Birth-21 with Visual Impairments, Their Families, and Professionals in the United States and Canada. American Foundation for the Blind

Rosenblum, L. P., Herzberg, T.S., Wild, T., Botsford, K. D., Fast, D., Kaiser, J. T., Cook, L. K., **Hicks, M. A. C.**, DeGrant, J. N., & McBride, C. R. (2020). Access and Engagement: Examining the Effect of COVID-19 on Students Birth-21 with Visual Impairments, Their Families, and Professionals in the United States and Canada. American Foundation for the Blind

### **Professional Presentations**

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- Hicks, M.,** Frazier, R., Hobson, J., Thoma, C. A., & Grillo, M. (2022). *Use and development of an early career special teacher evaluation tool* [Conference Session]. Teacher Education Division of Council of Exceptional Children Conference, Richmond, VA, United States.
- Hicks, M.** (2022). *A Literature Review of Interventions for Blind and Visually Impaired Students* [Poster Session]. Teacher Education Division of Council of Exceptional Children Conference, Richmond, VA, United States.
- Wojcik, A., Mehtaji, M., **Hicks, M.** (2022). *A bridge for special educator retention: Evidence from a longitudinal study* [Conversation Table]. Teacher Education Division of Council of Exceptional Children Conference, Richmond, VA, United States.
- Hicks, M.A.C.,** & Smith, M. (2022, March). “Color” blind is not an option: Culturally responsive practices for teachers of the blind/visually impaired [Conference Session]. Virginia Association for Education and Rehabilitation of Blind and Visually Impaired. Virtual.
- Hicks, M.A.C.** (2022, March). *Providing quality braille literacy instruction: A view from the field.* [Poster Presentation]. American Association of Colleges for Teacher Education Conference. New Orleans, Louisiana, United States.
- Dye, K., & **Hicks, M.** (2022, February). *Disproportionality between male and female students with a disability in advanced math classes* [Virtual Poster Session]. Council for Exceptional Children, Virtual.
- Rosenblum, L.P., **Hicks, M.A.C.,** Kaiser, J.T., Botsford, K.D. (2021, April). *Experiences working with students and their families during COVID-19 Pandemic* [Conference Session]. California Transcribers and Educators of the Blind and Visual Impaired Conference. Virtual.
- Wild, T., Rosenblum, L.P., Fast, D., **Hicks, M.A.C.** (2021, March) *Access and engagement in education of children with visual impairments during COVID-19 pandemic.* [Virtual Poster Session]. American Council on Rural Special Education. Virtual.
- Hicks, M.A.C.** (2021, February). *Stopping the school to couch pipeline* [Virtual Poster Session]. American Association of Colleges for Teacher Education. United States.
- Hicks, M.A.C.** (2018). *Improving reading fluency of Braille readers* [Conference Session]. Virginia Association for Education and Rehabilitation of Blind and Visually Impaired. Charlottesville, VA, United States.

#### **Invited Presentations**

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Silverman, A., **Hicks, M.A.C.**, Hernandez Legoretta, C., *Including the voices of Spanish-speaking research participants* [Conference Session]. American Foundation for the Blind Leadership Conference. Fairfax, VA, United States

**Hicks, M.A.C.** (2021, March) *Running Records for Braille* [Conference Session]. Oregon Association for Education and Rehabilitation of Blind and Visually Impaired. Portland, OR, United States

## Service

### Professional Service

2020                      **Guest Reviewer**, *Cogent Education*.

2020 - Present              Virginia Association for Education and Rehabilitation of Blind and Visually Impaired **Member At large Board Member**

2019 - Present              Virginia Association for Education and Rehabilitation of Blind and Visually Impaired **Scholarship Committee Member**

### University Service

2020-Present              American Association of Colleges for Teacher Education **Holmes Scholar** at Virginia Commonwealth University

### Community Service

2022- Present              **Community of Faith Mission Shelter** Executive Board Member

2015 – Present              **Community of Faith Mission Shelter** Volunteer

*Updated November 14, 2022*