

## Contact

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## Top Skills

Meeting Facilitation

Training & Development

Organizational Development

## Honors-Awards

2006 Thesis of the Year Nomination

O.C. Tanner Educator Recognition Award (Peer)

O.C. Tanner Educator Recognition Award (Peer)

## Publications

Classroom-based functional analysis and intervention for students with emotional/behavioral disorders

Special Education Services Data Collection and Reporting Technical Assistance Manual

FFY2012 State of Utah Individuals with Disabilities Act State Performance Plan and Annual Performance Report

FFY2012 State of Utah Individuals with Disabilities Act State Performance Plan and Annual Performance Report

Special Education Services Data Collection and Reporting Technical Assistance Manual

# Glenna Gallo

Education Leadership and Change Agent  
Henderson, Nevada, United States

## Summary

Highly motivated and priority driven individual interested in public educational improvement needs and efforts, especially regarding students who are at-risk, such as students with disabilities.

## Experience

Gallo Consulting

Chief Executive Officer

July 2022 - Present (1 year 2 months)

United States

Washington Office of Superintendent of Public Instruction

Assistant Superintendent

July 2017 - July 2022 (5 years 1 month)

Olympia, Washington

Aligned vision of special education services with an equity-based student focus, supported state priorities, educational data analyses, and stakeholder input. Led daily operations of the division and utilized fiscal and personnel resources to focus on activities leading to and supporting improved outcomes for students with disabilities. Ensured the implementation of federal and state rules and regulations pursuant to the delivery of special education and related services for all 295+ school districts, charter schools, and tribal schools.

Maintained and facilitated internal and external communications necessary for an effective and efficient working relationship with the U.S. Department of Education, state legislature, the educational service districts (ESDs), local school districts, charter schools, tribal schools, and families, communities, and advocates. Assisted with establishing and directing innovative research and development efforts regarding evidence-based practices in the field of special education, including partnering with professional organizations that support student learning. Oversaw federal grant dissemination and reporting for over \$250 million in IDEA funds and \$100 million in state funding. Solicited and responded to diverse stakeholder input with relevant improvement activities, technical assistance, and professional development/training. Led a large-scale change project to support cohesive local and state improvement efforts

that impact students while supporting and aligning with existing state projects (e.g., ESSA state plan, COVID response, equity plan). I applied previously developed expertise in stakeholder engagement, logic models, data analysis, change management, and data-driven decision making, developing and implementing improvement plans, development of a new state funding formula for special education, and implementation of a \$37 million dollar four-year state-wide inclusionary practice project that has demonstrated effectiveness.

Utah State Board of Education  
State Director of Special Education  
May 2010 - July 2017 (7 years 3 months)  
Utah, United States

Administered and coordinated statewide special education programs including analyzing data, determining state program goals, setting objectives, leading system improvement, and supporting the program through appropriate budgeting, professional development, and technical assistance. Applied USBE policies and procedures and federal and state laws, rules, and regulations to State and LEA special education programs. Organized LEA special education meetings, conferences, and professional development to provide ongoing learning opportunities, training, and technical assistance to LEAs, families, and other stakeholders. Served as a liaison between the U.S. Department of Education, Office of Special Education Programs, the USBE, other state agencies, parents, and LEAs to ensure students with disabilities receive a Free Appropriate Public Education (FAPE). Oversaw federal grant dissemination and reporting for over \$115 million in IDEA funds. During this position, I built expertise in developing logic models, data analysis, and data-driven decision making, and applied those decisions systematically statewide to effect student improvement, received excellent performance evaluations and was promoted and received merit increases based on excellent performance and my reputation for providing excellent customer service.

Utah State Office of Education  
5 years 7 months

Coordinator/State and Federal Compliance Officer  
June 2008 - July 2010 (2 years 2 months)

Provided leadership and directed a statewide special education compliance and dispute resolution program to meet all federal IDEA requirements for the USOE and ensure that students receive a FAPE. Ensured that procedures and practices are in place to implement, track, and report on IDEA and State dispute resolution options in Utah. Ensured that procedures and practices are

in place to assess, track, and report on LEA compliance and resolve issues with noncompliance within required timelines through the provision of effective technical assistance. Collected, verified, analyzed, and reported data on LEA and USOE performance. Read, interpreted, and applied USOE policies and procedures, federal and state laws and regulations to provide accurate professional development and technical assistance to Utah stakeholders. Ranked in the top 1% based on performance, skill level, and expertise. Consistently exceeded the expectations of supervisor.

#### Education Specialist

January 2005 - August 2008 (3 years 8 months)

Provided leadership and managed a statewide compliance monitoring program to meet the IDEA requirements. Ensured that procedures and practices are in place to assess, track, and report on LEA compliance and resolve issues with noncompliance within required timelines through the provision of effective technical assistance. Collected, verified, analyzed, and reported data on LEA and USOE performance. Read, interpreted, and applied USOE policies and procedures, federal and state laws and regulations to provide accurate professional development and technical assistance to Utah stakeholders. Praised for hard work and professionalism by clients and managers. Overhauled existing compliance monitoring system to make more efficient and effective, increased communication with LEAs. Consistently received bonuses and salary increases based on good performance. Promoted in recognition of outstanding performance.

#### Jordan School District

Special Educator/Team Leader

August 1997 - January 2005 (7 years 6 months)

Utah, United States

Coordinated and provided special education services at three public middle schools with a continuum of services, frequently serving as the LEA representative for IEP meetings. Ensured that students with disabilities received specialized instruction in accordance with a properly developed IEP and assessment results. Collaborated with team members and school administration regarding student academic and behavioral needs. Conducted professional development workshops for school and school district staff. Mentored new special educators. Received outstanding performance assessments. Promoted based on strong performance.

## Education

University of Nevada-Las Vegas

Bachelor of Science (B.S.), Special Education and Teaching · (1992 - 1997)

Utah State University

Administrative Leadership Certificate · (2004 - 2005)

Western Governors University

Master of Business Administration (MBA), Business Administration and Management, General · (2016 - 2017)

Utah State University

Masters of Science, Special Education and Teaching · (2002 - 2005)

Utah State University

Master