

SHAYNA RAPHAEL

Educational Consultant & Behavior Specialist

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CAREER SUMMARY

I am an Educational Consultant and Behavior Specialist with extensive experience in instructional coaching, classroom teaching, special education, behavior assessment and planning, and expert testimony focused on educational needs and best practices. My work centers on identifying barriers in school systems and replacing them with strategies that work—for students, staff, and families. I conduct Functional Behavior Assessments and Independent Educational Evaluations in the area of behavior, develop and implement Behavior Intervention Plans, and support educators through coaching, mentoring, and evaluation improvement. I work directly with general and special education staff on managing difficult behaviors, building multi-tiered systems of support, and ensuring compliance with isolation and restraint laws.

My consulting includes auditing district practices, policies, and procedures to ensure alignment with federal and state law, district policy, and professional standards. I assist districts in refining hiring practices, staff training protocols, and evaluation systems, including support for Human Resources and building administrators navigating plans of improvement and probation. I provide professional development on classroom management, de-escalation, and legal compliance, and offer guidance on placement decisions, misconduct investigations, and documentation standards. I have completed ATIXA training in Title IX and Civil Rights investigations and have experience conducting investigations involving harassment, discrimination, and hostile environments. I also serve as an expert witness in education-related litigation and hearings, working with school districts, teachers, and families to provide objective analysis and testimony.

In addition to my education work, I serve as a child safety advocate through multiple national and local roles: I am the President of the Claire Bear Foundation, a national nonprofit focused on child safety, advocacy, and education; a member of the American Academy of Pediatrics National Collaborative for Safe Infant Sleep Family Advisory Group; a consumer safety representative on the ASTM Committee for infant and child product standards; and a member of the Tacoma-Pierce County Health Department Sudden Unexplained Infant Death Review Team. My work in child safety advocacy is directly aligned with my education practice. In both domains, I focus on protecting children through evidence-based strategies, adherence to policy, and objective analysis of systems and outcomes. I apply the same standards of clarity, documentation, and procedural integrity whether I'm auditing district operations or reviewing product safety standards.

EDUCATION

Master of Science, Education – Educational Administration / University of Kansas; Lawrence, KS	2025
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 and Leadership Coaching (IEP, FBAs, BIPs)	Evaluation System Support
Behavior Assessments and Reports (home and school settings)	Curriculum Development for District Implementation
Independent Educational Evaluations (behavior-focused)	Professional Development for Certificated and Classified Staff
Comprehensive IEP Writing and Consultation	Placement Guidance and Change-of-Placement Consultation
De-escalation and Conflict Management Strategies	Behavioral Systems Design (MTSS and school-wide supports)
Team Leadership and Collaboration (teachers and admin)	Isolation and Restraint Law Expertise
Expert Witness in Education-Related Litigation and Hearings	Misconduct Training for School Staff
District Audits for Law, Policy, and Best Practices	Title IX and Civil Rights Investigations
Support for Hiring Practices and HR Protocols	Mentoring and Coaching for Educators and Parents

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 analysis for school-related legal and administrative proceedings
- Conduct staff/student misconduct investigations, including Title IX and Civil Rights matters (ATIXA-trained)
- 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
- Deliver 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, and district implementation
- Provide clarity and training for isolation and restraint laws, techniques, parameters, and documentation
- Audit district practices, policies, and procedures to ensure alignment with federal and state law, district policy, and professional standards

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 in a private pediatric 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