

## **Education**

Ph.D. Education: Exceptionalities. University of Hawai‘i, Honolulu, HI. 2022

Dissertation Title: [Understanding the Special Education Teacher Pipeline in Hawaii: How Characteristics, Motivations, and Preferences Influenced Enrollment Outcomes among Targeted Populations](#)

M.Ed. Educational Foundations (EdLeads). University of Hawai‘i, Honolulu, HI. 2012

B. Ed. Elementary Education/Special Education. University of Hawai‘i, Honolulu, HI. 2007

## **Current Position**

Assistant Specialist

2014–present

Special Education Recruitment Specialist

Department of Special Education

University of Hawai‘i, Mānoa

### Primary Responsibilities:

- Daily communication with potential prospects about various programs within the department: provide program information, admission requirements, funding information, application requirements, and insight into the field of special education. Follow up with candidates as appropriate.
- Design, development, and maintenance of program marketing materials
- Conduct statewide information sessions across all islands for teacher certification and graduate program options
- Seek, plan, organize, and participate in various recruitment events across all islands
- Collaborate with College of Education faculty and community agencies
- Gather and analyze enrollment data by program and provide recommendations and strategies for improvement

## **Employment/Professional Experience**

[SPEDucator Project](#), Co-Lead and Principal Investigator

2020–present

- Primary responsibilities: Organize group of 15-20 high-quality special

education teachers in Hawai‘i. Lead recruitment and data collection initiatives to support recruitment/retention efforts and inform policy. Lead project outcomes in alignment with Teacher Education Coordinating Committee (TECC) 5-year strategic plan and Office of Special Education Program strategies. Project is a collaborative effort between the UHM COE, Department of Special Education and Hawai‘i Department of Education.

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| <a href="#">Someone Special for Students</a> , Project Lead   | 2019–present |
| <ul style="list-style-type: none"> <li>● Primary responsibilities: Design, develop, and implement recruitment campaign initiatives to support more individuals into entering special education teacher preparation programs in Hawai‘i. Project outcomes include radio ads, website, and other promotional materials/swag.</li> </ul>   |              |
| Program Evaluation Assessor, Pre-K ACE Boost Camp, Palama Settlement  | 2016–2019    |
| <ul style="list-style-type: none"> <li>● Primary responsibilities: Conduct pre- and post-assessments for children attending the PreK-ACE Boost Camp summer program; analyze and write program report for pre-test results to inform instruction and post-test results to inform agency for future planning.</li> </ul>  |              |
| MUSE Mentor, Department of Special Education, UH-Mānoa  | 2013–2014    |
| <ul style="list-style-type: none"> <li>● Primary responsibilities: Provided special education pre-service teachers candidates with on-site mentoring during and after school hours, including observing and coaching, offering support, assisting with short and long-term planning, designing classroom management strategies, teaching demonstration lessons, and providing curriculum resources; planned and presented seminars on topics relevant to the pre-service teachers; participated in training activities and ongoing mentor professional development; participated in mentor program evaluation and other administrative duties.</li> </ul> |              |
| Special Education Teacher, Pearl Harbor Elementary School   | 2007–2013    |
| <ul style="list-style-type: none"> <li>● Primary responsibilities: Provided individualized and group learning opportunities for elementary-aged children, including children with disabilities, utilizing a variety of strategies, methodologies, and differentiated teaching practices; developed and implemented Individual Education Plans to meet student needs; developed and designed behavior management systems for classrooms and individual students with a variety of disabilities: autism, developmental delay, emotional disability,</li> </ul>  |              |

intellectual disability, other health impairment, specific learning disability, speech-language disability, and traumatic brain injury; collaborated with general education teachers, parents, and other school personnel.

### **Certifications/Honors**

- College of Education Leadership Service Award: COE Marketing Collective May 2022
- Governor’s Emergency Education Relief (GEER) Grant, \$315,600 July 2021
- NAGAP Research Grant Recipient, \$2500 Dec. 2019
- Ke Alaka’i Leadership Grant Recipient, \$132,000 Jan. 2017
- EdTPA Qualified Scorer: Special Education Jan. 2015
- Grand Prize Winner of Education Works/Trends Classroom Makeover, \$1,000 May 2008
- NCLB Highly Qualified Teacher: Elementary Education, K-6 Aug. 2007
- NCLB Highly Qualified Teacher: Special Education, K-6 Aug. 2007

### **Professional Service/Membership**

#### Department of Special Education

- Recruitment Committee chair 2017–present
- SpEd Teacher Education Committee (TEC) chair 2017–present
- SpEd TEC member 2014–2016

#### College of Education

- Faculty Senate: First Friday Ad-Hoc Committee member 2022-present
- College of Education Alumni Association (COEAA) member 2021–present
- Minor in Education (MIE) Committee & Workgroup member 2019–2020
- College of Education Doctoral Student Association (COEDSA) council member 2018–2022
- COE Web and Marketing Committee member 2017–present
- Teacher Preparation Council (TPC) member 2016–present
- EdPrepStat representative 2016–2017

#### University System

- [Every Student Deserves Someone Special](#) Campaign Lead 2020–present

Teacher Education Coordinating Committee (TECC) member	2018–present
Hānai Program Host	2017–2019
<a href="#">Be a hero. Be a teacher.</a> Campaign Lead member	2017–2018
Community	
Event Coordinator, It's Great to be a Teacher (IGTBAT)	2021–present
Special Education Advisory Committee (SEAC) member	2020–2021
Waipahu High School Teacher Academy Board, Chair	2019–present
Council for Exceptional Children (CEC) member	2019–present
Parents for Public Schools member	2019–present
Hawai'i Scholars for Education and Social Justice (HSESJ)	2018–present
American Council for Rural Special Education (ACRES) member	2018–present
Global Community for Academic Advising (NACADA) member	2017–2018
Association for Graduate Enrollment Management (NAGAP) member	2016–present
Best Buddies member	2014–2018
Pearl Harbor Elementary School	
Praxis Tutor	2011–2012
School Data Team Leader for Special Education Department	2011–2012
Co-Facilitator of School Focus Group	2011–2012
After School Tutor	2010–2012
Field Placement Cooperating Mentor Teacher for UH-Mānoa	2008–2012
Girls and Boys Basketball Coach	2008–2011

## Publications

- Chamberlin-Kim, J.,** Tarnay, J., & Wells, J. C. (2019). Alternative teacher preparation programs: Examination through a marketing lens [Special Topics Edition: Alternative Teacher Preparation]. *Rural Special Education Quarterly*, 38 (3), 137-150. [doi:10.1177/8756870519860737](https://doi.org/10.1177/8756870519860737)
- Bajet, J., Matsumoto, V., & **Kim, J.** (2020). Trainees to trainers: Teacher candidates coach future teachers in RTI. *National Association for Professional Development Schools*, 15 (2), 33-35.

### Unpublished Papers at a University

Yamauchi, L., Cawdery, M., **Kim, J.**, Okamura, J., Rost-Banik, C., & Zorec, K. (Feb. 9, 2020). *Increased teacher compensation can lead to more equitable education in Hawai'i*. Unpublished. Hawaii Scholars for Education and Social Justice. <https://hawaiischolars.wordpress.com/>

### Conference Presentations

- Govin, D., Sandoval, N., Ford, J., Nuesca-Ganer, C., Brogon, K., & **Kim, J.** (2023, March 2). SPEDucator Project: Building community as a recruitment to retention strategy. CEC 2023 Convention and Expo. Louisville, Kentucky. March 1-4, 2023
- Kim, J.** (2022, November 9). Bridging characteristics, motivations, and preferences to recruit more individuals into special education. 2022 TED-CEC National Conference. Richmond, Virginia. November 8-11, 2022
- Kim, J.** (2022, April 22). Understanding non-traditional and underrepresented student populations: Analyzing differences in teacher preparation program preferences and needs by gender, ethnicity, and age. 2022 Graduate Enrollment Management (NAGAP) Virtual Summit. April 20 - 23, 2022.
- Kim, J.**, & Govin, D. (2022, February 28). SPEDucator Project: Power of changing the narrative and building community. 37th Annual Pacific Rim International Conference on Disability and Diversity. February 28 - March 1, 2022.
- Kim, J.**, Govin, D., & Knox, R. (2021, July 22). SPEDucator Project: SPED recruitment & retention in the pandemic era. 2021 OSEP Leadership and Project Directors' Conference. July 19-22, 2021.
- Govin, D. & **Kim, J.** (2021, July 19). Changing the public narrative around special education in Hawaii. 2021 OSEP Leadership and Project Directors' Conference. July 19-22, 2021.
- Kim, J.** (2021, April 29). Understanding the special education teacher pipeline: How motivations for entry and the service marketing mix influence enrollment among target populations. 2021 Graduate Enrollment Management (NAGAP) Virtual Summit. April 28 - May 1, 2021.
- Kim, J.** (2021, March 8). Marketing in teacher education: How the use of the 7 P's Marketing Mix Framework can help address the longstanding special education teacher shortage. CEC 2021 L.I.V.E Conference. Online. March 8-13, 2021.
- Kim, J.** (2020, April 24). Non-standardized populations are the new standard: Reducing entrance exam barriers through free test prep workshops targeting underrepresented adult applicants. NAGAP Annual Conference. Orlando, Florida. April 22-25, 2020 (Cancelled due to COVID-19).
- Wells, J. & **Kim, J.** (2020, March 6). Using one-way online recorded interviews in the admissions process: Applicant and faculty perspectives. ACRES Annual Conference. San Antonio, Texas. March 3-7, 2020.
- Ray, A., Barcarse, T., & **Kim, J.** (2020, February 7). Using SRSD to improve the writing skills of special education teacher candidates. CEC Annual Conference. Portland, Oregon. February 5-8, 2020.

- Kim, J.** (2020, February 7). Addressing the special education teacher shortage: Examination using a marketing framework. CEC Annual Conference. Portland, Oregon. February 5-8, 2020.
- Kim, J.**, Wilson, K., & Yu, W. (2019, April 11). Distance admissions for remote applicants: Three methods for conducting interviews. NAGAP Annual Conference. Toronto, Canada. April 10-13, 2019.
- Kim, J.** & Wells, J. (2019, March 7). Marketing and recruitment strategies in special education rural alternative teacher preparation programs. ACRES Annual Conference. Old Town, Virginia. March 7-9, 2019.
- Madigan, J., Souza, A. & **Kim, J.** (2018, November 9). SEED project: Creating support systems to recruit and retain Native Hawaiian special educators. TED-CEC National Conference. Las Vegas. November 7-9, 2018.
- Haggerty, N., & **Kim, J.** (2018, November 8). Asset or obstacle? An examination of student and faculty perspectives regarding supports for nontraditional students in an alternative route to certification program. TED-CEC National Conference. Las Vegas. November 7-9, 2018.
- Kim, J.**, & Yu, W. (2018, October 5). Be a hero. Be a teacher. Pathways for all ages. 2018 Pamantasan Conference. University of Hawai'i at Mānoa. October 5, 2018.
- Kim, J.**, Yu, W. & Wilson, K. (2018, April 12). Tackling low enrollment while serving the needs of rural and disadvantaged communities. Meet the MRSS: A framework for beginners. 2018 NAGAP Annual Conference. New Orleans. April 11-14, 2018.
- Oshita, L., Wilson, K., & **Kim, J.** (2017, July 12). Some things can be taught: The role of advisors in teaching professional dispositions to students in teacher preparation programs. NACADA 2017 International Conference. Sheffield, England. July 10-13, 2017.

### **Local Presentations**

- Kim, J.** & Komoto, K. (2022, April 9). How to Design & Implement e-Data Sheets for IEP Objectives. SPEDucator Connection. SPEDucator Project
- Kim, J.** (2021, November 12-24). Hawaii Statewide Career Expo (Virtual). Hawaii P-20
- Kim, J.** & Govin, D. (2021, October 7). SPEDucation Series: E-Data Sheets (Virtual)
- Kapaona, A., Gannet, N., Azmi, N. & **Kim, J.** (2021, February 18). Lunch-N-Learn Series #2: COE Social Media, Part 2
- Kim, J.** (2021, January 28). Lunch-N-Learn Series #1 (Spring 2021): Enrollment Management
- Kim, J.** & Martin, M. (2020, November 7). Pandemic Parenting: Structures and Routines to Support You and Your Child. Hawaii CEC Seminar and Annual Meeting.
- Azmi, N. & **Kim, J.** (2020, October 15). Lunch-N-Learn Series #2: COE Social Media
- Parks, J. & **Kim, J.** (2020, September 10). Lunch-N-Learn Series #1: COE Marketing Updates and Introduction
- Libarios, N., **Kim, J.**, & Yu, W. (2017, September 8). COE Recruitment and Retention; College of Education Advisory Council Annual Meeting

Libarios, N., **Kim, J.**, & Yu, W. (2017, August 14). COE Recruitment and Retention; College of Education Annual College-Wide Meeting

### Grants/Awards

Wells, J., Oshita, L., & **Kim, J.** (2022). Project Equal Access, Augustus F. Hawkins Centers of Excellence (Hawkins) Program, CFDA #84.116K. \$1,598,794, Project Assistant Director – Under Review

**Kim, J.** & Govin, D. Governor’s Emergency Education Relief (GEER) Grant (2021, July). SPEDucator Project. \$315,600, PI

Wells, J., **Kim, J.**, Meng, P., & Dazzeo, R. SEED IDEAS Grant (2021, March). Write to Teach: Intervention to Support Applicant Writing Skills. \$1,500, Co-PI

Noonan, M.J., **Kim, J.** (2020, March). MOA Addendum: Special education marketing and recruitment campaign. \$350,000, Lead Campaign Coordinator

**Kim, J.** NAGAP Research Grant (2019, Dec.). Understanding the special education teacher pipeline. \$2,500, PI, student investigator

McKimmey, P., Furutomo, F., **Kim, J.**, & Tanners, A. SEED IDEAS Grant (2019, Feb). Move up, stay local: Recruiting diverse leaders & educators on neighbor islands. \$1,000, Co-PI, student investigator

Ray, A., **Kim, J.**, & Barcarse, T. SEED IDEAS Grant (2018, Oct). Write to Teach. \$1,000, Co-PI, student investigator

### Teaching/Field Supervision

University of Hawai‘i at Mānoa, Teaching

SPED 304: Foundations of Inclusive Schooling; Pre-requisite teacher preparation course; On-campus face-to-face course with embedded flipped learning opportunities (Spring 2023)

ITE 403E: Exploratory Education; Education Minor; Co-taught on-campus face-to-face course (Fall 2022)

ITE 403C: Exploratory Education; Education Minor; Co-taught on-campus face-to-face course (Spring 2020). Moved to distance, online synchronous and asynchronous instruction due to COVID-19 (March-May, 2020)

ITE 403C: Exploratory Education; Education Minor; Lead in course design; On-campus face-to-face course (Fall 2019)

ITE 321/SPED 461: Social Studies and Science in Early Childhood Education and Assessment, Planning and Instruction for Students with Mild/Moderate Disabilities; Bachelor of

Education, Early Childhood & Early Childhood Special Education; Co-taught online synchronous course (Spring 2019)

SPED 304: Foundations of Inclusive Schooling; Post Baccalaureate Certificate in Special Education; Pre-requisite; Online asynchronous course (Summer 2018)

University of Hawai'i at Mānoa, Field Supervision

SPED/ITE 315: Bachelor of Education, Early Childhood and Early Childhood Special Education Field Supervisor (Fall 2018)

SPED 526a/b: Post Baccalaureate Certificate in Special Education Field Supervisor (Spring 2018)

### Professional Development

- 2022 TED-CEC National Conference. Richmond, Virginia November 8-11, 2022
- 8 Habits for Highly Accessible Course Content. UH System. Online July-August, 2022  
Professional Development Training
- 2022 Graduate Enrollment Management (NAGAP) Conference. April 20 - 23, 2022  
Chicago, Illinois
- 37th Annual Pacific Rim International Conference on Disability and Diversity. Online Feb. 28- Mar 1, 2022
- Addressing Teacher Shortages: Investing in a Strong Educator Workforce, Second Annual EdPrepLab Policy Summit (Virtual) Jan. 25, 2022
- 2022 Council for Exceptional Children (CEC) Conference. Orlando, Florida Jan. 16-19, 2022
- 2021 OSEP Leadership and Project Directors' Conference. Online July 19-22, 2021
- 2021 Graduate Enrollment Management (NAGAP) Virtual Summit. April 28 - May 1, 2021
- CEC 2021 L.I.V.E Conference. Online March 8-13, 2021
- Association for Graduate Enrollment Management (NAGAP). April 22-25, 2020  
Orlando, Florida (Cancelled, COVID-19)
- Annual National Conference for the Council for Rural Special Education (ACRES). San Antonio, Texas March 3-7, 2020
- CEC National Conference. Portland, Oregon February 5-8, 2020
- Association for Graduate Enrollment Management (NAGAP). April 10-13, 2019  
Toronto, Canada
- Annual National Conference for the Council for Rural Special Education (ACRES). Old Town, Virginia Mar. 7-10, 2019
- TED-CEC National Conference. Las Vegas, Nevada Nov. 7-9, 2018

- Association for Graduate Enrollment Management (NAGAP). New Orleans, Louisiana Apr. 11-14, 2018
- NACADA International Conference. Sheffield, England July 12-14, 2016
- BBWorld Conference. Las Vegas, Nevada Apr. 13-16, 2016
- Association for Graduate Enrollment Management (NAGAP). Nashville, Tennessee Apr. 8-11, 2015
- Association for Graduate Enrollment Management (NAGAP). New Orleans, Louisiana Mar. 5-10, 2015
- EdTPA Scorer Qualification Training May 27-30, 2014
- Faculty Customized Orton-Gillingham Training Feb. 10-11, 2014
- New Teacher Center (NTC) Annual Symposium. San Francisco
- NTC Training. Mentoring for Equity. Honolulu Feb. 6-7, 2014
- NTC Training. Mentoring Math Middle/Upper Teachers. Honolulu Jan. 27-28, 2014
- NTC Training. Setting Professional Goals. Honolulu Jan. 15, 2014
- NTC Training. Mentoring for English Language Success. Honolulu Jan. 13-14, 2014
- National Associate for the Education of Young Children (NAEYC). Annual Conference and Expo. Washington D.C. Nov. 20-13, 2013
- NTC Training. Analysis of Student Work. Honolulu Nov. 7-8, 2013
- NTC Training. Coaching and Observations. Honolulu Oct. 21-22, 2013
- NTC Training. Differentiating Instruction. Honolulu Aug. 26-27, 2013
- NTC Training. Instructional Mentoring. Honolulu July 18-19, 2013
- Data Teams. Central District. Honolulu May, 2012
- Handwriting Without Tears Training. Honolulu Feb. 24, 2011
- Applied Behavioral Analysis Training. Honolulu Oct. 13, 2009
- Collaboration! International Multi-Sensory Structured Language and Math for ALL Learners Conference. Honolulu Oct. 2, 2008
- Orton Gillingham Approach/MSL Training. Honolulu April 2008
- Learning and the Brain Conference. San Francisco January 2008