

**Tracy C. Schatzberg, Ed.D.**  
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**EDUCATION**

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|---|-----------------------------|-----------------|
| 1998  | University of Sarasota      | Sarasota, FL    |
| <b><i>Doctor of Education in Counseling Psychology</i></b>                    |                             |                 |
| • Dissertation – A Survey of School Psychologists’ Ethical Decision Making    |                             |                 |
| 1994  | University of South Florida | Tampa, FL       |
| <b><i>Education Specialist in School Psychology</i></b>                       |                             |                 |
| • Thesis – Family Functioning and Adjustment Following Traumatic Brain Injury |                             |                 |
| 1993  | University of South Florida | Tampa, FL       |
| <b><i>Master of Arts in School Psychology</i></b>                             |                             |                 |
| 1990  | University of Florida       | Gainesville, FL |
| <b><i>Bachelor of Science in Psychology</i></b>                               |                             |                 |

**PROFESSIONAL EXPERIENCE**

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**1994-Present Hillsborough County Schools Tampa, FL**

***General Manager, Employee Benefits & Insurance (8/2015-present)***

- Responsible for overall management of district’s employee benefits and retirement programs.
- Responsible for preparation and management of the disbursement of budget, including operating and capital funds.
- Oversee the selection of vendors and conduct rate negotiations for products and vendors.
- Direct the processing of the Florida Retirement System, FICA Alternative, and Terminal Pay Retirement Plans.
- Direct the processing of self-insured unemployment compensation program.
- Direct district enrollment and communications efforts for enrollment in health, life, and voluntary benefits and Tax Sheltered Annuity programs.
- Direct the education and communication efforts for all employee benefits plan.

***Director, Assessment & Performance Management (9/2013-8/2015)***

- Responsible for overall management of value-added related testing processes of the teacher evaluation process, including presentations, communications, and project leadership.
- Liaison with the University of Wisconsin and Value Added Research Center (VARC) to ensure accurate value-added processes.
- Liaison with numerous vendors supporting district initiatives including Convergence Consulting Group, Towers Watson, American Institutes for Research, Scantron, and Battelle for Kids
- Responsible for oversight and daily operations of two federal Teacher Incentive Fund (TIF) grants, totaling over \$70 million dollars, including supervision of staff, adherence to federal funding and federal grant guidelines, and communication with district staff and the Federal Program Officer.
- Responsible for oversight of the district’s Pay for Performance program, including communication with school administrators, Information Services, and the Payroll Department to measure and reward outstanding performance.
- Participate in negotiating team for bargaining of teacher contract.

***Department Manager, Human Resources (9/2012-9/2013)***

- Responsible for oversight and daily operations of two federal Teacher Incentive Fund (TIF) grants, totaling over \$70 million dollars, including supervision of staff, adherence to federal funding and federal grant guidelines, and communication with district staff and the Federal Program Officer.
- Responsible for oversight of the district's Pay for Performance program, including communication with school administrators, Information Services, and the Payroll Department to measure and reward outstanding performance.

***Supervisor, Psychological Services (1/2005-9/2012)***

- Supervised a staff of approximately 200 school psychologists, clinical psychologists, educational diagnosticians, bilingual translators, school psychology interns, and clinical psychology externs.
- District Section 504 Coordinator
- District Office of Civil Rights Contact for Section 504
- District Lead for Response to Intervention/Multi-Tiered Systems of Support (RtI/MTSS) Initiative
- District Lead for Positive Behavior Support (PBS)
- District Lead for Suicide Prevention
- District Co-Lead for Bullying Prevention Training
- Responsible for district-wide Crisis Intervention Team that support schools following a crisis (e.g., death of student or faculty member, natural disasters)

***School Psychologist (8/1994-1/2005)***

- Provided support for general area director, principals, and teachers in crisis situations through Crisis Intervention Team.
- Collaborated with teachers, parents, and administrators to find effective solutions to learning and behavior problems in the least restrictive environment as a member of school intervention teams.
- Counseled children individually and in groups to address mental health issues.
- Participated in departmental Ethics Committee to address legal and ethical issues impacting school psychologists.
- Researched, designed, and implemented school faculty and parent-training workshops.
- Coordinated school wide character education and social skills initiatives.

**2004-Present Nova Southeastern University (Tampa Site)**

**Tampa, FL**

***Site Manager for School Psychology Program***

- Responsible for student services at the site, including the development of practicum and internship experiences for students in the program. Responsible for marketing and recruiting, as well interviewing potential candidates, and teaching seminars.
- Assist with program development, including monitoring academic issues and student progress, and communication with faculty.

**1999-2003 Nova Southeastern University (Tampa Site)**

**Tampa, FL**

***Adjunct Professor***

- Instruct undergraduate education and graduate school psychology students

**CONFERENCE PRESENTATIONS/PUBLICATIONS**

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Brown, A. & Schatzberg, T. (2012, October). *Implementing a Performance Pay System*. Presentation at Florida Association of School Personnel Administrators.

Calco, R., Schatzberg, T., & McManus (2011, October). *Inclusive education: Creating optimal learning environments for students with disabilities*. Presentation at University of South Florida College of Education Fall Forum.

Curtiss, H., Ogg, J., & Schatzberg, T. (2011, October). *Learning disabilities: The response to intervention movement and the pediatrician's role*. Presentation at Tampa General Hospital/University of South Florida Health: Department of Pediatrics Grand Rounds.

- Coomer, P., Schatzberg, T., Swanson, M., & Murdock, K. (2006, October). *Problem-solving model for school-based intervention teams*. Presentation at the 2006 Florida Association of School Psychologists Conference.
- Finlayson, N., Schatzberg, T., & Hildebrand, D. (2011) *Increasing middle school students' engagement through cross-age mentoring*. Presentation at the 2011 Educational Strategies & Student Engagement Institute.
- Hybza, M., Stokes, T., Hayman, M., & Schatzberg, T. (2010, May). *Increasing medicaid dollars billed for services by school psychologists using a performance improvement package*. Presentation at the 2010 Conference for the Association for Behavior Analysis International.
- Hybza, M., Stokes, T., Hayman, M., & Schatzberg, T. (2013, March). Increasing medicaid revenue generation for services by school psychologists. *Journal of Organizational Behavior Management, 33:1, 55-67*
- Namie, G., Schatzberg, T., Sege, R., & Tirella, D. (2009, June). *The impact of bullying*. Presentation on Florida Matters, WUSF.
- Ogg, J., Sundman, A., Fefer, S., Bateman, L., Chappel, A., McMahan, M., Hacker, L., Adams, C. & Schatzberg, T. (2011, February). *Informing school-based ADHD practices: The perspectives of key stakeholders*. Poster session presented at the 2011 National Association of School Psychologists Conference.
- Ogg, J., McMahan, M., Sundman, A., Hacker, L., & Schatzberg, T. (2011, November). *A round table discussion: Supporting students with ADHD*. Presentation at the 2011 Florida Association of School Psychologists Conference.
- Richter, K., Townsend, A., & Schatzberg, T. (2011, November). *A new evaluation matrix for school psychologists: meeting the future*. Presentation at the 2011 Florida Association of School Psychologists Conference.
- Suldo, S., Loker, T., Friedrich, A., Sundman, A., Cunningham, J.; Saari, B., & Schatzberg, T. (2010). Improving school psychologists' knowledge and confidence pertinent to suicide prevention through professional development. *Journal of Applied School Psychology, 1537-7911, 26 (3) 177-197*.

## INSTITUTIONAL SERVICE

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Success for Kids & Families  
Board of Directors

## LICENSURE/CERTIFICATION

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Florida DOE Teaching Certificate #734850  
School Psychology PK-12  
Education Leadership  
Licensed School Psychologist – License #604  
Nationally Certified School Psychologist – Certificate #31701

## PROFESSIONAL MEMBERSHIPS

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National Association of School Psychologists  
Florida Association of School Psychologists  
Florida Educational Negotiators  
Hillsborough Association of School Administrators