



NICOLE
Nicole Flanagan

LEARNING SPECIALIST

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- 🌐 <https://nicoleflanagan.com/>

SKILLS

- OEC Coordination & Reporting
- CT ELDS & CT DOTS
- NAEYC accreditation
- Community outreach
- Data-Driven Program Improvement
- SPED Law
- IEP Development
- Transition Support
- Workshop & Meeting Facilitation
- Community Planning
- Cross-System Collaboration (Education, Health, Licensing)

TRAININGS

- Wilson Reading System
- Orton-Gillingham
- Physical and Psychological Management Training

ABOUT ME

Special education teacher with expertise in designing inclusive learning experiences. Certified in Wilson and Orton-Gillingham methodologies. Skilled in collaboration, instructional leadership, and supporting teacher growth through evidence-based practice. Committed to advancing equitable access and improving literacy outcomes for all learners.

EXPERIENCE

CHIEF PEOPLE OFFICER

CyberLife- Milford, CT
2023-Present

- Oversees people-centered strategy for IT services company, emphasizing workplace culture, talent development, and community partnerships.
- Lead internal training initiatives focused on communication, client engagement, and compliance with industry standards.
- Serve as a bridge between technical teams and clients, ensuring services meet the practical needs of clients

LEARNING SPECIALIST

Milford-Southington-NewHaven 2012-2020

- Provided direct instruction, coaching, and curriculum design in general and special education classrooms (PreK-8), including RTL and School Readiness programs.

CERTIFICATIONS

Professional Educator

Certifications:

- Comprehensive Special Education PreK–12 (165)
- Elementary Education K–6 (013)
- Qualified Staff Member, Office of Early Childhood (OEC)
- Step 14 of 15 on OEC Ladder

EDUCATION

M.A.T.: SPECIAL EDUCATION-AUTISM AND DEV. DISABILITIES

Southern CT State University
2014

M.A.: LEARNING AND THINKING

The Graduate Institute
2017

B.S.: ELEMENTARY EDUCATION

Central CT State University
2010

Nicole Flanagan

- Led PPT and IEP development meetings with parents, providers, and district teams; familiar with SPED laws, early intervention policies, and transition planning.
- Designed lessons using CT ELDS and CT DOTS; created individualized plans and assessments using CT state standards. Managed behavior and social-emotional support plans; conducted FBAs and implemented BIPs in partnership with BCBA/RBT teams.
- Launched a school-based farm program for students with disabilities, integrating real-world agricultural skills with academic goals. Guided students in growing and selling produce, fostering vocational skills, social inclusion, and functional independence.
- Participated in phonemic awareness pilot and Orton-Gillingham literacy training; supported data-driven instructional shifts.

CO-DIRECTOR & LEAD TEACHER

Milford Preschool LLC.
2006–2012

- Oversaw daily operations, licensure, compliance, and family enrollment for a program serving over 120 families annually.
- Led two successful NAEYC accreditation processes and one renewal; implemented policies and systems aligned to CT OEC and DPH requirements.
- Designed CT ELDS-aligned curriculum and assessments; trained and supervised staff; collaborated with inspectors, licensors, and health officials.
- Developed strong relationships with families through regular engagement, newsletters, events, and digital communications.

PROFESSIONAL AFFILIATIONS

EARLY START MILFORD: NURTURE AND GROW

Board Member 2007–Present

Advise on early childhood funding, access, and program alignment in partnership with the CT OEC.

12345 KIDS COUNT OF MILFORD, INC.

Board Member 2007–2023

Raise preschool scholarships through strategic fundraising and advocacy; lead community events promoting equity, access, and early learning quality.