

Dr. Nicole Better Green

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OBJECTIVE

Highly skilled professional seeking the opportunity to utilize education and experience, while incorporating administration and leadership skills.

EDUCATION

2005-2010	George Mason University Doctor of Arts <u>Concentration:</u> Higher Education - Teaching and Administration <u>Dissertation:</u> “ <i>Supervision strategies that enhance self confidence among Counselors in Training (CITs) during the internship experience.</i> ”
1992-1994	Bowie State University Master of Education <u>Major:</u> Guidance and Counseling <u>Thesis:</u> “ <i>The correlation between academic achievement and self esteem among African American males.</i> ”
1990-1992	Towson State University Bachelor of Science <u>Major:</u> English

PROFESSIONAL EXPERIENCE

Anne Arundel County Public Schools, Annapolis, MD Pupil Personnel Worker	2012- present
<ul style="list-style-type: none">• Acts as the school system liaison; advocates for students; forms home, school, and community partnerships.• Consults with staff and parents on issues surrounding attendance, homelessness, residency, and crisis support in schools.• Conducts conferences with students individually and in groups.• Conducts home visits to promote family involvement.• Responds to emergency welfare situations for students and families.• Collaborates with administrators, classroom teachers, school departments and other student services staff.• Interprets Board of Education policies and procedures for students and families.• Investigates out-of-area residency requests.• Petitions cases to the court for violations of the Maryland Compulsory Attendance Law.• Developed and coordinates a mentoring program for the Teen Parent Alternative Program (TPAP) to help high school students navigate post-secondary education, job readiness, health and wellness.• Trained and monitored mentors and program volunteers.• Developed and facilitated the Responsible Actions Attendance Program (RAAP) for parents and students, trained PPW facilitators and presented the program and data for staff and conferences.• Established the 7 Habits of Highly Effective Teens and 7 Habits of Happy Kids county wide program, trained PPWs and school counselors to facilitate the program for students across the county.• Secured grants and managed several program budgets.• Manage and oversee registrars during special registration processes including issues with custody, homelessness, residency and international populations.	
Prince George’s County Public Schools, Upper Marlboro, MD School Counselor	1994-2012
<ul style="list-style-type: none">• Acted as the school system liaison; advocated for students; formed home, school, and community partnerships.• Implemented and evaluated delivery of counseling services for my colleagues and school counseling interns.• Coordinated the School Instructional Team (SIT) meetings to address student’s needs; facilitated homeless and	

disability programs and services under Section 504.

- Administered functional behavioral assessments and created behavioral intervention plans.
- Collected, reviewed and analyzed program data.
- Presented parent workshops and staff development at the school and county level.
- Supervised intern/practicum students, paraprofessionals, and volunteers.
- Coordinated Career and College Day activities and initiative a partnership with Sallie Mae to bring the Kids to College program to the county.
- Partnered with universities to place interns with trained, master Professional School Counselors, who understood the role and responsibilities of training novice counselors.
- Developed post Masters' level courses and taught three Maryland State Department of Education (MSDE) certified courses for Student Services professionals.

Grand Canyon University

2021- present

Adjunct Professor

- Equip Masters level students with the skill set to be school counselors by monitoring their internship and practicum experience;
- Facilitate additional counseling courses to include online classroom discussions, assessing student's performance and preparing them to be successful school leaders.

College of Southern Maryland

2016 – present

Adjunct Professor

- Develop and facilitate Introduction to Psychology, Abnormal Psychology, Child Psychology and Theories of Personality classes.
- Engage students in discussions and activities online, in hybrid and face-to-face classes on topics related to psychological principles, theory, mental health disorders, perception, neuroscience and motivation.
- Teach the First Year Seminar course and mentor incoming Freshman students to prepare them for their college career.

Loyola University

2015 – 2016

Visiting Professor

- Developed and facilitated an Ethics class for Master's level students in the School Counselor program.
- Updated the class with CACREP requirements; placed content online through Moodle and taught a face-to-face and a hybrid course for students.

Maryland State Department of Education

2014 - 2015

Online Facilitator

- Developed and facilitated three online professional development courses for educators. The courses included Counselors: Leaders and Supervisors; School Consultation and Advocacy and Program Management for Student Services professionals.

Montgomery College

2012 - 2014

College and Career Coach

- Instructed and counseled adult learners in the GED and ESOL programs.
- Developed and facilitated workshops on topics such as the college admissions process; financial aid and scholarships; job and interviewing skills and resume writing.

Prince George's County Public Schools

2010 - 2012

Professional Development Office

Student Services Facilitator

- Developed and facilitated three courses for PGCPs professionals. These courses included Counselors: Leaders

and Supervisors; School Consultation and Advocacy and Program Management for Student Services professionals.

Internship

Bowie State University, Department of Guidance and Counseling

2007 - 2008

Field Supervisor

- Assisted with instruction and field supervision of Counselors in Training placed at internship sites in the public school system.
- Developed online resource, facilitated group discussions and conducted structured observations.
- Assisted Masters level students in the creation of their professional development plans and portfolios.
- Prepared interns for interviews as Professional School Counselors.

PERSONAL DEVELOPMENT, TRAINING, AND MEMBERSHIPS

- Certified by the Maryland State Department of Education in the areas of Administrator I, Supervisor of Guidance, Professional School Counselor and Pupil Personnel Worker.
- Trainings: Equity, Diversity, and Inclusion, learning management systems, truancy and dropout prevention, leadership and supervision, emotional intelligence, mentoring at-risk youth.
- Maryland Association of Pupil Personnel (MAPP) 2012 to Present
- American School Counselor Association (ASCA) 2000 to Present

BOOKS AND PUBLICATIONS

Better, N.C. (2012). *My Truth: Testimony of a Teen Mom*. Mustang, OK: Tate Publishing.

Better-Fitzhugh, N., & Fitzhugh, I. (2012). *Take Courage: A Story of Hope and Healing*. Mustang, Ok.

Better-Fitzhugh, N. (2010). Supervision strategies that enhance self-confidence among Counselors in Training (CITs) during the internship experience. Fairfax, VA. George Mason University.

REFERENCES

Available Upon Request