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MINISSHA COLEMAN -MCGHEE

Chicago, IL • Education Consultant & Systems Designer
Founder, CultivatED Consulting

[LinkedIn](#) • [Website](#)

PROFESSIONAL SUMMARY

Strategic education consultant, special education specialist, and systems designer with PEL Certification in progress and 20+ years of experience leading inclusive practices, family engagement, and program improvement across Head Start, Chicago Public Schools, and statewide initiatives. National presenter and certified professional development facilitator known for building transparent, data-driven systems that strengthen instructional quality, elevate family voice, and streamline compliance. Founder of CultivatED Consulting, supporting schools and agencies with job-embedded coaching, professional learning, and operational tools. Deeply committed to equity, neurodiversity-affirming practices, and culturally responsive family partnerships.

CORE COMPETENCIES

- Inclusive Education & Special Education Services
- Program & Systems Design
- Data-Driven Decision Making
- Professional Learning & Coaching
- Compliance, Monitoring & Grant Administration
- Family Engagement & Community Partnerships
- PBIS, SEL & 5Essentials Integration
- Visual Resource & Template Design
- Strategic Planning & Cross-Functional Collaboration
- Advocacy, Policy Influence & Stakeholder Facilitation

PROFESSIONAL EXPERIENCE

Founder & Lead Consultant

CultivatED Consulting – Chicago, IL

2023–Present

- National presenter and certified professional development facilitator (Start Early), delivering high-impact training for educators, leaders, and cross-sector teams.

- Design job-embedded professional learning, coaching cycles, and implementation tools for schools and early childhood programs.
- Develop branded, fillable templates, SOPs, coaching protocols, and data trackers to streamline reporting and improve program fidelity.
- Facilitate Communities of Practice and cross-team collaboration to strengthen instructional quality and inclusive culture.
- Provide strategic guidance to families navigating special education, neurodivergence, and school-based supports.
- Expand consulting portfolio into children's literature, visual resource design, and family-centered educational tools.

Special Education Specialist & Inclusion Pilot Leader

Chicago Public Schools (CPS)

Year–Year

- Led inclusion pilot initiatives across multiple school sites, strengthening access, co-teaching models, and differentiated supports.
- Coached educators across content areas using reflective, person-centered approaches.
- Developed data systems to track student progress, compliance, and instructional alignment.
- Collaborated with administrators and families to build transparent, equitable service delivery models.

Head Start Program Administrator / Family Engagement & Inclusion Lead

Various Head Start Agencies

20+ years

- National presenter on early childhood inclusion, family engagement, and equity-centered program design.
- Co-author, *Strengthening Early Childhood Inclusion*, a statewide report advancing equitable access, cross-system collaboration, and high-quality inclusive practices.
- Member, **State Inclusion Board Advisory Group**, contributing practitioner expertise and policy recommendations to strengthen early childhood inclusion across Illinois.
- Directed multi-site Head Start initiatives, expanding inclusive practices and family engagement systems.
- Supervised teams responsible for compliance, monitoring, grant development, and program administration.
- Managed multimillion-dollar budgets aligned to strategic priorities and federal performance standards.
- Built partnerships with school districts to strengthen transitions, data sharing, and service coordination.

NATIONAL PRESENTER

2010–Present

- Deliver keynote sessions, workshops, and conference presentations for national, regional, and state audiences.
- Present topics for Head Start Recipient, Sub-Recipient and Partner sites and which include inclusive practices, neurodiversity-affirming approaches, PBIS/SEL integration, family engagement, comprehensive service delivery and data-driven systems design.
- Recognized for blending practitioner experience, policy insight, and practical tools that educators and leaders can implement immediately.
- Featured at national conferences, including Head Start, early childhood inclusion summits, and cross-sector education convenings.

VOLUNTEER & COMMUNITY LEADERSHIP

State Inclusion Board Advisory Group – Member

- Advise on statewide inclusion priorities, policy alignment, and implementation strategies across early childhood systems.

- Provide practitioner and family-centered perspectives to strengthen equitable access for diverse learners.
- Collaborate with state agencies, researchers, and community partners to shape long-term inclusion goals.
- Active member of the **Division for Early Childhood (DEC)** and the **National Head Start Association (NHSA)**, contributing expertise to advance inclusive practices and policy development.

Illinois

Year–Present

- Advise on statewide inclusion priorities, policy alignment, and implementation strategies across early childhood systems.
- Provide practitioner and family-centered perspectives to strengthen equitable access for diverse learners.
- Collaborate with state agencies, researchers, and community partners to shape long-term inclusion goals.

Family Advisory Board Member

Comer Children’s Hospital

Year–Present

- Provide family-centered insight to improve pediatric care systems, communication, and equity.
- Contribute to advisory initiatives that elevate parent voice in hospital policy and program design.
- Authored reflective essays used to guide family engagement strategy and board recruitment.

Parent Representative & PTA Leader

Local School Council (LSC), Chicago Public Schools

2023–Present

- Advocate for transparent communication, inclusive practices, and data-informed decision making.
- Support school leadership in strengthening family partnerships and student engagement.
- Lead community-building initiatives and equitable event planning.

SELECTED PRESENTATIONS & TRAININGS

- National Head Start Conference – Inclusive Education & Family Engagement
- Start Early Professional Development Series – Facilitator & Presenter
- Early Childhood Inclusion Summits – Strengthening cross-system collaboration and equitable access
- District Volunteer PBIS/SEL Systems Support– Practical integration strategies for teachers and administrators
- District Leadership Institutes – Data-driven systems design and family partnership models
- Community Workshops – Neurodivergence, culturally responsive family support, and advocacy

PUBLICATIONS & CREATIVE WORK

- **Co-Author**, *Strengthening Early Childhood Inclusion* — statewide report informing policy, practice, and cross-system collaboration.
- Children’s book series in development centering neurodivergent, African-American families.
- Visual resource kits for educators and families (SEL, PBIS, ADHD-friendly tools).
- Advocacy essays and reflective writing for advisory boards and councils.

EDUCATION & CERTIFICATIONS

- **Professional Development Certification**, Start Early
- **MEd in Early Childhood Administration**, National Louis University, Chicago, IL, 2019
- **MS in Counseling-PEL Certification (ISBE, In Progress, Expected 2026)** National Louis University, Chicago, IL

- Bachelor of Arts in Behavioral Science, National Louis University, Chicago, IL, 2010
- Associate of Applied Science, Early Childhood Education, Harold Washington College, Chicago, IL, 2007

TECHNICAL SKILLS

- Data systems & trackers
- Visual design for templates, infographics, and fillable tools
- AI-assisted resource development
- Community of Practices-Learning management and collaboration platforms

ADDITIONAL INFORMATION

- More than a decade of progressively responsible administrative experience in public and grant-funded organizations, including section head equivalent roles under government oversight.
- Extensive experience working with confidential information and sensitive issues involving children, families and staff.
- Regularly travel within Illinois for site visits, meetings and presentations, including some evenings and weekends, and experienced in using employer-issued laptops, cell phones and remote work tools to support executive and departmental needs.