

# SARAH COLE FLEMMING

MEd, Project Coordinator  
University of Alabama at Birmingham (UAB)  
School of Education, Department Instruction and Curriculum  
Nonprofit Management, Certificate  
648 19<sup>th</sup> Terrace South Birmingham, AL  
[scole1@uab.edu](mailto:scole1@uab.edu), 205-440-9296

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## EDUCATION

- 2019 **The University of Alabama at Birmingham:** Graduate Certificate in Nonprofit Management. December 2019.
- 2018 **The University of Alabama at Birmingham:** Masters of Education in Community Health and Human Services. 3.5 GPA
- 2013 **Samford University:** Bachelors of Arts in Music. Minor in Social Entrepreneurship and Nonprofit management.

## PROFESSIONAL CERTIFICATION

- 2018 **IRB Certification:** Human Research, Social and Behavioral CITI Program, University of Alabama Birmingham.
- 2014 **Nonprofit Management and Leadership:** Prescott College, Tucson, Arizona.
- 2014 **Child Behavioral Health Technician (BHT):** Easter Seals Blake Foundation, Tucson, Arizona.

## PROFESSIONAL EXPERIENCE

- 2018-  
Present **Project Coordinator, University of Alabama at Birmingham, Instruction and Curriculum, School Based Interventions**
- Oversee research assistants and provide program coordination to school administration and staff.
  - Assist in data collection for Ci3T implementation of low-intensity strategies for teachers.
  - Provide support with research writing and professional presentations.
  - Engage with students for academic screeners and program eligibility.
  - Support teachers with execution of interventions.
  - Present and articulate data for schools, program funding, and future research.
- Project AWARE Grant (SAMHSA, 5 yr grant)**
- Support statewide training of Ci3T and implementation practices through the coordination of UAB and Alabama State Department of Ed.
  - Provide data and survey creation and support for all participating schools through the use of Qualtrics.

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- Assist in the facilitation of the yearlong training series for each participating district and student teams.

### **Community Foundation/ United Way Grant**

- Aid in the creation and execution of school's behavioral screeners.
- Organize and evaluate screening data for schools use.
- Train school staff on how to read and interpret school behavioral data.
- Support schools in training on capacity and sustainability of school behavioral screening practices.

### **RISE Center Tuscaloosa**

- Provide research assistance in the collection of teach data for implementation support.
- Teach parenting education classes to families of children who attend RISE through the use of the *Incredible Years* curriculum.

2016

### **Graduate Research Assistant, University of Alabama at Birmingham, Instruction and Curriculum, School Based Interventions**

- Assist in data collection for Ci3T implementation of low-intensity strategies for teachers.
- Provide administrative support for the program including organization and record keeping.
- Engage with students for academic screeners and program eligibility.
- Support teachers with execution of interventions.
- Present and articulate data for schools, program funding, and future research.

2016

### **Graduate Research Assistant, University of Alabama at Birmingham, HPV Education**

- Assist in recruitment of college students for participation in qualitative interview process.
- Provide outreach and education to students through on campus events and meetings.
- Transcribe all qualitative interviews for analysis.
- Participate and provide updates for monthly meetings with grant funders and key stakeholders.
- Present research findings to community groups, stakeholders, and professional organizations.
- Provide administrative assistance to the team to support outcomes.

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- 2016      **Jefferson County Family Court, Family Resource Center, Project Coordinator**
- Coordinate and create community partners for proposed resource center in Jefferson County.
  - Organize and facilitate the creation of a Board of Directors and committee members.
  - Create correspondents and communications for the board, community partners, and court personnel.
  - Participate in planning and development of strategic plan, capacity building, and sustainability.
  - Research best practice models and programing to inform on policy and procedures.
- 2015      **Easter Seals Blake Foundation, Early Childhood Clinician, Tucson, Arizona**
- Provide case management and trauma informed care for children ages birth through five who are in custody of the state.
  - Provide developmental evidence-based assessment.
  - Support family education in placement setting- foster, kinship or group homes.
  - Partner with local resources to execute holistic care for the family unit and child.
  - Provide all crucial documentation and participate in court mandated meetings.
- 2014      **AmeriCorps VISTA, National Corporation for Community Service, Easter Seals Blake Foundation, Tucson, Arizona**
- Provided community outreach and program coordination for evidence based parenting education.
  - Developed systems of evaluation to track parental involvement, pre and post parental evaluation, weekly participation.
  - Engage in community events to market and promote community based classes.
  - Work with staff to maintain grant information and requirements.
  - Support staff and educators with administrative tasks and needs.
  - Assist in execution of curriculum and technology for instruction.

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- Create internship and volunteer recruitment with the University of Arizona.

## Publications

2019

Ennis, R. P., Lane, K. L., **Cole, S.** & Oakes, W. P. (2019). Empowering teachers with low-intensity strategies to support instruction: Implementing across-activity choices in 3<sup>rd</sup> grade reading. *Journal of Positive Behavior Interventions*.

Cunningham-Erves, J., Talbott L., Deakings, J., Kelly-Taylor K., Barros, J., Hayes, R., & **Flemming, S. C.** (In Review). Formative qualitative research to inform a community-based intervention to address low HPV vaccine uptake in young adult college students. *Journal of Evaluation and Program Planning*.

Ennis, R. P., Lane, K. L., Oakes, W. P., & **Cole, S. E.** (in Review). Empowering teachers with low-intensity strategies: Supporting students at-risk for EBD with instructional choice during reading. *Exceptionality*.

Ennis, R. P., & **Flemming, S. C.**, & Michaels, E. (2019). Implementing low-intensity strategies within a Ci3T framework: Distance coaching of targeted behaviors. Manuscript in preparation.

Ennis, R. P., & **Flemming, S. C.** (2019) Implementing low-intensity strategies within a Ci3T framework using distance coaching: A systematic replication. Manuscript in preparation.

Ennis, R. P., Lane, K. L., **Flemming, S. C.**, & Corcoran, S. (2019). Empowering teachers with instructional choice: A look at how students with externalizing, internalizing, and co-morbid behavior patterns respond to intervention. Manuscript in preparation.

**Flemming, S.C.**, Ennis, R. P., Talbott, L.L., Wilkinson, L., (2019) ) Discovering the Needs of Parents: A Look into Parenting Needs in a Southeastern Suburb. Manuscript in preparation.

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## PROFESSIONAL ORGANIZATIONS AND PRESENTATIONS

- Flemming, S.C.**, Forbes, L.L., Ennis, R.P., Wilkinson, L., (2019, October) *Discovering the Needs of Parents: A Look into Parenting Needs in a Southeastern Suburb*. Poster presentation at the Behavioral Health Symposium (Birmingham, AL.).
- Flemming, S.C.** (2019, October) *Tier 2 for Parents? How to Teach Low Intensity Strategies Useful in the Home*. Oral presentation at Teacher Educators for Children with Behavioral Disorders (TECBD) (Phoenix, AZ).
- Ennis, R.P. **Flemming, S.C.**, Michael, E. (2019, October) *Supporting Teachers Use of Low-Intensity Strategies Using a Tiered Approach*. Oral presentation at Teacher Educators for Children with Behavioral Disorders (TECBD) (Phoenix, AZ).
- Flemming, S.C.** (2019, June) *Tier 2 for Parents? How to Teach Low Intensity Strategies Useful in the Home*. Oral presentation at Montana Summer Institute (Bozeman, MT).
- Cole, S.E.**, Ennis, R.P., Wilkinson, L., (2019, February) *Self-Efficacy and Discipline Practices: Understanding Parental Need for Support in the Three-Tiered Model*. Oral presentation at the Association for Positive Behavior Support (Washington, D.C.).
- Cole, S.E.**, Elliott, E., Fleming, Ennis, R.P. (2018, March) *Supporting Student Behaviors at Home*. Oral presentation at the Association for Positive Behavior Support (San Diego, CA).
- Ennis, R. P., **Cole, S.**, Owens, P. P., & Lane, K. L. (2018, March). Trainers resources: Ci3T training experiences and outcomes from a novice trainer perspective. A paper presented at the Fifteenth International Conference on Positive Behavior Support. San Diego, CA.
- Cole, S.E.**, Barros, J.Y., Hayes, R., Forbes, L.L. & Cunningham-Erves, J. (2017, April). *A Qualitative Exploration of Factors Influencing College Student Human Papilloma Vaccination Rates at a Southeastern University*. Poster presented at the Alabama State Association for Health, Physical Education, Recreation, and Dance meeting (Orange Beach, AL).
- 2018-2019     **Association for Positive Behavior Support**  
2017         **Alabama Health & Physical Education, ASAPERD, Member**  
2012         **Samford University School of Music, Dean's Council Member**  
2012         **Delta Omicron International Music Fraternity, Samford University Chapter President**

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- 2011 **Delta Omicron International Music Fraternity, Samford University Chapter Treasurer**
- 2010 **Delta Omicron International Music Fraternity, Samford University Chapter Publicity Director**
- 2010 **Delta Omicron International Music Fraternity, Member**