

SARA B. KNICKERBOCKER, Ph.D.

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EDUCATION AND PROFESSIONAL DEVELOPMENT

University of Northern Colorado, Greeley, CO • May 2015

Ph.D. School Psychology, Doctoral Minor in Statistics

Area of Expertise: School-Family Partnership

Internships/Practica: Adams County District 14, Cherry Creek Schools, Montessori School of Denver, Challenge Foundation, Private Practice of Dr. Mary Beth O'Hagan, Knippenberg, Patterson & Associates

Metropolitan State College of Denver, Denver, CO • August 2001

B.A. English, Minor in Gender Studies

Collaborative, Facilitative, Interest-based Mediator | Phoenix Strategies | July 2023

Foundations Course | International Ombuds Association | Seattle, WA | September 2023 (CO-OP Exam Passed March 2024)

Licensed Psychologist | State of Colorado | July 2015

PROFESSIONAL EXPERIENCE

Self-Employed, Denver, CO • May 2024 – Present

Mediator/Ombuds/Assistant Instructor/Training Coach

- Conduct intake interviews to screen for mediation appropriateness and conflicts of interest including management of required paperwork.
- Guide parties in conflict through the Collaborative, Facilitative, Interest-Based Model of mediation to complete a Memorandum of Understanding.
- Provide outsourced ombuds services to individuals and organizations ensuring confidentiality, informality, impartiality and independence.
- Present Modules and assist with exercises on bias, active listening, reframing, and other mediator skills during Basic Mediation Training Course for Phoenix Strategies.
- Empower students in the process of learning mediation and support their learning by analyzing situations to optimize feedback.
- Provide workshops and trainings related to conflict.

Montessori Academy of Colorado, Denver, CO • April 2024 – Present

School Psychologist

- Collaborate with educators, administrators, and parents to identify and support students' mental health.
- Develop a referral system with teachers to allocate resources efficiently while remaining flexible.
- Provide play-based therapy for social, emotional, and behavioral challenges as needed.
- Guide teachers and staff in using developmentally-informed classroom management strategies.
- Coordinate with community agencies for additional support and services outside of school.
- Maintain student support programs aligned with Montessori philosophy and school culture.
- Conduct workshops on child development, behavior management, and mental health for parents and staff.

Original Educator, Denver, CO • February 2011 - Present

Founder

- Founded consulting organization focused on meeting the diverse needs of educators and administrators in developing emotional intelligence, managing interpersonal conflicts, and navigating organizational culture
- Provide customized services to organizational and individual clients, including coaching, mediation, and the creation and delivery of professional development series on topics such as conflict management, shifting school culture to strengthen relationships and improving staff skills in communication and accountability.
- Collaborate with school leaders to address staff conflicts and parent-school partnership issues, improving working relationships between co-teachers and facilitating staff transitions.

- Improve organizational operations while leveraging leaders' strengths and creating systems and processes to provide staff support aligned with organizational philosophy and values.
- Incorporate cultural humility and value neurodiversity in my approach to drive equity and inclusion in the conflict management process.
- Engaged in private practice supporting children, adolescents, and adults with mental health challenges, including self-regulation, depression, and anxiety, through individual and group counseling using cognitive-behavioral, somatic, and play-based strategies.
- Improved performance and efficiency by managing operations, including marketing, bookkeeping, and electronic communication.
- Client sampling: CU Department of Psychiatry (Anschutz), Montessori School of Denver, Anchor Center for Blind Children, American Montessori Association, St. Vrain Community Montessori Charter School and Colorado Academy.

Montessori School of Denver, Denver, CO • October 2010-July 2017

Director of Learning Support/School Psychologist

- Independently built student support system aligned with Montessori philosophy within 8+ years, growing from 5-hour weekly duty to employing multi-member student support team capitalizing on diverse skill set to address school's needs.
- Promoted inclusive education and advanced continuous improvement by collaborating with teachers and administrators to create systems identifying and serving students with learning support needs while developing learning support plans aligned with school philosophy and legal requirements (ADA, Section 504).
- Helped students navigate through life challenges by providing short-term counseling support in small groups focused on self-regulation and friendship skills and individual sessions focused on grief, incarceration, and emotion regulation.
- Equipped educators with awareness and understanding of conditions affecting student behavior and performance by conducting faculty training on neurobehavioral, mental health and learning disorders.
- Established, modeled and drove open communication with all organizational levels to maintain effective relationships of trust and secure strong engagement of team members.
- Ensured safety and prioritization by mobilizing resources and supporting the community during school crises.
- Facilitated academic performance improvement by coordinating on-campus tutoring support, securing appropriate paperwork related to compliance, including release of information and background checks.
- Strengthened continuity of care by collaborating with community professionals providing services to students, especially psychologists, mental health therapists, speech pathologists, and occupational therapists while working with public school district to explore service eligibility under IDEA.

Challenge Foundation, Englewood, CO • August 2004-October 2013

School Psychologist Intern /Academic Coach/Teacher/Consultant

- Ensured effective educational planning by collaborating with teachers from different schools to communicate student strengths and challenges, strengthening academic and personal success for students.
- Accelerated selection process for prospective student scholars and identified learning and developmental needs for current scholars with potential learning disabilities by conducting comprehensive psychoeducational assessments.
- Worked with ethnically and linguistically diverse students during intensive 6-week summer program, teaching Language Arts to 8th and 9th graders to ensure students' future academic success.
- Initiated training for families and mentors to foster shared understanding, engagement, collaboration, and supportive educational environment, integral to enhancing scholars' academic experiences.

ADDITIONAL INFORMATION

Professional Membership, Leadership & Community Service

Member | International Ombudsman Association

Member | APA (American Psychological Association)

Member | NASP (National Association of School Psychologists)

Volunteer | University of Colorado Anschutz Department of Psychiatry Educator Helpline | 2020-2022

Volunteer | The Conflict Center – Reading for Peace | 2023

Co-Chair | LGBTQ-Affirming Therapist Training Project, The Center on Colfax | 2016

For additional information, visit LinkedIn -- [linkedin.com/in/dr-sara-knickerbocker](https://www.linkedin.com/in/dr-sara-knickerbocker)
