

Sauk Valley Community College
April 27, 2026

Action Item 4.6

Topic: Faculty Appointment – Education

College Health Metric: Academics – The College provides quality, contemporary, and relevant educational opportunities to the community.

Presented By: Drs. David Hellmich and Jon Mandrell

Presentation:

The administration has been in the process of hiring an Education Faculty. The position was advertised online on Sauk Valley Community College’s website. The college received sixty-six applicants. Recorded interviews were requested of thirteen candidates. Three candidates were invited for an on-campus interview. A committee was composed of Celina Benson, Isaac Newman, Beth Smaka, and Kari Whittenberg. Dr. Patrice Hess, Dean of Transfer Programs and Academic Support Services, served as Chair.

Academic Background: Allison Neubauer received her Bachelor's and her Master's in Special Education from Illinois State University.

Professional Background: Allison is the TRIO Transfer Program Coordinator and Advisor for SVCC. Prior to working at Sauk, she was a Special Education Teacher for Riverdale Elementary School from August to December 2025. Allison was a Special Education Teacher and Building Mentor for Bloomington High School for seven years until 2025. While at ISU, she was a Cooperating Teacher until May 2025.

Recommendation:

The administration recommends the Board approve the appointment of Allison Neubauer as an Assistant Professor of Education beginning August 14, 2026, at an annual base salary of \$55,935.28.

Allison Neubauer, *M.S. in Special Education*

Dear Members of the Search Committee,

Please accept my application for the Full Time Faculty - Education position. “Teacher” has been my title for the majority of my career, and most recently that title shifted to “advisor”, as a new member of Sauk Valley Community College’s (SVCC) TRIO department. Rooted in both of those titles is my dedication and passion for empowering students with diverse abilities, backgrounds, and lived experiences to reach their fullest potential. My commitment as a special education teacher has always been to know and support my students not only as learners in the classroom, but also as the people they are outside of the classroom. It is apparent that the same level of holistic support is at the center of the work done here at SVCC and I would be honored to continue this mission as an education faculty member.

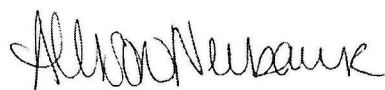
I earned my bachelor’s and master’s degrees in Special Education from Illinois State University. Most recently, I taught K-1 special education at Riverdale Elementary School in Port Byron, IL. However, my teaching career began at Bloomington High School (BHS), one of the most diverse districts in Illinois, where I taught special education for 7+ years. During this time, I supported students with a wide range of academic, behavioral, and social-emotional needs. Curriculum development and adaptation were a major focus of my work at BHS where I helped to develop and adopt curriculum aligned with the Illinois Social Studies Inquiry Framework that allowed for accessibility for all student abilities. Across all of my teaching positions, I served as a case manager, delivered instruction tailored to students’ needs, developed and implemented Individualized Education Plans (IEPs), helped advance co-teaching practices, and partnered with colleagues to promote student engagement and success.

Serving as a case manager, daily advocate, and special education teacher for all of my students has been one of the greatest accomplishments and joys in my life. While I have loved carrying the title of “teacher” some of the most rewarding parts of my career so far have come from my experiences as a mentor. I served as a mentor at BHS and through the Illinois Education Association, where I worked with new teachers and staff members. I supported these new educators across departments in one-to-one settings and group coaching to focus on supporting their acclimation to the field of education, professional development, and over-all well being. While teaching at BHS, I served as a host and mentor for undergraduate teacher candidates from Illinois State University for five years, modeling best practices and providing feedback aligned to the Charlotte Danielson Framework. Guiding student teachers through their transition from student to educator taught me the importance of strong, compassionate mentorship and reinforced just how important this support is to the development of strong educators.

I continued this work with college education majors through the Golden Apple Foundation, an organization who also supported me during my own undergraduate studies. I served as a Reflective Seminar Lead Instructor during Golden Apple’s summer institutes. In this role, I planned and facilitated seminars for pre-service teachers focusing on instructional strategies, classroom management, and professional growth. My connection with Golden Apple, both as a student and now as an instructor, has given me insight into just how crucial meaningful preparation and guidance is for students as they move towards careers in the field of education. I am confident you will agree that my background in special education and extensive experience working with and mentoring pre-service teachers have put me in a position to excel as a Full-Time Education Faculty member at SVCC.

These incredibly meaningful and transformative experiences within the K-12 setting have led me to now joining your SVCC Team as a TRIO Advisor. My brief time in this role has shown me that holistic support doesn't stop at the K-12 level and given me a strong appreciation for the collaborative culture and student-centered efforts here at SVCC. I am excited about the possibility of expanding this collaboration as an education faculty member and bringing my own experiences as a K-12 educator and mentor to develop and provide robust experiences and course work for SVCC future educators.

Thank you for your time and consideration.

A handwritten signature in black ink, reading "Allison Neubauer". The signature is written in a cursive, flowing style.

Allison Neubauer

Allison Neubauer

EDUCATION

Illinois State University | Normal, IL

Master's of Science, *Special Education*

Bachelor's of Science, *Special Education*

LICENSURE

Professional Educator License in Special Education K-12

Endorsement: Learning Behavior Specialist: Birth - Age 21

CERTIFICATIONS

Google Certified: Level 1 & 2

Youth Mental Health First Aid

Curriculum Adaptation Specialist (*Graduate Certificate*)

Behavior Intervention Specialist (*Graduate Certificate*)

PROFESSIONAL EXPERIENCE

TRIO Transfer Program Coordinator/Advisor

Sauk Valley Community College | Dixon, IL | January 2026 - Current

- Engage in structured advisor training through observation, practice, and collaboration, including student intakes, academic advising meetings, and degree planning.
- Apply instructional and special education expertise to design a workshop focusing on the Tuition Promise programs in Illinois. Facilitation of this workshop to come (2/6/26).

Special Education Teacher

Riverdale Elementary | Port Byron, IL | August 2025 - December 2025

- Collaborated with educators and related service providers to apply K–1 special education expertise in inclusive practice, supporting general education teachers in serving diverse learners.
- Supported and case managed a diverse K–1 special education caseload through inclusive, standards aligned instruction differentiated to meet diverse learning needs.

Reflective Seminar Lead Instructor

Golden Apple Foundation | Seasonal Position

- Facilitate reflective seminars for pre-service teacher candidates, fostering professional growth and preparation for classroom success.
- Mentor and guide pre-service teachers through discussions on instructional practices, classroom challenges, and the realities of the teaching profession.

Special Education Teacher & Building Mentor

Bloomington High School | Bloomington, IL | August 2018 - May 2025

- Advised and supported a caseload of 15+ students, developed Individualized Education Plans (IEPs) and provided consistent student support to promote academic achievement and personal growth.
- Partnered with educators, administrators, and families to implement tailored strategies that foster inclusion, engagement, and student success.
- Co-created and delivered instruction in both general education and self-contained settings, adapting curriculum to meet diverse learner needs.
- Developed advisory programming to prepare students for post-secondary transition, improving readiness and engagement.
- Provided onboarding, guidance, and mentorship to incoming freshmen through the Raiders 101 program, ensuring smooth transitions to high school.
- Mentored new educators across departments, facilitating one-to-one and group coaching to strengthen instructional practice and collaboration.

Cooperating Teacher

Illinois State University | Normal, IL | August 2021 - May 2025

- Guided and coached student teachers in developing instructional strategies, classroom management, and student engagement skills.
- Modeled best practices and provided structured feedback aligned to the Charlotte Danielson Framework to support professional growth.

Building Mentor

Illinois Education Association | Bloomington, IL | August 2021 - May 2024

- Provided feedback and mentoring to teachers in a one-to-one setting
- Participated in monthly forums with other mentors across the state of Illinois

GRADUATE STUDIES

Illinois State University | *Master of Science in Special Education*

- Conducted research on educator mental health, focusing on the Compassion Fatigue and Compassion Satisfaction Model.
- Designed a yearlong mentoring program to reduce burnout and improve teacher retention in special education.