

COLE WHITAKER

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PROFILE

Educator with almost 20 years experience working in the higher education industry. Skilled in communication, management, coaching, adult education, curriculum development, and public speaking.

EDUCATION

2023 Master of Science in Psychology,
School of Behavioral & Social Science
University of Louisiana at Monroe, Monroe, LA
GPA 4.0

2021 Bachelor of Arts in Psychology,
Department of Psychology
Central Washington University, Ellensburg, WA
Graduated Cum Laude

EXPERIENCE

Bellevue College, Bellevue, WA July 2024 to Present
Designs and delivers inclusive, learner-centered instruction for neurodivergent students in a college setting. Collaborates with faculty and staff to support student success through strengths-based pedagogy, accessible curriculum design, and individualized support strategies. Actively contributes to campus-wide efforts to promote equity, inclusion, and neurodiversity awareness.

Kirkland Middle School, Kirkland, WA Sept 2023 to June 2024
Devise and implement custom-tailored educational programs in alignment with individual needs to improve learning outcomes and heighten student engagement. Offer support and resources to aid students in establishing and applying efficient organizational approaches and exceeding set objectives.

- Enabled decision-making by gathering and assessing diverse data and maintaining reports.
- Improved individual comprehension by addressing pupil concerns, fulfilling demands, and delivering excellent coaching.
- Drove student academic progress by designing and executing instructional activities under teacher's assistance.

Paroba College, Everett, WA

Mar 2016 to Mar 2021

Paroba college is a small vocational school serving the northern Puget sound area. During my time working there the students numbered around 100-200 and the programs offered included Instructor Training, Cosmetology, Esthetics, Master Esthetics and Barbering.

Education Lead

- Cosmetology instruction in the classroom: this included ten clock hours a day of lecture and practical work on mannequins.
- Clinic floor instruction: for ten clock hours a day, this entailed supervising 10-30 students to help them service clients safely and effectively.
- Organizing and running bi-yearly staff trainings: to ensure that staff is updated on the latest curriculum changes as well as training on the latest teaching techniques.
- Lesson plan writing, creating PowerPoints, curating, and facilitating online school curriculum: this included updating curriculum and making sure that the curriculum and lesson plans met the standard of our accreditation agency.
- Managing staff: Worked with staff by observing them teach and giving them feedback as well as creating work schedules, handling staffing issues, and performing job interviews.
- Counseling students: responsible for dealing with all official complaints about teaching staff and meeting with students having academic challenges.
- Creating and facilitating online curriculum during Covid-19 online learning: this included designing how the curriculum would be translated into an online format which had never been done before.

Instructor Training Instructor

- Classroom instruction: this included 10 clock-hours of classroom instruction to 1-4 students in order to prepare them to take the Washington State written and practical exam to acquire an instructor's license.
- Observing Instruction: this included observing instructor training students teaching classes and giving appropriate feedback to ensure their teaching is effective and consistent with the curriculum and Washington State requirements.

Tint School of Makeup and Cosmetology, Seattle, WA

Dec 2015 to Feb 2016

Tint is a small vocational school serving the greater Seattle area. During my time working there the students numbered around 60-150 and the programs offered included cosmetology and Makeup.

Instructor, Cosmetology Department

- Cosmetology instruction in the classroom: this included ten clock hours a day of lecture and practical work on mannequins using the Tint official power points and curriculum to ensure that students are prepared to move on to taking clients.
- Clinic floor instruction: for eight clock hours a day, this entailed supervising 10-15 students to help them service clients safely and effectively.
- Reception: this included periodically covering the responsibilities of the front desk receptionist which included scheduling client appointments and responding to client complaints

Northwest Hair Academy, Everett, WA

April 2004 to Nov 2015

Northwest Hair Academy was a mid-size vocational school with four campuses serving western and mid Washington state. During my time working there the students numbered around 100-300 and the programs offered included Instructor Training, Cosmetology, and Manicuring.

Curriculum Leader

- Developing a new curriculum: this included writing and designing a 200-page workbook, teacher answer key, as well as writing all lesson plans to ensure that the curriculum meets all Washington state licensing requirements as well as NACCAS accreditation requirements.
- Training instructors: this included multiple trainings over the course of a year to ensure that all instructional staff was familiar enough with the new curriculum to teach it correctly
- Creating schedules for classes: to ensure that all lesson plans were covered within the 1600 clock hour program as well as appropriate written and practical student evaluations.
- Graphic design work: this included the NWAH workbook, flyers for promotions, visual aids for the classrooms and price lists for the front desk to ensure that all promotional and instructional paperwork was consistent and professional quality.

Campus Educational Director

- Managing staff: this included supervising front desk, classroom instructors, and clinic floor instructors to ensure that all areas of the school were appropriately staffed and that the staff followed school policies.
- Counseling students on academic and practical performance: this included meeting with students whose attendance or grades put them on academic probation to create a plan to get back in good academic standing as well as scheduling and being involved in meetings to approve appeals to academic decisions such as termination.
- Managed official student complaints: this included meeting with student having challenges with staff or other students and meeting all of the requirements of an official complaint per NWAH policies.

Instructor Training Instructor

- Classroom instruction: this entailed 10 clock-hours of classroom instruction to 1-6 students in order to prepare them to take the Washington State written and practical exam to acquire an instructor's license.
- Observing Instruction: this included observing instructor training students teaching classes and giving appropriate feedback to ensure their teaching is effective and consistent with the curriculum and Washington State requirements.

Gene Juarez Academy of Beauty, Seattle, WA

May 2002 to May 2003

Gene Juarez Academy is a mid-size vocational school with two campuses serving the greater Puget Sound area. During my time working there the students numbered around 100-200 and the programs offered included Instructor Training, Cosmetology, Esthetics, and Manicuring.

Instructor

- Cosmetology instruction in level one: This included the first four weeks of the students' schooling teaching them everything that was required for them to begin to take clients on the clinic floor.
- Clinic floor instruction: This included being assigned a row of students servicing clients, giving them appropriate feedback to ensure that they are working consistently with the

curriculum being taught and following Washington state safety and sanitation requirements.

- Lesson plan writing: This included writing lesson plans for all classes taught by me to ensure that all appropriate information was covered and was consistent with Gene Juarez curriculum.

PUBLICATIONS

Books

Whitaker, C.R., Northwest Hair Academy Workbook, Bellingham WA: Sunshine Publishing, 2008.

PROFESSIONAL TRAINING

Communication Training- Success Signals, Everett WA, 2005

This training focused on how people communicate differently and how a person can assess someone else's style and adjust their style of communication to decrease miscommunication.

Mindful Teaching Training- Pivot Point, Everett WA, 2006

This training focused on different teaching techniques that can be used in the classroom.

Multiple Intelligence Training- Northwest Hair Academy, Everett, WA, 2006

This training focused on the Multiple intelligences theory based on the book by Howard Gardner and how those types can be reached in the classroom.

Advanced Educator Training- Milady, Seattle WA, 2018

This training focused on new teaching techniques and technologies that can be used to facilitate classroom instruction.

Working with Learning Disabilities Training: Milady, New York, NY, 2014

This class gave a brief introduction to different learning disabilities and techniques that can be used in classroom instruction and testing to better serve these student communities.

PROFESSIONAL MEMBERSHIPS

American Psychological Association (APA) 2023-present

Washington State Psychological Association 2023-Present

Society for the Teaching of Psychology 2023-Present

COMMUNITY SERVICE

Challenger Elementary School 2016-2020

An annual event is held at the school just before the school year starts where parents can bring their children and receive free haircuts, school supplies, food and information on resources.

Supervised students performing haircuts for most years listed

United Way 2015-2018

An annual event put on by United Way in Everett WA offered services to underprivileged communities by offering haircuts, food, school supplies and information on other resources.

Supervised students performing haircuts for the homeless

Hoff Foundation 2008-2013

An annual event (Queen It's a New Day) offered services to women living in shelter such as haircuts, makeup, manicure, clothes for job interviews and food.

Supervised students performing haircuts for most years listed

Northwest Animal Rights Network 2014

A Seattle-based nonprofit dedicated to ending the exploitation of animals by raising awareness of animal suffering.

Volunteered time organizing items to be sold at the NARN second-hand store

COMPUTER SKILLS

Platforms: Adobe Creative Cloud, Office 365, and Cengage

Applications: Moodle, Canvas, and MindTap

CONFERENCE PRESENTATIONS AND WORKSHOPS

Martel, S., Whitaker, C., & Sanders Gardner, S. (2025). Canaries in the Coal Mine: Pedagogical Practices that Support Neurodivergent Students & Others. Symposium presented at the Equity, Inclusion, & Liberation Conference, Bellevue College, WA.

Whitaker, C. (2025). Supporting Neurodivergent Students: Practical Tools for Educators. Workshop presented at Evergreen College, Olympia, WA.

REFERENCES

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