

# Nicole Sager, Ph.D.

Tel: (303) 818-1635

Email: nicnicsag@gmail.com

## EDUCATION

- PhD - University of Colorado at Boulder, Boulder, CO** 2015  
Education - Educational Equity and Cultural Diversity  
*Thesis title: The language ecologies of emergent Spanish/English bilinguals: A comparative case study of five preschool classrooms*
- MA - School for International Training, Brattleboro, VT** 1996  
TESOL and Teaching Spanish as a Foreign Language
- BA - University of California at Santa Cruz, Santa Cruz, CA** 1992  
Latin American Studies with Bilingual Education minor  
*Honors thesis on Two-Way Bilingual Education supervised by Dr. Eugene Garcia*
- Certificate - MIIS, Monterey, CA** 1991  
Advanced Japanese - Summer Intensive Language Program

## WORK HISTORY

- CLD/ECE Instructor** – *University of Colorado Denver, Boulder* 8/16 – present
- Teach MA ECED and CLDE courses to teacher candidates
  - Assessment and Advocacy for Multilingual learners
  - Introduction to Bilingual Education
- Diversity, Equity, and Inclusion Trainer** – *C.I.R.C.L.E.* 6/19- present
- Design and deliver customized DEI trainings
  - Design and conduct surveys and focus groups
  - Analyze/interpret data, write reports/make recommendations
  - Coach organizational leaders to improve workplace culture, equitable practices, and retention of BIPOC staff
- Bilingual Early Childhood Trainer** - *Independent Consultant* 7/05 - present
- Coach and teach required trainings for childcare providers to obtain Colorado Family Childcare License
  - Support refugee communities with parenting and workforce Development
  - Transformational Coaching Certified
  - Circle of Security Parenting Trainer
  - Nurturing Parenting Trainer
  - Motivational Interviewing Certified
  - Pre-K-3 CLASS Certified
- Senior Director of Health Equity** – *IHDF Boulder County* 5/20 – 5/22
- Create and deliver staff professional development
    - Pedagogy, Ethnic Studies, DEI
  - Facilitate Professional Learning Communities with Program Directors
  - Create Culturally Relevant curriculum for youth grades 1-12
  - Recruit, hire, train and supervise Program Directors
  - Manage Health Equity Grant and collaborate with community partners

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- TESL Instructor** - *Front Range Community College* 1/16 – 7/16
- Teach aspiring ESL teachers English grammar and pronunciation instructional techniques
- Dual Language Instructor** - *Regis University* 5/13 - 5/14
- Taught college ESL Reading, Writing and Speaking in post-secondary Spanish/English dual language program
- Instructor/Curriculum Developer** - *CU Boulder, International English Center* 5/09 - 03/11  
course designer and instructor for teacher training course
- Instructor/Course Designer** - *CU Boulder, School of Education* 5/06 - 5/09
- Differentiating Instruction for Diverse Learners - EDUC 3023 course designer and instructor for teacher preparation course
- Language Trainer/Consultant** - *Independent Consultant* 8/02 - present
- Teach early childhood workshops in Spanish and English
  - Teach private language classes (Spanish, ESL, Japanese)

## RESEARCH EXPERIENCE

- Research Associate** - *CU Denver* 12/12 - 8/13
- Observed and Coached High School and Middle School Heritage Spanish teachers
  - Developed and delivered professional development for Culturally, Linguistically Responsive Practices
- Research Assistant** - *CU Boulder, Dr. Solano-Flores DPS & Piton Foundations' ELA compliance study* 5/08 - 11/08
- Qualitative research
- Assistant Editor** - *Review of Educational Research* 7/05 - 7/06
- Research Assistant** - *SLHS, CU Boulder* 8/02 - 5/04
- Tested college students for learning disabilities for the CU Boulder's Modified Foreign Language Program
  - Managed data base and performed research
- Research Assistant** - *Clayton Early Learning, Denver* 8/03 - 5/04
- Researched Spanish-speaking children's language development
  - Created/delivered teacher training sessions for Head Start teachers
- Research Assistant** - *CU Boulder, Dr. Solano-Flores Teacher professional development program, University of Panamá* 6/03 - 5/04
- Designed evaluation, interviewed teachers, analyzed data
  - wrote final report

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## OVERSEAS AND US LANGUAGE TEACHING

- Spanish Teacher Trainer** - *Spanish Institute, Boulder, CO* 12/14 – 2/17
- Create and teach toddler Spanish program
  - Conduct Spanish teacher trainings
  - Teach enrichment Spanish in elementary schools
  - Write children's Spanish textbook and teachers' manual
- EFL Teacher** - *ACBEU Binational Center, Salvador, Bahia Brazil* 1/00 - 12/00
- Consulted for a curriculum development project
  - Taught EFL to Brazilian teens and adults
- Lecturer, Curriculum Developer** 4/97 - 1/00  
*Kanda University of International Studies, Chiba, Japan*
- Led curriculum project for English proficiency courses
  - Taught Grammar and Oral Communication proficiency course
  - Created and taught upper-level content courses in English
- EFL Teacher** - *Department of Foreign Ministry, Tokyo, Japan* 5/97 - 4/98
- Taught business English to Japanese government officials
- English Teacher Summer Intensive** - *Mills College, Oakland, CA* 1/97 - 2/97
- Designed and taught summer course for Nagoya University
  - Coordinated extra-curricular performances and art projects
- EFL, Spanish Teacher** - *World Learning SIT, Brattleboro, VT* 6/96 - 9/96
- Designed and taught SIT's first Spanish Camp for kids.
  - Taught Summer Intensive English Course
- EFL Teacher** - *California Language Center, Cupertino, CA* 6/94 - 6/95
- Created original teaching materials, produced videos
  - Hired and trained seven employees
  - Taught English classes to Japanese adults and children
- ESL Teacher** - *Delta County Public School District, Delta, CO* 9/93 - 5/94
- Taught ESL to elementary school children
  - Translated books, created bilingual educational materials
  - Interpreted for Spanish-speaking parents at conferences/meetings
  - Initiated home visits and parent outreach programs
- EFL Teacher** - *Takarajima Kindergarten, Yokohama, Japan* 9/92 - 7/93
- Coordinated and taught kindergarten English program
  - Assisted in sporting events, outings and performances
  - Provided support for children with physical and mental disabilities

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## **INTERPRETATION /TRANSLATION EXPERIENCE**

### **Spanish Translator, Interpreter, Cultural Mediator**

8/02 – 5/15

- *Early Learning Ventures, Denver, CO*
- *Boulder County Family Services, Boulder, CO*
- *Decision Point Associates Inc., Denver, CO*
- *Medical Interpreter - World Services, Atlanta, GA*

LANGUAGES: Spanish: Advanced, all skills  
Japanese: High-intermediate speaker  
Portuguese: Intermediate speaker

## **SELECT PRESENTATIONS**

Sager, N. & Young, D. (2021) Working With, and Learning from Refugees, Immigrants and Bi/Multilingual Partners *An Introduction to Cultural Humility*. Presented to Experience Engaged ECSC.

Sager, N. (2019). Exploring how language ideologies influence our teaching. Excelencia En Acción 2019 CABE Spring professional development conference. Denver, Colorado.

Sager, N. & Hogan, T. (2019). Honing our advocacy skills and ability to enact asset-based mindsets. Teachers of Color and Allies TOCA Conference, CU Boulder, Boulder, Co.

Sager, N. & Hogan, T. (2019) Asset-based mindsets and practices: Supporting minoritized students, staff, and teachers CABE, Boulder, Colorado

Sager, N. & X. Zhang (2018) Bilingual Chinese Montessori: Translanguaging, home language practices, and student Chinese acquisition. CABE, Denver, Colorado.

Sager, N. & Hogan, T. (2018) Developing asset-based mindsets and enacting practices that support minoritized students, staff, and teachers in elementary, secondary, and post-secondary education Teachers of Color and Allies Summit, CU Boulder, Boulder, Colorado

Sager, N. (2016). Factors Influencing the Use and Status of Spanish in Five Preschool Classrooms. II International Colloquium on Languages, Cultures, Identity, in School and Society. Soria, Spain Loyola Marymount University.

Sager, N. (2015). La importancia de un curriculum anti-prejuicio. City of Boulder Spanish Professional Development Series. Boulder, Colorado.

Sager, N. (2010). La Conexión Entre Lenguaje Oral y el Desarrollo de Destrezas de Lecto-Escritura. CAEYC Spring Conference, Denver, Colorado.

## **PUBLICATIONS**

Assali, A., Younis, M., Sager, N., Dakis, M., & Young, D. (2022). Stories of Struggle and Resilience: Parenting in Three Refugee Contexts. In *Parenting-Challenges of Child Rearing in a Changing Society*. IntechOpen.

Young, D., & Sager, N. (2020). Two Diverse Communities Who Are Refugees Transforming Their Parenting and Self Efficacy Skills through Early Childhood Education. In *Parenting-Studies by an Ecocultural and Transactional Perspective*. IntechOpen.

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Sager, N. M. (2015). *The language ecologies of emergent Spanish/English bilinguals: A comparative case study of five preschool classrooms* (Doctoral dissertation, University of Colorado at Boulder).

Klingner, J. Moore, B., Davidson, A. Boelé, A., Boardman, A., Figueroa, R., Annamma, S., Sager, N., (2015). Cultural and linguistic diversity is special education. In B. Bateman, J. H. Lloyd, & M. Tankersley (Eds.), *Enduring issues in special education: Personal perspectives*. (pp. 110-131). New York, NY: Routledge.

Rueda, R., Klingner, J., Sager, N., & Velasco, A. (2008). Reducing Disproportionate Representation in Special Education: Overview, Explanations and Solutions. In T. C. Jimenez & V. L. Graf (Eds.), *Education for All: Critical issues in the education of children and youth with disabilities*. (pp. 131-166). San Francisco, CA: Jossey-Bass..