Susan Gingras Fitzell

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Summary

Susan Fitzell, M.Ed., CSP, is a neurodiversity workplace strategist, author, and internationally recognized speaker. As CEO of Aim Hi Educational Programs, LLC, she helps both school districts and organizations create inclusive, dynamic environments where all learners and team members can thrive. Susan delivers customized training that equips leaders, educators, and employees to support neurodivergent individuals with practical, research-based strategies. Her most recent book, Neurodiversity in the Workplace: Maximizing Success through Inclusive Dynamic Workplace Design, reflects over 30 years of experience bridging gaps in learning, engagement, and performance.

Core Qualifications

- Expert learning & engagement strategist
- Customizes learning for neurodiverse populations
- Extensive experience with diverse learning needs
- Innovative instructional planning strategist
- Experience with instructional design
- Effectively collaborates with organizational leaders
- Creative questioning
- Critical thinking
- Differentiated instruction expert
- Clear public speaking skills
- Instructional best practices
- Tailoring instructional design
- Proven ability to customize to client needs

Publications (Selected)

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- Neurodiversity in the Workplace: Maximizing Success through Inclusive Dynamic Workplace Design, Cogent Catalyst Publications (2025)
- Best Practices in Co-teaching & Collaboration: The HOW of Co-teaching - Implementing the Models, 3rd Edition, Cogent Catalyst Publications (2018)
- Paraprofessionals and Teachers Working Together: Highly Effective Strategies for Inclusive Classrooms, 3rd Edition, Cogent Catalyst Publications (2017).
- RTI Strategies for Secondary Teachers, Corwin Press (2011)
- Special Needs in the General Classroom, 3rd Edition: 500+ Teaching Strategies for Differentiating Instruction. Cogent Catalyst Publications (2017).
- Transforming Anger to Personal Power: An Anger Management Curriculum for Gr. 6-12, Cogent Catalyst Publications (2019).

Keynote & Media Appearances (Selected)

- Onsite Keynote: Embracing Neurodiversity in the Skilled Trades | MEA spring executive forum (2022)
- Virtual Keynote: Neurodiversity in the Workplace – What it Is and Why it's Your Team's Superpower! | Johnson & Johnson Visioncare (2021)
- Virtual Session: Neurodiversity: The Untapped Talent Pool That Fuels Your Success | Chubb Agency Education
- Featured Guest: The ND Report Podcast, Inclusive Leaders Today, and more
- Presented hundreds of events for schools and school districts in the USA, as well as Canada and The Netherlands over the past thirty years.
- Quoted or published in: Forbes, EdWeek, Pattaya Today, Corwin Connect

Awards and Certifications

- National Speakers Association, Certified Speaking Professional designation (CSP)
- Myers-Briggs Certified Trainer
- MC/CT Certified
- Culture Works, *What Motivates Me: Put Your Passions to Work,* Certified Trainer and Certified Coach
- Certified in the State of New Hampshire in Elementary Education, General Special Needs, and Specific Learning Disabilities

Professional Experience Includes

Founder and President

January 1993 - Current

Aim Hi Educational Programs, LLC – Manchester, New Hampshire

- Designs and delivers training programs for school districts and corporate clients based on needs assessments.
- Provides coaching, workshops, and keynotes across education and business sectors.
- Collaborates with leadership to implement lasting, performance-focused strategies.
- Creates high-impact, research-based learning experiences.

Adjunct Faculty

University of New Hampshire – Manchester, NH,
Notre Dame College – Manchester, NH

- Developed and taught adult learning courses with creative engagement strategies.
- Designed content to align with student needs using stories and real-world analogies.

Faculty

Londonderry High School, Londonderry, NH,

- Implemented inclusive education practices in co-taught and general education settings.
- Customized curriculum for diverse learning needs
- Integrated research-based strategies to increase engagement and build community.

Education and Training

Antioch New England Graduate School

Keene, New Hampshire, U.S.A.

Master of Education (M.Ed.)

- Concentration: Foundations in Education
- Focus: Conflict Resolution

Rivier College

Nashua, New Hampshire, U.S.A.

Bachelor of Arts

- Elementary Education & General Special Needs

Affiliations

- National Speakers Association (NSA)
- NSA New England (Past Membership & Sponsorship Chair)
- Learning Forward New Hampshire (Past President)