***Debra Saffo*** is the President and CEO of the NiKhar Group which she established in 2001 after being sought after to develop and conduct professional development for educational institutions and business organizations. Debra brings a wealth of knowledge and expertise in the area of educational legislation, curriculum support, school improvement, and workforce services. Prior to starting the NiKhar Group,  Debra served as Assistant-Director for the Heart of Ohio Tech Prep Consortium where she was responsible for developing articulation and dual-enrollment pathways for eight local counties in collaboration with the Ohio Department of Education, the Ohio Board of Regents, local colleges and universities, and other pertinent stakeholders. Debra retired from a successful career with Columbus City Schools where she served as a business and career education teacher, a district curriculum administrator; district school reform facilitator, district career education curriculum coordinator, and High Schools That Work (HSTW) facilitator. She earned a Bachelor of Arts in Business Education from Bowling Green State University and pursued graduate studies at The Ohio State University. Debra is a nationally certified Literacy Leadership Coach, a designation earned from the Southern Regional Educational Service Center; a Nationally Certified Grant Writer from the Grantsmanship Center; a Licensed Career Pathways Leader, and a certified Leader BreakThru Coach. Debra sits on several community boards and advisory committees.

**NiKhar Consultants-**The NiKhar Group <http://www.nikhargroup.com/contact-us.html> staffs a dedicated and highly skilled group of principals, superintendents, and other professional consultants who are specialists in an array of educational legislation topics, educational curriculum, literacy, school reform and workforce topics.