

Résumé of

Sherri Stephanson, B.Ed., M.Ed. CertConRes. ACC

EDUCATION

University of Saskatchewan
College of Graduate Studies and Research
Master of Education – Administration

University of Saskatchewan
College of Education
Bachelor of Education

Other Related Training

EQi-2.0 Certification
ClearPoint Leadership – Multi-Health Systems (2015)

Associate Certified Coach - Accreditation
International Coaching Federation (2014)

Certified Coach Training Program
EXPEDITION Coaching® (2014)

Certificate in Conflict Resolution – Negotiation
Justice Institute of British Columbia (2009)

Foundational Training in Cognitive Coaching
Saskatchewan Professional Development Unit (2002)

PROFESSIONAL ACCOMPLISHMENTS

- Successful coach, consultant and independent business owner
- 13 years as a senior administrator
- Superintendent experience within a large rural and a large urban school division working with both elementary and high schools
- Extensive experience in First Nations and Métis Education, Community Schools and Aboriginal Employment Development
- Responsible for the implementation of a human resource strategy for a newly amalgamated school division
- Collaboratively led and created professional growth, supervision and evaluation guides for both professional and support staff using a learning focused approach
- Co-Leader of team implementing, monitoring and aligning school division initiative with our Continuous Improvement Accountability Framework
- Collaboratively created and implemented new teacher induction and leadership development program

- President of provincial professional association -League of Educational Administrators, Directors and Superintendents (LEADS)
- Responsible for the school division strategic direction in the area of staff engagement
- Responsible for the first ever staff satisfaction survey that included the gathering of base line data for school division improvement
- Successfully negotiated and implemented three staff collective agreements following the amalgamation of a school division
- Leader of collaborative labour management work highlighted at a Good Practices in Dispute Resolution Provincial Symposium
- Responsible for supervision of a large number of staff including administrators, teachers and support staff
- Responsible for development and accountability for several school division budget areas

LEADERSHIP SKILLS, COMPETENCIES AND ATTITUDES

- Promotes and leads successful strategic planning and thinking for improved outcomes
- Collaboratively builds a shared vision, fosters the acceptance of group goals and sets and communicates high expectations
- Supports and is passionate for learning in others, with others, and for self
- Facilitates and supports shared leadership opportunities and leadership potential in others
- Models 'coaching' as a means to develop leadership potential
- Demonstrates successful leadership in building a cohesive and collaborative team and culture
- Understands and is knowledgeable of effective staff development and adult learning practices
- Strong communicator using effective practices and strategies
- Well-organized, self-disciplined, and goal-oriented with a strong work ethic
- Establishes and maintains positive relationships through building trust and demonstrating integrity
- Experience with a variety of governance models
- Works to connect all partners to a shared purpose

AWARDS

- Nominee – Educator of the Year Award – Administrator
- Nominee – YWCA Women of Distinction – Health and Education
- Nominee – Educator of the Year Award – Administrator

EXPERIENCE

President 2012-Present
Aldebaran Coaching and Consulting

University of Regina, College of Education 2012-Present
Sessional Lecturer

Prairie Valley School Division 2011-2012
Superintendent of Human Resources

Prairie Spirit School Division (*Legacy Division – Saskatchewan Valley*) 2002-2011
Superintendent of Schools and Leadership – Human Resources

Saskatoon Public School Division
Superintendent of Schools 1999-2002
Principal 1993-1999
Vice Principal 1987-1993
Teacher 1981-1987

ADMINISTRATIVE-RELATED LEADERSHIP

ALDEBARAN COACHING AND CONSULTING (2012-present)

- Founded and established successful business venture
- Coached leaders from various sectors including business and education
- Provided human resource consulting services to organizations
- Facilitated professional development and training sessions

PRAIRIE VALLEY SCHOOL DIVISION LEADERSHIP (2011-2012)

- All human resource functions
- Labour management
- All formal staff negotiations
- Leadership in area of staff investigations
- Leadership in area of staff professional development

PRAIRIE SPIRIT SCHOOL DIVISION LEADERSHIP (2002-2011)

- Staff/teacher/administrator recruitment and retention
- Leadership development
- All human resource functions
- Labour management
- All formal staff negotiations
- Leadership in area of staff investigations
- Teacher induction program
- First Nations Métis education and relations coordination
- Facilitated partnership agreement with the Ministry of First Nations and Métis Relations

- Division leadership – strategic directions
- Specific responsibility for staff engagement goal
- Professional Growth Supervision and Evaluation
- Specific responsibility for creation of document for support staff
- Teacher supervision/evaluation
- Support for administrators/managers
- Coordination of partnership with University of Saskatchewan, College of Education programs
- Community schools leadership

SASKATOON PUBLIC SCHOOL DIVISION LEADERSHIP (1981-2002)

- School superintendent for 12 Schools
- Major responsibility for recruitment, and deployment of all in-school support staff
- Responsibility for \$10 million budget
- Aboriginal committee response to Collegiate Review
- Elementary vice principal and principal executive committees
- Supervision of staff
- Administrator selection
- Elementary and secondary community schools committee
- Tragic events team member
- School division representative on CHEP (Child Hunger and Education Program)
- Member of Saskatchewan Education Community Schools advisory committee
- System committees including Community Schools, Mathematics, Physical Education and Lifestyles

<h3><i>PROFESSIONAL LEADERSHIP - PRESENTATIONS</i></h3>
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- Co-Presenter of Session on “Energy Leadership” (2014)
- Co-Developer and Presenter of Human Resources Module for LEADS (2008-2010)
- Co-Presenter of Session on “Open Communication, Shared Leadership and Collaboration” (2008)
- Co-Presenter of Sessions on Cognitive Coaching and Learning-Focused Supervision (2006-Present)
- Co-Presenter of Session on Effective In-School Administration (2007-Present)
- Co-Presenter or Presenter of Sessions on Conflict Resolution (2004-Present)
- Co-Presenter of Sessions on Inner City/Community Schools (1997 – 2004)
- Co-Presenter or Presenter of Workshops on Cooperative Learning (1989-1993)
- Co-Presenter of Sessions on Peer Coaching (1988 – 1989)

PROFESSIONAL DEVELOPMENT

- EQi-2.0 Certification – Multi-Health Systems (Emotional Intelligence Assessment)
- Accredited as an Associate Certified Coach – International Coaching Federation
- International Coaching Federation – Saskatchewan Chapter Membership
- Certified Coach Training Program - EXPEDITION Coaching®
- Certificate in Conflict Resolution – Negotiation – Justice Institute of British Columbia
- Foundational Training in Cognitive Coaching
- Saskatchewan Association of Human Resource Professionals Membership
- American Association of School Personnel Administrators Annual Conference
- Various Administrative Council/In-School Administrator Seminars
- Association for Supervision and Curriculum Development Annual Conference
- TASH (formerly the Association for the Severely Handicapped) Annual Conference
- Saskatchewan Community Schools Conferences
- Suicide Intervention
- Cooperative Group Strategies
- National Inner City Schools Conference
- Western Canada Educational Administrators’ Conference
- Saskatchewan Middle Years Association Conference
- Saskatchewan School Based Administrators’ Conference
- Edmonton Summer Institute – Cooperative Learning and Peer Coaching