

Dr. Laurie Janet Bizero

Outstanding educational leader with an exemplary record of leadership/administrative experience in elementary, secondary, First Nations, adult, English as a second language, University and international education.

EDUCATION DEGREES

- Ed.D., 1998, Nova Southeastern University, Florida
- Supervisory Officers' Qualification Program, 1996, E.O.S.D.N., Kingston
- M.Ed., Educational Policy Studies, 1995, University of Western Ontario, London
- Principals' Qualifications Parts I and II, 1989
- B.Ed., Primary/Junior/Intermediate, Senior, 1979, University of Windsor
- B.A., Drama Major, Communication Studies Minor, 1978, University of Windsor
- Drama Specialist, Drama Senior, Physical Education Senior, 1988; Environmental Studies Part I, 1979
- Professional Reading Groups, Professional Presentations, Workshops
- Non-violent Crisis Intervention Training, 1994
- Principals' Qualifications Parts I and II, 1989

PROFESSIONAL EXPERIENCE AND ADMINISTRATION

Director of Education, Seabird Island Band

February-2017-October-2018

(Junior Kindergarten-Post-Secondary)

- NFN community, Education Jurisdiction
- Chosen as one of six national schools for the Martin Family Initiative Model Schools Literacy Project
- Created one of two, full-day, fully-funded Junior Kindergarten programs in British Columbia
- Participated on : FNEC (Board Member), FNEC Strategic Planning Subcommittee, FNSA (Local Representative)
- Partnered with the Fraser River Discovery Centre as a curriculum advisor for Welcomed by Water
- Created a renewed Local Education Agreement with School District #78
- Advised the Education Committee on their monthly needs including : terms of reference, policy development, budget, professional development
- Worked collegially on the Senior Management Team for budget alignment
- Created federal and local cultural programs for the school and community
- Conducted regular, comprehensive performance appraisal of staff including site- based coaching, mentoring, modelling and professional development
- Developed, executed and supervised the strategic plan
- Created new secondary school programs/proposals including : Cooperative Education, mentoring, BC Action Schools/Physical Education
- Participated as an active member in provincial associations as a Board and Committee member : FNEC/FNSA, Principals PLC, K4 PLC

Education Manager, Tl'azt'en Nation

August 2015-February 2017

- Advised the Education Committee on all monthly meeting governance structures
- Developed the strategic plan for the Education Department

- Lead the operational strategic plan for Tl'azt'en Nation Education for: elementary, daycare, adult, Post Secondary, Employment Services, BladeRunners, and community education, including facilities maintenance
- Lead staff development and the implementation of new grants, proposals, and interdepartmental community activities
- Modeled, coached, mentored and advised staff to build capacity
- Created a Local Education Authority Agreement with Fort St. James
- First Nations Education Steering Committee Board Member
- First Nations School Association Representative
- Extended local band school from a daycare to a half-day, Junior Kindergarten
- Extended the elementary school to grade 9

**Professional Development Consultant, Literacy Coordinator,
Literacy Researcher**

April, 2012-August, 2015

- Provided varied consulting services to various stakeholders, public and private

**Professional Development Consultant and Literacy Coordinator,
Kenjgewin Teg Educational Institute**

June-August 2011

**Professional Development Consultant
Kenjgewin Teg Educational Institute**

September, 2011-March, 2012

- Designed, implemented and delivered system professional development days, (assessment, differentiated instruction etc.)
- Developed, supervised, supported, reviewed school professional learning community structures
- Instituted, coordinated, coached, monitored, system literacy and assessment based cross-cultural professional development structures
- Instituted multifaceted communication structures within the school Literacy Resource Teacher framework
- Provided direct second level support services to literacy school success plans in schools
- Modeled, coached, mentored, supported Literacy Resource Teachers, administration and teaching staff
- Enhanced and developed system profile and extended literacy partnerships

**First Nation Student Success Literacy Coordinator
Kenjgewin Teg Educational Institute**

September, 2011-March, 2012

- Reviewed, revised and extended primary, junior and intermediate division long range literacy plans
- Shadowed, advised and coached five Literacy Resource Team Leaders to develop upcoming literacy plan implementation
- Advised Student Success Manager on systemic next steps
- Designed professional development structures for Literacy Resource Team members
- Provided one week-long professional development sessions for Literacy Resource Team members
- Designed, implemented and reviewed professional learning community resources
- Designed community literacy networks in consultation with literacy resource teachers
- Collaborated with site staff to coach, mentor and in-service staff on literacy assessment, evaluation and reporting practice
- Delivered systemic strategies for long, short and immediate best practice literacy plans

Performance Measurement Consultant, First Nations Student

Success Program, Mushkegowuk Council**November, 2010-April, 2011**

- Reviewed and evaluated Mushkegowuk Council student performance data, measurement tools and products, data collection and management systems
- Updated and adjusted student performance measurement tools, data collection and management systems
- Coached, modelled, mentored and supervised the Performance Measurement Coordinator
- Facilitated staff professional development on student assessment
- Evaluated chosen assessment strategies
- Reported on assessment plans, implementation and reporting mechanisms

Director/Principal of Education, Long Point First Nation**July 2009-June 2010
(one year contract)**

- Initiated a Long Point First Nation 3-year Student Success Plan
- Designed, developed, facilitated a professional development series on Assessment for Learning
- Developed, revised literacy and numeracy structures for Post Secondary students
- Developed a comprehensive staff professional development program
- Developed nine Student Success projects funded by First Nations Education Council
- Served on the provincial First Nation Education Council's Learning Assessment Committee
- Ensured a bicultural approach to: accountability, collaboration and scholarship

Education Consultant/Researcher**June 2008-July 2009**

- Provided project consulting supports/services
- Engaged educational partners through project development
- Extended my research on data driven school improvement in professional learning communities, language acquisition through dramatic arts and team building through literacy initiatives in the early years.

Director, Maple Bear Ilsan School, Seoul Korea**January –May 2008
(contract position)**

- Opened the new Maple Bear School in Seoul
- Developed marketing strategies with the Business Director
- Implemented the procedural framework for staff allocation
- Facilitated staff development on new curriculum programs
- Supervised staff recruitment, allocation, evaluation, professional development

Cluster Director, Model Schools ADEC, U.A.E.**August –December 2007
(contract position)**

- Provided strategic advice and support to the Manager, Model Schools
- Participated in the planning and management of educational reforms
- Provided educational leadership weekly to principals ensuring student performance achievement
- Supervised and reported on the performance of schools
- Guided the development of school plans and their budget considerations

**Adjunct Professor, Junior Teacher Qualifications Course,
University of Ottawa, Faculty of Education****July 2006-July 2006**

- Taught the course for the teacher students

- Developed a class bank of literacy centres
- Developed a holistic version of the course
- Taught foundation content in the junior division
- Utilized multiple teaching/learning styles to foster capacity building

Professor, Primary/Junior Mathematics and Language, September, 1999-September, 2001
University of Windsor, Faculty of Education

- Developed a primary language arts course
- Developed a primary mathematics course
- Developed a primary language arts and mathematics hybrid course
- Mentored students on interview preparation in an evening course
- Evaluated thirty student teachers in Essex County
- University of Michigan/University of Windsor Capacity Committee
- University of Windsor, Environmental Sustainability Subcommittee
- Coordinated the Department of Education's Open House 2000, for the University of Windsor, including a departmental video created with students

Superintendent of Schools, Community and Continuing Education, 2001 - 2004
Ottawa-Carleton Catholic School Board

- Created, implemented and evaluated a new Board 5-year strategic plan
- Lead twenty: primary, secondary, adult, continuing education, ESL and international facilities
- Resourced Committees in the areas of: Strategic Planning, Data Driven School Improvement
- Lead the Anti-Racism and Ethnocultural Equity Committee, Children's Support Committee, Public Speaking Development Committee, United Way Board Committee, Volunteers in the Schools, Vice-Principals' Committee
- Represented the Board on provincial and national school improvement projects, presenting on data driven school improvement
- Provided holistic performance appraisal and succession training for administrators

Director of Education (CEO) / Treasurer 2004 - 2005
Northwest Catholic District School Board

- Advised the Board on all management areas in monthly meetings
- Directed actions of students through consensus and capacity building
- Worked with trustees and community partners in public and private sectors for student success programs
- Represented the Board on local, regional, provincial, national and international fronts
- Fostered student and staff success through strategic planning
- Blended fiscal responsibility with innovation to actualize school improvement projects

Principal, St. Mary's Elementary School, Port Hope 1996 –1999

- Designed functional Church committees/structures
- Developed an action research project for school-wide dramatic arts enhancement
- Created a partnership with Ontario Learning for Sustainability
- Enhanced the development of Board and Ministry curricula through community projects

- Coordinated creative problem-solving ventures with an active Parent Council

Principal, St. Peter's Elementary School, Peterborough

1993-1996

- Created and modelled a leadership profile for the school's teacher-in-charge
- Actualized a year's literacy initiative that maximized the school's community focus
- Collaborated within Principals' Reflection Committee and Special Education Administrators roundtables
- Participated on Board teams: assessment and evaluation, transition years, and science and technology
- Worked on principals' retreat, professional development and curriculum committees

Vice-Principal, Bedford Elementary School, Stratford, Ontario

1991-1993

- Implemented an action research project on conflict resolution
- Prepared formal summative performance appraisals
- Designed student leadership groups: conflict resolution, community service, environmental awareness
- Participated in Principals' Plus professional development, designed a holistic school drama project

Dean of Arts, St. Elizabeth Secondary School, Thornhill, Ontario

1989-1991

- Lead a department of seven integrated areas in the Arts and Technology
- Implemented a new staff performance appraisal project and maintained a record of curriculum design, implementation, and review within the review structure
- Demonstrated student artistic successes through integrated arts events in the local community
- Worked on the Board's community Arts focus project
- Taught Dramatic Arts and Advanced English

TRAINER

1989-1999

- Designed a holistic Arts curriculum planning framework for new provincial guidelines (1997-1999)
- Reviewed school drama initiatives for academic excellence
- Served on Board committees to prepare for a system response for the year 2000
- Worked collaboratively on Principals' Professional Development committees
- Served on Board committees reviewing language arts programs (1996-1999)
- Aligned with the Ontario Learning for Sustainability Partnership through local business projects (1997-1999)

PROGRAM DEVELOPMENT

- Extended First Nations School to full day Junior Kindergarten (in British Columbia)
- Presented drama, performance appraisal and strategic planning plenary, workshops
- Presented my practical dissertation at the International Conference on Teacher Research
- Developed principal/parish hospitality program with families of schools
- Developed conflict resolution through drama program for primary teachers
- Developed primary dramatic arts curriculum units to meet revised provincial standards

TEACHER

1980-1989

- Taught primary, junior, intermediate, senior and adult literacy students
- Designed special curriculum projects as an intermediate professional development representative
- Designed a pilot drama project for the Alberta Ministry of Education

- Served as team coordinator for grade level projects as a grade 5 teacher
- Served as school drama coordinator, public speaking coordinator, field trip coordinator
- Taught in open-concept, traditional, urban, rural, federal, provincial, private schools in Ontario, Quebec, Alberta and British Columbia
- Coordinated the role of shared principalship in a remote northern Ontario village

INSTRUCTIONAL DESIGN

- Junior Kindergarten pilots, TI'azten Nation, Seabird Island Band
- Developed special projects with various stakeholders (2000-Present)
- Created partnerships through the Ontario Learning for Sustainability Partnership (1996 -1999)
- Designed an adult literacy evening course, London Board of Education (1986-1988)
- Designed a Saturday primary drama program for Town of Richmond Hill (1987-1990)
- Tutored in the areas of language arts and piano (1986-1990)
- Designed a Saturday craft program for Bagley Community Centre, Windsor (1980)
- Created a drama program for Little Sisters' Association, Windsor (1979)

PUBLICATIONS AND SPECIAL PROJECTS

- **Living Your Legend Workshop**, ABEABC, Harrison Hot Springs, April, 2018
- **Imagine**, Seabird Island, Parent Engagement, 2018
- **Think in Team Leader**, Seabird Island Band, 2017-2018
- **It Looked Like Spilt Milk**, Seabird Island Band, Parent Engagement, 2017
- **Creating with Colour Workshop**, TI'azten Nation, 2014
- **Differentiated Instruction Workshop**, TI'azten Nation, 2014
- **Literacy Levels Professional Learning Community**, September 2011
- **Making the Grade, Assessment for Learning Workshop**, December 2011
- **Story, Art and Playmaking, Parent Engagement**, December, 2011
- **The Arts as Treasures/Tools for Language Acquisition**, January, 2012
- **Paint the Town, Parent Engagement Workshop**, March 2012
- **Dramatic Arts Across the Language Barrier**, Brazil, July 2004
- **New Drama Innovations, National Ideas Conference**, July 2004
- **Reach for Success**, breakout session for administrators, June 2004
- **Principals' Projects**, Success Celebration Symposium, June 2004
- **Working in Cyberspace**, CESBA Conference, Niagara Falls, May 2004
- **Conflict to Creativity**, Professional Book club Presentation, May 2004
- **Student Success Data Symposium**, Ottawa, April 2004
- **International Languages Saturday Professional Development Day**, Drama Workshop, February 2004
- **Vice-Principals' Workshop on Family Literacy**, October 2004
- **Harnessing School Hope: School Improvement Video**, Administrators' Handbook, co-developed for C.P.C.O. (2003)
- **Sharing our Data Driven Decision Story**, Researchers' Pre-symposium, Halifax, 2003
- **Getting the Message Out**, CESBA Conference, Niagara Falls, 2003
- **Dramatic Arts, Data Decisions Workshops**, Uruguay, August 2003
- **Vice-Principals' Workshop on Strategic Planning** May, 2003
- **Dramatic Arts Through Story**, IL Conference, Ottawa, 2003
- **Data Driven Strategic Planning Enhancing Language Instruction**, TESOL Conference workshop, Lima, Peru, 2002
- **Children's Hopes for One Another Explored through Dramatic Arts**, TESOL Conference workshop, Lima, Peru, 2002
- **Data Driven School Improvement**, Quest for Optimism, International Symposium, 2002
- **Dramatic Arts in the IL Classroom**, International Language Conference, Ottawa 2002
- **Dramatic Arts as a Tool for Harnessing English Language Instruction**, TESOL Conference workshop, Arequipa, Peru, 2001

- **English Language Teaching through Effective Performance Appraisal Indicators**, TESOL Plenary, Arequipa, Peru, 2001
- **Teaching Critical Challenges via Dramatic Arts**, Voice, Volume 3, 2000
- **Critical Challenges for Primary Students**, Journal of Teaching and Learning, Volume 1, 2001
- **Windswept**, poem, Ontario Poetry Guild, 1998
- **Action Research/Narrative Research presentation**, International Conference on Teacher Research, Magog, Quebec, 1999
- **A holistic teaching approach to improve dramatic arts outcome attainment in primary children**, practical dissertation, Nova Southeastern University, 1998
- **A classroom program to improve conflict resolution skills of third and fourth grade school children**, short practical dissertation, Nova Southeastern University, 1997
- **Cyclic Interplay: Self-esteem development through dramatic arts**, dissertation, University of Western Ontario, 1995
- **Ontario Learning for Sustainability initiative**, business partnership with Interface Flooring (1997 - 1999)

PUBLIC SERVICE PAST AND PRESENT

- Community member, literacy outreach, Agassiz, British Columbia
- Board Member, Fort St. James Public Library
- Board member, ArtsSmart, Ottawa, Ontario
- Board member, Gloucester Arts Council, Ottawa, Ontario
- Reader for St. Leonard's Church, Manotick, Ontario
- Vice chair for Junior Achievement of Peterborough and Chair of Education Committee for Junior Achievement of Peterborough
- OCCDSB United Way Board contact and responsible for school United Way projects
- Reader, for Trent University, educational tapes for exceptional students

SPECIAL INTERESTS

- Participate in professional learning communities
- Write poetry and promote professional development in academic and social realms
- Participate in Arts presentations, children's puppet shows, and professional reading groups
- Utilize Grade IX Royal Conservatory Music diploma (piano), Grade II theory, Grade III history
- Mentor other leaders