

Sharon M. Cournoyer

EDUCATION

- 2015 - Central Connecticut State University: Superintendent Certification (093) Program
- 2003 - Cambridge College, Springfield, Massachusetts, C.A.G.S., Educational Leadership
- 1997 - Rensselaer Polytechnic Institute, Troy, New York, M.S., Natural Science
- 1989 - University of Massachusetts, Amherst, Massachusetts, B.S., Zoology

CERTIFICATION 093	Superintendent Certification
092	Supervision and Administration
030	Biology (grades 7-12)
034	General Science (grades 7-12)

LEADERSHIP

2020-Present	Superintendent of Schools
July 2019- Jan. 2019	Interim Superintendent of Schools
2014- 2020	Assistant Superintendent of Schools
2010- 2014	Principal High School
2009-2010	Assistant Principal High School
2007-2009	Dean of Students High School
2006-2007	Assistant Principal Middle School
2001-2006	Science Curriculum Coordinator

PROFESSIONAL EDUCATOR EXPERIENCE

2020 – Present: **Superintendent of Schools**, Regional School District 19, Storrs, CT

- Represent the district at all Board of Education meetings and Board of Education subcommittee meetings which include, Policy, Finance, Building, Equity, Diversity, and Justice, Curriculum, and Personnel.
- Negotiated teachers and administrators' contracts.
- Coordinated COVID reentry plans 20-21 and 21-22.
- Coordinated development of COVID Relief Grants for the District.
- Oversee the writing, revision, and development of curriculum.
- Supported the department heads and department directors in the development of draft content graduation standards and performance indicators to facilitate prioritization of content.
- Coordinated professional development to support teachers in addressing students' social emotional learning needs, equity, and a shift to a more student-centered learning environment.
- Developed, presented, and oversaw the 2021-2022 and 2022-2023 budgets for over 22 million dollars for the Regional School District
- Oversaw the implementation of teacher evaluation flexibilities for 20-21 and 21-22 school year.
- Collaborated with parents through Family Advisory Meetings.
- Implemented a Superintendent's Student Advisory Council.
- Evaluated administration and department heads.
- Oversaw the writing of NEASC aligned District/School Improvement Plan

2014-2020

Assistant Superintendent of Schools/Interim Superintendent of Schools, Windsor Locks High School, Windsor Locks, CT

- Represent district leadership at Board of Education Meetings
- Oversee writing and submission of the Alliance Grant Application
- Facilitate the district leadership retreat and set goals for the 2018-2019 school year.
- Develop accountability for principal completion of School Improvement Plans aligned with the District Improvement Plan.
- Oversee the Professional Learning and Teacher Evaluation and Supports Committee.
- Oversee administration of all statewide assessments.
- Oversee the development of updated and digitized curricular documents to support a standards-based, mastery and personalized approach to learning for all students in Windsor Locks.
- Oversee and coordinated the writing and revising of district curricular documents.
- Collaborate with the Superintendent of Schools to develop agendas for and facilitate weekly cabinet, leadership and monthly parent advisory meetings.
- Assist the Superintendent in the planning and facilitation of the yearly Leadership Retreat to review and revise the District Long Range Plans, District Vision and Mission and Professional Learning goals for the following year.
- Administer yearly surveys to staff regarding professional learning in the district.
- Facilitate development of Professional Learning plans for the district to meet needs of the teachers and individual building goals.
- Represent the district at trainings and State Department of Education Meetings.
- Support building principals in their buildings by providing evaluation support for staff, professional learning support and assessment organization.
- Review and present district performance data to the Board of Education
- Support policy review and revision for the district.
- Collaborate with the high school principal in revising policy and practices as they relate to masterybased grading and reporting.
- Support the superintendent in working with the Hartford Foundation for Public Giving to secure grant funding for family and community engagement.
- Oversee the writing and administration of the Title I, II, III, and IV grants.
- Develop budget for curriculum, assessment and instruction.
- Support the superintendent and work with the business manager in developing and presenting the district budget.
- Preside over stipulated agreement meetings and expulsion hearings when needed.
- Conduct final interviews of finalists for building based hiring.
- Participate in negotiations with bargaining units.
- Coordinate Extended Day/Extended Year Program and Intensive Support Programs

2014 – Present Adjust Professor, Grand Canyon University, Phoenix, AZ

- School of Education: o SEC – 201 Early Adolescent and Adolescent Psychology
- Facilitate class discussion regarding topics that include, developmental theories, the brain and learning, social and emotional development in early adolescence and adolescence, moral development, motivation, school and the adolescent, and peer and cultural influences.
- Grade and provide feedback on class assignments and monitor participation in the on-line discussion forum.

- 2010- 2014 **Principal**, Windsor Locks High School, Windsor Locks, CT
- Oversee the daily management of the high school facilities, instruction and implementation of student academic, civic and personal expectations.
 - Collaborate with all stakeholders in the implementation of the Windsor Locks Public School Long Range Plan.
 - Collaborate with district administration, staff, students and parents in the development of content area graduation competencies and cross curricular graduation competencies to be implemented for the Class of 2020.
 - Oversee the implementation of NEASC recommendations and the development of the NEASC 2 year and 5 year reports.
 - Supervise 80 + certified and non-certified staff members.
 - Expanded Windsor Locks High School college and career pathways to include an EMT program, Allied Health Program and Early Childhood Program.
 - Facilitate staff professional learning opportunities at the building and district level.
 - Develop and manage the school budget to support student achievement goals.
 - Generate the master schedule for the high school.
 - Solicit input from all stakeholders in revising the Mission and Core Expectations for Windsor Locks High School.
- 2007- 2010 **Assistant Principal/Dean of Students**, Windsor Locks High School, Windsor Locks, CT •
Supervised 14 – 20 teachers through formal, informal and walk-through observations.
- Monitored the attendance policy for the high school and communicated with students, parents and teachers action plans for improvement.
 - Collaborated with outside agencies around truancy.
 - Coordinated the Connecticut Academic Performance Task, which included scheduling of both regular and special education students.
 - Coordinated the Advisory Committee to create lessons and develop future plans for the weekly, 51minute, advisory program.
 - Provided discipline and counseling to students experiencing academic and behavioral difficulties.
 - Collaborated with parents through conferences, team meetings, phone contact and Home/School Collaboration Meetings to assist students experiencing academic and behavioral difficulties.
 - Generated the master schedule for the high school.
- 2006- 2007 **Assistant Principal**, East Windsor Middle School, Broad Brook, CT
- Supervised seventeen teachers through formal, informal and walk-through observations.
 - Provided discipline and counseling to students, grades 5 – 8, experiencing social and behavioral difficulties.
 - Coordinated schedule for Connecticut Mastery Test and provided teacher training for test examiners.
 - Coordinated schedule and lesson plans for student character building.
 - Coordinated Chemical Hygiene Committee for the district.
 - Planned faculty meetings around instruction and student learning.
 - Monitored attendance and tardiness to school.
 - Organized and presented data around student learning.
 - Trained and advised “Peer Facilitator” group to transition the incoming fifth grade to the middle school and serve as mentors to the younger students.
- 2001-2006 **Math/Science Curriculum Coordinator 6 – 12**, Windsor Locks High school, Windsor Locks, CT

- Successfully advocated for release time for teachers to engage in professional learning community development.
- Conducted monthly meetings, coordinated budget, and scheduled needs of the math and science departments.
- Conducted in-service training to middle and high school staff on objective writing and teaching strategies.
- Conducted meetings of the K-12 math/K-12 science staff on the writing of Math/Science Curriculum. • Worked with the Superintendent and building Administration in revising the District Chemical Hygiene Plan.
- Developed CAPT Science Practice Exam for the freshmen class. Assisted in the development of the proctoring schedule.
- Organized CAPT review in Math and Science for junior students who did not achieve proficiency for graduation.
- Organized and proctored alternate assessments for senior students who did not achieve proficiency for graduation.

1995-2006 **Science Teacher**, Windsor Locks High school, Windsor Locks, CT

- Designed, implemented and provided science instruction in the following areas: Biology, Biology II Honors, Botany and Environmental Science.

1990–1995 **Science Teacher**, Agawam Junior and Senior High School, Agawam, MA

- Designed, implemented and provided science instruction in the following areas: Physical Science, Biology, Genetics and Environmental Science.

CONFERENCES

SRIA (School Reform in Action) Conference, Institutionalizing Equity to Open Access and Accelerate Achievement, Providence RI, **Co-Presenter**, April 2024.

iNACOL Symposium: Driving the Transformation of Learning, proposal accepted Nashville, TN, **Co-Presenter, October 2018**

New England Secondary School Consortium, School Redesign in Action: Learn and Lead for Equity, Providence, RI, **Co-Presenter**. Student-Designed Learning: A Moral Imperative for Our Students, a Revolution for Our Nation, March 2018

New England Association of Secondary Schools and Colleges, Annual Meeting, Boston Massachusetts, **Co-Presenter**: The Road to Equity: Student-Centered, Mastery-Based Instruction to Transform Learning Outcomes, December 2016

New England Secondary School Consortium: High School Redesign in Action: Norwood, MA
Co-Presenter: Foundational Transformation: A Springboard to Competency-Based Learning, 2014

New England Association of Secondary Schools and Colleges, A Showcase of Model School Programs: Westford, MA
Co-Presenter: Developing a Competency Based District: How systems-based change is leading the way in Windsor Locks, 2013

Connecticut League of Innovative Schools, Summer Institute, Cromwell, CT Cohort II, 2013

Harvard Graduate School of Education Change Leadership Group: Cambridge, MA
Systemic Change for Student Success, 2005

Solution Tree, Professional Learning Community Institute: Granby, CT

Co-Presenter: Unlocking Potential: Leading Professionals in Building a Collaborative Culture, 2005

PROFESSIONAL AFFILIATIONS

New England Association of School Superintendents, Board member, February 2024 - Present

New England Association of Secondary Schools and Colleges, **Board of Trustees Member at Large**, December 2017- Present, Chair of the New Business Committee

New England Association of Secondary Schools and Colleges, **Commissioner**, Committee on Public Secondary Schools 2014- March 2023, **Chair, 2021- 2023, Assistant Chair 2020-2021**

New England Association of Secondary Schools and Colleges, Standards Review Committee, February 2017 – June 2017

Educator Preparation Advisory Council (EPAC), Assessment Development Sub-Committee Member, 2014

National Association of Secondary School Principals: Member, 2009 – Present

Association for Supervision and Curriculum Development: Member, 2006 – Present

Windsor Locks Dollars for Scholars: Member, 2009 – 2020 NCCC

Principal Consortium: Member, 2009 – 2014