

STEPHANIE LANOUE

TALENT MANAGER

CONTACT

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#417

WARREN, RI 02885

SKILLS

- Problem Solving
- Adaptability
- Collaboration
- Strong Work Ethic
- Time Management
- Critical Thinking
- Leadership
- G Suite
- Microsoft Office

EDUCATION

MEd

Lesley University,
Cambridge, MA

BS in BA

Bryant University,
Smithfield, RI

OBJECTIVE

Looking to add value and impact to an organization by applying my unique skill set of teaching, training, facilitating, and competency development.

EXPERIENCE

INSTRUCTIONAL COACH

BLACKSTONE-MILLVILLE REGIONAL SCHOOL DISTRICT

AUGUST 2019 - OCTOBER 2019 (CONSULTANCY ROLE)

- Facilitated beginning of year professional development workshops on research based instructional practices, Google Classroom, and Personalized and Blended Learning models.
- Put data driven protocols in place to drive differentiated instruction and improve growth for all students.

TALENT MANAGER

BUSINESS INNOVATION FACTORY

2016-2019

- Developed a competency framework by which all team members can clearly see competencies that are required to be proficient at their specific role. Rubrics were also created as a means of measuring. This initiative increased employee engagement and retention by 100% over a three year period.
- Lead performance review process.
- Created and implemented talent acquisition programs.
- Designed on-boarding practice, incorporating new hire training modules.
- Trained staff on all platforms including GSuite and 10K' planning software.
- Procured organizational effectiveness grants for Diversity, Equity, and Inclusion programs.

INSTRUCTIONAL TECHNOLOGY TEAM LEADER

QUASHNET ELEMENTARY SCHOOL, MASHPEE MA

2013-2016

- Initiated a 1:1 technology program, trained staff on implementation and best practices using technology as part of instructional practice.
- Provided continuous district wide professional development on interactive whiteboards, Google Classroom, assessment data collection and interpretation, and lesson/curriculum creation.
- Trained staff on utilizing blended and personalized learning as an integral part of curriculum to achieve learning goals.
- Initiated the use of Design Thinking as a method for achieving PLC goals, as well as with students in terms of reaching their learning objectives and a problem solving/conflict resolution tool.

CLASSROOM TEACHER

QUASHNET ELEMENTARY SCHOOL, MASHPEE, MA

1995-2016

- Team leader for three district curriculum revisions using a backwards design model to align with the Common Core Standards.
- Created literacy instruction schedule and implementation plan for district (grades 4 and 6) which resulted in 100% increase in student fluency over the course of each school year.
- Facilitated workshops and ongoing professional development in "Guided Reading" and "Everyday Math" for district-wide using in individual classrooms
- Actively participated in and presented at annual conferences such as MASSCue, NCTE, and NCTM assuring most current techniques and strategies for an inclusionary classroom setting. Provided professional development to update staff on implementing related instructional theories and applications.

CURRICULUM WRITER

NNDS, ROCHESTER, PA

2014-2015

- Used Rubicon Atlas and Softchalk platforms to create foundational online curriculum for NNDS (now Lincoln Learning Solutions) a non-profit organization that offers a continuum of personalized learning solutions to students of all backgrounds.

PILOT TEAM LEADER

TD4ED, PROVIDENCE, RI

2014-2014

- Served as team captain for the pilot of TD4Ed (Teachers Design for Education,) an online design thinking platform which allows teachers the space to collaborate in identifying problems, recognizing challenges, and providing solutions.
- This program resulted in 90% increase in use of instructional technology by teachers.