

# CHERYL HIBBELN

## PROFILE

I'm an educator with over twenty years of experience developing powerful relationships between education, business and nonprofit partners in the service of meaningful and equitable graduation outcomes for all.

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## PROFESSIONAL EXPERIENCE

**Executive Director, School Innovation and Integrated Youth Services  
San Diego Unified School District, San Diego, CA July 2018-present**

- Developed the team who designed and implemented a TK-5 STEAM Pilot including the development of NGSS-aligned open-source curriculum, ongoing full day professional learning for teachers, work-based learning experiences, and alignment of content to industry partnerships.
- Supported the collaboration between National University, Mesa College and SDUSD to develop a teacher pipeline that focused on hiring diverse candidates in hard to staff content areas.
- Facilitated the design and implementation of a three-year Systemic Math Transformation Plan to help ensure a strong frame for curriculum, instruction and assessment across math environments.
- Designed and implemented a Healthy-Start Transformation Plan to move all secondary high schools to a start time at or after 8:30 a.m.
- Supported the team focused on the implementation of the SHEP sexual health curriculum, the reorganization of nursing and wellness, and the restructuring of athletics hiring and monitoring practices.
- Collaborated to implement industry certification pipelines in high schools.

## PROFESSIONAL SKILLS

Data analysis  
Project management  
Team management  
Communication skills  
Networking/Partnership

## PERSONAL SKILLS

Strategic  
Innovative  
Reliable  
Professional  
Organized  
Collaborative  
Enthusiastic

## STRENGTHS INVENTORY

Strategic  
Achiever  
Deliberative  
Learner  
Focus

## CONTACT

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## PROFESSIONAL EXPERIENCE

### **Executive Director, School Innovation and Integrated Youth Services** **San Diego Unified School District, San Diego, CA July 2018-present**

- Supported the revision of the Uniform Discipline Policy to ensure that academics and agency were embedded within discipline practices and mindsets.
- Collaborated with the team who designed and implemented the A2: Academics and Agency Framework to ensure that Integrated Multi-Tiered Systems of Support are developed in TK-12 environments.
- Supported the development of the US Department of Education Coding Your Future Grant, the Strong Workforce Grant, the Gates Foundation Grant (supporting Enhanced Mathematics), the Blue Technology Apprenticeship Grant and several Moxie Foundation Grants in support of Linked Learning.

### **Executive Director, Secondary Schools** **San Diego Unified School District, San Diego, CA July 2015-June 2018**

- Collaborated within departments to convert New Arrival Centers into International Centers to ensure English Learner access to the core curriculum with support.
- Collaborated within departments to expand UC a-g aligned Language Other Than English (LOTE) Assessments from 5 to 23 language equivalents.
- Supported the alignment of world language offerings in the clusters and the prioritization of world languages in our middle schools.
- Collaborated with Equal Opportunity Schools to support sites to increase underrepresented student enrollment in advanced coursework (IB, AP).
- Facilitated the transformation of secondary counseling services to support high schools with UC a-g.
- Coordinated business, non-profit and school site partners to transform Clairemont High School into a Linked Learning Demonstration Site.
- Coordinated the development of an annual SDUSD African American Summit in partnership with business, higher education, nonprofit and school partners in response to retention, discipline and academic data opportunities.
- Fostered the team who worked with Qualcomm, Raytheon, Sea World, the USS Midway and other industry partners to develop STEAM lab experiences across San Diego to allow student access to high wage, high skill careers in San Diego.
- Supported the development of the SDUSD Student Equity Ambassadors, a group of student equity-driven leaders who act as drivers of student voice across the system.

## PROFESSIONAL EXPERIENCE

### **Executive Director, Secondary Schools**

**San Diego Unified School District, San Diego, CA      July 2015-June 2018**

- Supported the design of equity in scheduling tools including a credit check tool (OSPS); a master schedule tool (Mindset); and a staffing allocation/projection tool (Merlin) to develop budgets, schedules and SPSAs aligned to equity expectations.
- Expanded business and community partnerships by fostering trusting and purposeful relationships grounded in clear and meaningful outcomes for all stakeholders.
- Supported the teams who redesigned and innovated Physical Education, Health, ASB, Athletics, WASC and AVID Processes.
- Supervised alternative and atypical principals through their contracted evaluation cycle and a strategic planning process aligned to data-driven priorities.
- Represented SDUSD on the San Diego Chamber of Commerce Education and Workforce Subcommittee.
- Collaborated with a team to plan and implement an annual Joint Board Meeting between the San Diego Community College District and San Diego Unified School District Boards.

### **High School Resources Officer**

**San Diego Unified School District, San Diego, CA      July 2014-June 2015**

- Coordinated and led the team that conducted an equity audit of high school transcripts to understand how site scheduling practices affected student outcomes.
- Presented recommendations to the San Diego Unified Board of Education about system shifts that were necessary to ensure a raise in graduation rates as graduation expectations were increased.
- Facilitated the team who reviewed and revised the SDUSD Course of Study and ICC (Interdivisional Curriculum Committee) processes to eliminate course tracking in the master schedule and ensure access to high quality UC a-g aligned coursework for all.
- Implemented a process to increase the number of CTE (College, Career, and Technical Education) courses that were UC a-g aligned and dual articulated with community college.
- Developed the plan that expanded community college, UCSD and PLNU dual credit college coursework programs across 23 secondary schools and 5 post-secondary institutions.

## PROFESSIONAL EXPERIENCE

### High School Resources Officer

San Diego Unified School District, San Diego, CA July 2014-June 2015

- Revised alternative means procedures to expand high quality dual enrollment and dual credit coursework equivalents for graduation.
- Collaborated to develop 13 master schedule expectations to ensure equity-driven master scheduling was supported systemwide.
- Organized the team who worked to align all SDUSD Pathway Options to the High Wage, High Skill Industries in San Diego: Advanced Manufacturing, Healthcare, Life Science, Clean Energy and Information Technology.

### High School Principal

San Diego Unified School District, San Diego, CA May 2004-June 2014

- Transformed an underperforming comprehensive high school into four autonomous small schools earning US Dept of Education Blue Ribbon Status.
- Designed and implemented professional development across all content areas emphasizing data analysis, alignment of essential standards, the development of benchmark assessments, creation of standards-based lessons and integration of appropriate framework strategies.
- Supported the development of a project-based, client-driven, interdisciplinary curriculum in grades 9-12.
- Developed a UC a-g aligned master schedule including common prep periods for grade level teams and student grade-level cohorts.
- Managed restricted and unrestricted site budgets.
- Supervised and evaluated certificated and classified staff.
- Developed the School Site Safety Plan, Single Site Plan for Student Achievement, High School Priority Grant Plan, Connect Ed Grant, CPA Grant and WASC Report.

### Literacy Administrator

San Diego Unified School District, San Diego, CA Dec 2002-May 2004

- Facilitated the English department standards-aligned unit of study development; participated in monthly training sessions in research-based teaching practices; coached literacy teachers in the implementation of the literacy framework approaches and reading comprehension strategies.
- Facilitated school wide and department staff development in literacy framework approaches, reading strategies, conferring as an assessment tool, backward design of lessons, development and analysis of interim assessments, and the development of units of study.

## PROFESSIONAL EXPERIENCE

### English Teacher

**San Diego Unified School District, San Diego, CA** Jan 1999-Nov 2002

- Peer Coach (ELA and Social Science)
- English Department Chair

### Workshop Presenter/Facilitator

**Janet Allen Educational Consulting** June 2001-Aug 2005

- Trained teachers in grades 4-12 to use balanced literacy strategies to support lifelong reading and writing.

## EDUCATION

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### Chapman University

**Oct 2009**

M.A. in Educational Leadership and Administration  
Professional Clear Administrative Services Credential

### San Diego County Office of Education

**June 2008**

Tier II Administrative Services Credential

### San Diego State University

**Nov 2004**

Professional Clear Single Subject Teaching Credential in English  
CLAD and NCLB

### California State University San Marcos

**Dec 1998**

B.A. in Literature and Writing Studies

## REFERENCES

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### Dr. Pam Luster

President, San Diego Mesa College  
pluster@sdccd.edu

### Dr. Heather Lattimer

Dean of Education, San Jose State University  
heather.lattimer@sjsu.edu

### Silver McDonald

President, LEGO Education  
silver.mcdonald@lego.edu

## REFERENCES

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### **Ana Diaz-Booz**

Lead Principal, San Diego Unified School District  
adiaz@sandi.net

### **Gary Hoachlander**

President, ConnectED: The National Center for College and Career  
ghoachlander@connectednational.org

### **Dr. Kecia Ray**

President, K-20 Connect  
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### **Anne Stanton**

President, Linked Learning Alliance  
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### **Michael Jones**

President, TMA Blue Tech  
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