
Theresa Bailey, MA

Starfish Synergies Inc.

(613) 827-2252

Theresa.Bailey@sarfishsynergies.com

www.starfishsynergies.com

PROFILE

Ms. Theresa Bailey has proven skills and over twenty years of experience facilitating groups and conducting training, organizational and community research and evaluation, needs assessments, strategic planning, design thinking, developing educational resources, and community development at municipal, regional, provincial and national levels. Emphasizing a participatory and collaborative approach with stakeholders across sectors, Ms. Bailey utilizes experiential training methods and multisensory strategies and adult learning techniques to promote innovation, cooperation and foster collaboration for organizational improvement and growth.

Through her many tenures Ms. Bailey has extensive experience developing workshops and training programs related to innovation, creativity, and human-centred design. She is frequently called upon for guidance with strategic planning and program development. Ms. Bailey's skill as a facilitator led to a license as the exclusive provider of PLAYDOH POWER SOLUTIONS, a partnership with Hasbro. Ms. Bailey is also a Certified Life Coach with the Certified Coaches Federation, a Resilience Practitioner, and Live-Well-Work-Well Certified.

Ms. Bailey is a founding member of the Ottawa Region Research Network and is the past Vice-President of the Association of Educational Researchers of Ontario (AERO).

Ms. Bailey also is a nationally bestselling author with her recent publication of "Hockey Moms: The Heart of the Game" co-authored with Terry Marcotte and published by HarperCollins. This book was critically acclaimed for bringing voice to women and mothers in the hockey culture in Canada.

EDUCATION

M.A. Community Psychology – Wilfrid Laurier University, 2000

B.A. Honours – Concentration in Psychology, University of Ottawa, 1998

B. Soc. Sc. - Concentration in Sociology, University of Ottawa, 1998

LANGUAGE

English

PROFESSIONAL EXPERIENCE

Project #91 – Strategic Planning Educational Computing Network of Ontario (ECNO)

May 2023 – present

Collaborating with ECNO leadership to review and operationalize their existing five-year strategic plan. Full-day facilitated training will take place and full report with workplan, timelines, responsibilities and recommendations to be developed.

Project # 90 – Strategic Planning Family Space Quinte Inc

April 2023 - present

Facilitated a full-day planning with early years staff, supervisors, and board members at a strategic planning retreat. Used interactive methods to identify priorities, gaps, and prioritize next steps to develop the bases for a five-year plan. Summary report will be provided with operationalized next steps and workplan. Final plan will be developed with leadership.

Project #89 – Founder Starfish Synergies Inc. – Facilitator and Trainer

July 2020 to present

Exclusive provider of PLAY-DOH POWER SOLUTIONS, an innovative corporate training experience focused on team cohesion, adaptability and innovation, leadership, coaching and mentoring.

Facilitate corporate training with corporate and not-for profit organizations

Select clients include:

- Durham Region
- Home Hardware
- Canadian Institute of Health Research
- Hasbro
- Infrastructure Canada
- Family Space Quinte
- Adventures Daycare
- Heart of Hastings Hospice
- Community Learning Alternatives
- Madoc COPE
- CPK Interiors
- Berry Global
- Exit Realty
- Fiix
- Anishnaabe Kwewag Gamig Women's Shelter
- E360S
- Limestone District School Board

Project # 88 – Facilitator/Trainer Konica Minolta

Summer 2022

Implemented Crisis Management training through Professional Management Consultants with leaders from Konica Minolta. Three days of training included case study, risk assessment, and developing a workplan for next steps.

Project #87 – Facilitator Curve Lake School**December 2021 to May 2022**

Worked with educators and Territory staff to develop culturally sensitive team building training with a First Nations school. Focus on collaboration and cooperation as well as building resilience and the ability to adapt.

Project #86 – Instructor Cannabis Career Launch Loyalist College**May 2021 to Jan 2022**

Developed and delivered multi-modal courses/workshops with online synchronous and asynchronous components for students changing their career. Focus on team building, building resilience and adaptability, confidence and risk-taking, building welcoming spaces.

Use of Blackboard platform for asynchronous course content and exercise.

Project #85 – Facilitator Professional Management Consulting (PMC Ottawa)**March 2020 to present**

Developed and delivered custom courses for a number of clients around resilience, team building, and crisis management. Clients include:

- Immigration Consultants of Canada Regulatory Council
- Public Prosecution Canada
- Transport Canada

Project #84 Researcher and Facilitator Limestone District School Board**July 2021 to September 2022**

Designed and implemented corporate survey across the district to improve processes and stakeholder satisfaction. Stakeholders included educators, facilities staff, and staff who worked at the education centre. Priorities for improvement were summarized and presented to leadership.

Project #83 – Facilitator Central Hastings Family Health Team**July 2021 – November 2022**

Implemented and analyzed a survey; designed and implemented an interactive focus group with staff from CHFHT to better understand needs and develop a strategic plan to cover the next 5 years.

Project #82 – Employment Pathways John Howard Society**March 2020 to present**

Work with community agencies, employers and youth who have grown up in-care or who have court involvement to develop community connections and relationships helping vulnerable youth obtain employment experience.

Development of three online courses using Articulate platform, including:

- So you want to become a Youth Peer Mentor
- So you want to work with a Youth Peer Mentor
- Caring Adults: Trauma Informed Practice

Project #81 – Aladin Childcare Inc – Developing a Strategic Plan**November 2019 to February 2020**

Aladin is a not for profit childcare centre in Ottawa that offers bilingual services in each of its four locations. Ms. Bailey worked with Aladin staff and management to develop a strategic plan for the next five years. This builds on previous work conducting community consultations and building Aladin's previous 5 year strategic plan.

Project #80 – Canadian Institute for Health Information – Understanding Effective Teams**November 2020**

Worked with management staff from CIHI to teach about effective team processes and structure. Facilitated 60 adults with the intention of improving team cohesiveness, communication and collaboration. Effectively created learning experiences through strategic experiential activities and group discussions. Respected learning styles and engaged all participants.

Project # 79 – Arctic College – Facilitator – Innovation Through Play and What Does Wellness Mean to You**August 2020**

Worked with all staff from Arctic College at a plenary session on Innovation Through Play using Lego Serious Play. Investigated participants understanding of innovation and play, created learning experiences to assist participants to develop strategies for incorporating play into their work. Second workshop session helped participants to develop a common language and understanding around “wellness” and develop strategies for helping to implement wellness strategies for students and staff.

Project #78 – Family Space Quinte Inc. – Find Your Why Process**April – August 2020**

Effectively facilitated three half day long training sessions using Simon Sinek’s “Find Your Why” process with all staff. Together, groups shared stories to complete the process and developed “Why” candidate statements that were later refined to support the vision of the organization. These “why” statements for programs were developed into the broader system “why” at a full staff retreat.

Project #77 – Five Counties Children’s Centre – Find Your Why Process**January 2019**

Effectively facilitated a one-day training using Simon Sinek’s “Find Your Why” process with 30 staff using Lego Serious Play methods. Together, groups shared stories to complete the process and developed “Why” candidate statements that were later refined to support the vision of the organization and develop the strategic plan.

Project #76 – Consultant with Hastings and Prince Edward District School Board**November 2018 to October 2019**

Assisting HPEDSB to develop family, student, and staff surveys to study school climate across the system. Designing surveys, implementing, and analysis. Responsible for compiling and reporting results, and sharing recommendations for next steps.

Project #75 - Coordinator and Facilitator for the Hastings and Prince Edward Youth Collective Impact Project**December 2018 to present**

Working with youth in embedded roles and community partners in a unique way to ensure that youth have an impact on the quality of the system, particularly for disengaged youth. The aim of the project is to increase graduation rates to parity with the province by 2026. In consultation with youth, developing a training program for educators and staff to help inform direct service providers how to work with youth in-care and help them to stay in school.

Project #74 – Hastings and Prince Edward Children and Youth Services Network – Planning Team
Facilitator
June 2018

The HPECYSN is restructuring and taking on a collaborative governance model. Facilitated a session with Executive Directors to determine the current status, vision for the community, and how things needed to change with respect to working together.

Project #73 – Northumberland Community Cares
Facilitator
June 2018

Facilitated a full staff of approximately 60 in a team building activity where they focused on strengths, areas of growth, value in their work and how to collaborate more effectively between roles and positions. Ideal models for effective teams were developed.

Project #72 – Northumberland County – Community and Social Services Department
Facilitator
March 2018

Facilitated a full department EarlyOn staff meeting to help implement changes to EarlyOn programming. Discussed roles of Northumberland Staff in the delivery of early years services as well as potential barriers to providing service to families and solutions that were achievable within the department.

Project #71 – Hastings and Prince Edward District School Board Student Services Department
Facilitator
December 2017 to March 2018

Facilitated two sessions with entire student services department staff to help identify main areas of challenge within their department, focus on student-centered learning, and develop solutions to working with students. Used LEGO® SERIOUS PLAY® and mixed methods to examine relevant data, determine trends, and next steps.

Project #70 – Ontario Hydro One Networks – Health and Safety Field Support Team
Facilitator
June 2018

Worked with Ontario Hydro One team of over forty members to facilitate discussion across interdisciplinary teams to build trust and address barriers to efficiency and safety.

Project #69 – Hotel-Dieu Grace Healthcare
Facilitator
April 2018

Facilitated group of 50 youth and community partners to determine the parameters around a youth led peer-to-peer mental health support program. Collaborated with youth to plan the session, used LEGO® SERIOUS PLAY® methods combined with adult education techniques to meet client goals.

Project #68 – CFB Trenton ATESS Squadron
Facilitator

Facilitated ATESS Squadron Inter-disciplinary teams using LEGO® SERIOUS PLAY® to assist with communication and team work.

Project #67 – Coordinator and Facilitator for the Hastings and Prince Edward Youth Collective Impact Project
December 2017 to September 2018

Worked with community partners under the direction of the John Howard Society to collaboratively plan with community stakeholders to identify needs of both youth who have dropped out of school and at risk for leaving school.

Project # 66 – Centre of Excellence for Child and Youth Mental Health and Centre for Addiction and Mental Health
Facilitator for Family and Youth Engagement
April 2017

Facilitated two LEGO® SERIOUS PLAY® sessions; one half day session with youth and one half day session with families to better understand the services required, and how youth and families could continue to be engaged in the development of nine Youth Wellness Hubs across Ontario. These sessions took place as part of a larger conference held by the Centre and CAMH to engage youth and families in Youth Wellness Hub design.

Project #65 – Susanna Moodie Elementary School
Facilitator for Staff
June 2017

A facilitated session with an entire staff of teachers was conducted for 2.5 hours using LEGO® SERIOUS PLAY® to understand what staff “bring to the table” as teachers, successes they have had the past year, to understand their aspirations, and what makes their school unique. Together, staff built the ideal school model providing a vision for work into the 2017-2018 school year. Teachers have requested another LEGO® SERIOUS PLAY® session to help incorporate their vision into strategic planning in September

Project #64 – Niagara Region – Contact Niagara
Facilitator for Family and Service Provider Engagement
June 2017

Three consultation sessions were conducted with family members and core service providers from the child and youth community mental health system in the Niagara Region through the Moving on Mental Health system reform. Sessions were 2.5 hours in duration and together family members and service providers identified strengths of family members and organizations, what works well in the system, challenges, and then together built a model of a seamless system with key components using LEGO® SERIOUS PLAY® methods. A final report is in progress and plans to work with core service providers at a management level to further define the system through strategic planning.

Project #63 – Ottawa Region MISA Professional Network Centre**Facilitator****June 2017**

The Ottawa Region MISA Professional Network Centre consists of representatives from the 9 English speaking school boards in Eastern Ontario. Using LEGO® SERIOUS PLAY® methods I worked with a team consisting of principals and superintendents to help identify key components of a strategic plan for the network for the 2017-2018 school year.

Project #62 – Family Space Quine Inc.**Facilitator****April 2017, August 2017, August 2018**

Session 1: Facilitated three teams within Family Space Quinte Inc., a designated Ontario Early Years Centre, to help solidify the identity of each team including strengths, challenges, and vision for the future. Three teams of 4 to 10 participants worked independently using LEGO® SERIOUS PLAY® methods to build their future strongest team, and identified next steps for moving towards the model.

Session 2: Used LEGO® SERIOUS PLAY® with the full staff and board members of over 40 to develop the foundation for the strategic plan.

Session 3: Used LEGO® SERIOUS PLAY® with EarlyON staff to build trust and cohesion between new team members. Developed concrete deliverables for collaboration moving forward.

Project #61 – Contact Niagara**Planner/Facilitator****September 2016-April 2017**

Contact Niagara is acting as the lead agency for Moving on Mental Health system transformation in the Niagara Region. Ms. Dostaler has assisted the agency with system planning the development of a survey to capture information from over 70 service providers on their services, and compiled the information into a report. Ms. Dostaler facilitated a planning day with over 70 community agencies and will continue to assist with system planning through facilitated Lego Serious Play session with community stakeholders and family members.

Project # 60 – HPE Children's Mental Health Services**Planner/Facilitator****February 2017- Dec 2016**

HPE Children's Mental Health Services is the region's lead agency for the system restructuring of community child and mental health care through Moving on Mental Health Reform. Ms. Dostaler planned and implemented 7 youth and 7 family engagement consultations across Hastings, Prince Edward and Northumberland Counties to gather information in system planning. Ms. Dostaler also assisted with the design and implementation of region wide youth and family surveys to gather information on the system and experiences. Ms. Dostaler compiled the information into a report for the agency and the Ministry.

Project # 59 – Ottawa Salus Inc.**Facilitator/Planner****January 2017-June 2017**

Ms. Bailey is working with Management of Ottawa Salus Inc. a large mental health and housing facility in Ottawa. Ms. Dostaler has worked with management to plan and implement two all-staff days with over 60 staff and is developing program and system logic models to assist with strategic planning purposes. In the fall of 2017 Ms. Dostaler will assist with strategic planning.

Project # 58 – Northumberland County Best Start Network

Consultant – Revival of the Best Start Network

November 2015 to present

Ms. Bailey worked with Northumberland County and Best Start Network member organizations to revive the network, revisit the Terms of Reference, and develop a strategic plan for the Network in light of changing legislation within the Early Years. Ms. Bailey has also been retained as the Best Start Network Coordinator and is assisting with strategic planning, facilitation, and has conducted County wide surveys for families and for service providers. She has also conducted consultations with families for planning purposes around the early years.

Project # 57 – Aladin Childcare Centre

Facilitator/Consultant – Developing a Five Year Strategic Plan

February 2016 to October 2016

Aladin is a not for profit childcare centre in Ottawa that offers bilingual services in each of its four locations. Ms. Bailey worked with Aladin to conduct family and staff focus groups and key informant interviews in the development of a new strategic plan amidst changes in the childcare sector.

Project #56 – George Geoffrey Treatment Centre

Researcher/Evaluator – Evaluation of the Wait List Initiative

February 2016 to October 2016

George Jeffrey is a treatment centre in Thunder Bay that serves northern and northwest Ontario. George Jeffrey staff undertook an initiative to decrease the waitlist in order to improve services for children, youth, and families. Ms. Bailey worked with the implementation team on both a process and outcome evaluation to better understand their efforts, and identify additional areas for potential improvement. Ms. Bailey conducted family and staff focus groups as well as design and implement family and staff surveys.

Project #55 Parents for Children’s Mental Health (PCMH) on behalf of the Centre for Addiction and Mental Health (CAMH)

Researcher - Developing a Model for Family Engagement within the CAMH Organization

May 2015 to December 2016

Ms. Bailey conducted a needs assessment, literature review, environmental scan, and key informant interviews with internal and external staff at CAMH to better understand ways to meaningfully engage families at all levels of the organization. With PCMH, Ms. Bailey developed an innovative model for family engagement and implementation strategy to be used at CAMH.

Project #54 – Facilitator –Northumberland County

Facilitator Town Hall Meetings and Information Session on Local Poverty Reduction Funding

May 2015 to June 2015

Ms. Bailey facilitated four town hall style meetings to gather information on local priorities for residents including youth, families, seniors and marginalized populations and suggestions for alleviating poverty. The

information from the sessions was summarized into a report and will be shared with Northumberland County and local stakeholders. The intention is to develop a plan to address priorities identified and to encourage collaboration and partnerships between local stakeholders to address local needs.

Project #53 - Parents for Children's Mental Health on behalf of The Ontario Centre of Excellence for Child and Youth Mental Health

Facilitator – Family Engagement Consultations

November 2014 to March 31, 2016.

As part of Moving Mental Health through the Ministry of Children and Youth Services, Lead Agencies across Ontario conducted community consultations with youth, family members, and service providers to inform Core Service Delivery Plans and Community Mental Health Plans. Ms. Bailey has facilitated focus group consultations with Phase 1 and Phase 2 Lead agencies across Ontario, to gather feedback to inform community plans. Ms. Bailey has also helped Lead Agencies to develop surveys to gather information. Feedback from consultations and surveys is compiled into a report to inform community planning.

Project #52 – Cornerstone Consulting

Understanding Assessment Scores in Provincial Schools

Researcher/Writer

August 2014 to September 2014.

The Evaluation, Performance Measurement and Review Branch (EPMRB) of Aboriginal Affairs and Northern Development Canada, in partnership with the Mohawks of the Bay of Quinte and the Six Nations of the Grand River, conducted a review of the state of education in six federally run elementary schools in these two communities. Ms. Bailey developed an information package addressing diagnostic and large scale testing in the public school system. Ms. Bailey will also provided detailed analysis and interpretation of EQAO results for the six federally run elementary schools.

Project #51 – MAPS Workshop – Building Capacity for Quality Improvement in Developmental Services

Facilitator

Queens University – Helene Ouellette, University of Ottawa – Virginie Cobigo

April – June 2014

Ms. Bailey facilitated a one-day workshop entitled MAPS Workshop – Building Capacity for Quality Improvement in Developmental Services. Over 60 agency representatives from across Ontario were in attendance. Ms. Bailey designed activities and processes to help identify key issues in quality improvement practices. The full day session used adult education methods and facilitated activities that ensured each participant was able to contribute throughout the day. The information gathered through the sessions will be used to drive the agenda of a Community of Practice and future work of the MAPS Research Team.

Project #50 – Review and Analysis of Board Improvement Plan Monitoring Questions for Hastings and Prince Edward District School Board.

Researcher

April-June 2014

The Hastings and Prince Edward District School Board gathered survey data from inquiry teams for the Board Improvement Plan monitoring purposes. Ms. Bailey analyzed the survey data according to monitoring questions and criteria. Themes were identified to help track successes, challenges and next steps and to feed into next year's Board Improvement Plan.

Project #49 – Building Workplace Relationships – Employment Services

Facilitator

Ministry of Training, Colleges and Universities, Eastern Region

January 2014 to March 2014

Ms. Bailey facilitated three sessions for all employees in the Eastern Region Office, Employment Services office. The sessions used adult education techniques and were geared towards understanding, team building, cultural diversity, problem solving, and understanding potential generational differences and communication styles. Employees worked through several exercises to better understand their own work-styles, strengths and weaknesses, and how to use each other's strengths to improve efficiency and work culture within the Eastern Region Office. Unique challenges facing clients across the lifespan were discussed and addressed.

Project # 48 – Unleashing Potential, Harnessing Possibilities

Writer/Researcher

Ottawa-Carleton District School Board – Dr. Peter Gamwell

November 2014 to present

In 2012 the Ottawa-Carleton District School Board undertook an Action Research Study to better understand the components that foster creativity and innovation in both students and employees. The document "Unleashing Potential, Harnessing Possibilities: An Odyssey of Creativity, Innovation, and Critical Thinking" was written. Since that time, several activities, conferences, and workshops have taken place to help better understand and implement the factors contributing to creativity within OCDSB settings. Ms. Bailey is currently involved as a researcher/writer in this process and has written two reports. The first, a comparison of International Baccalaureate and Alternative Placement Courses, and the second, a summary of ideas from the Student Conference held in March 2014. Ms. Bailey continues to be involved researching factors related to creativity and innovation and assisting with analysis and writing throughout the inquiry process.

Project #47 - Community Consultations for the Achievement in Motion System Plan for Hastings and Prince Edward District School Board

Facilitator

November 2013 to April 2014

The Hastings and Prince Edward District School Board undertook system improvement. In order to understand if system priorities align with system areas for improvement in the Board Improvement Plan, HPEDSB asked for assistance to conduct a series of community focus groups to gather input on existing priorities and understand what needs to be removed or added for the Board Strategic Plan. Ms. Bailey helped design the process and focus group questions to enable maximum efficiency with community stakeholders and facilitated contribution to the strategic planning process. Ms. Bailey conducted nine focus groups throughout HPEDSB with students, parents, employees, and community stakeholders. The report and recommendations informed the direction of the AiM system plan (Strategic Plan) for 2014-2015.

Project #46 - Parent Engagement Project for the South East Region

Facilitator

Leeds and Grenville, Lanark, Kingston and Frontenac, Hastings and Prince Edward Children's Planning Tables

November 2013 to present

The four Best Start Network planning tables in the South East Region received joint funding to collaborate on a parent/caregiver outreach and engagement project to increase their knowledge and ability to develop

new approaches towards involving parents in the process of community planning. This project was completed on behalf of the four children and youth services planning tables including Hastings & Prince Edward Children and Youth Services Network, Every Kid in Our Communities of Leeds & Grenville, Kingston Frontenac Lennox & Addington Children and Youth Services Planning Committee, and Lanark County Planning Council for Children, Youth and Families. Ms. Bailey designed and co-facilitated two symposiums to both educate service providers and managers on family engagement and to help facilitate a common understanding of family engagement across the region. A final report provided recommendations and next steps for developing family engagement strategies within each planning table.

Project #45 -

Evaluator

Eastern Ontario Catholic Curriculum Cooperative (EOCCC)

August 2013 to April 2013

The Eastern Ontario Catholic Curriculum Cooperative developed resources to be used in classes teaching about Aboriginal Culture and People. Ms. Bailey designed the process and tools to evaluate these resources. The evaluation took place in the four Catholic Boards in Eastern Ontario using multiple stakeholders (students, teachers, administrators, trustees) and multiple methods (surveys, focus groups, in-depth interviews). This evaluation was conducted on behalf of the EOCCC and the Ministry of Education in Ontario.

Project #44 - Collaborative Teacher Inquiry

Consultant

Ottawa Region MISA Professional Network Centre

September 2013 to June 2014

Ms. Bailey supported educators and board staff in the design, implementation, and summary of results from collaborative teacher inquiry projects on behalf of the Ottawa Region MISA Professional Network Centre. Ms. Bailey was a resource to teams from all nine boards in the Eastern region at all stages through the collaborative inquiry process. Ms. Bailey assisted teams to identify key problems as the foundation of inquiry projects and identify sound methods to better understand the process. The collaborative teacher inquiry projects are often initial forays into unexplored areas for participants. Ms. Bailey ensured encouragement, support, and direction to assist teachers through the collaborative inquiry projects and process.

Project # 43: Background Assessment for Policy Work related to Physical Activity and Health Eating of Children 0-4 in Hastings and Prince Edward Counties

Researcher/Writer/Facilitator

September 2013 to March 2014

Ms. Bailey worked with community partners and subject experts to complete a background review and hold key informant interviews to better understand challenges and innovative solutions to implementing improvements to physical health and healthy eating in children 0-4 years. Ms. Bailey reviewed promising practices and challenges and has assisted community stakeholders and licensed childcare providers to identify processes and practices to improve the health of children in Hastings and Prince Edward County. This project has involved research, report writing, and facilitation.

Project # 42 - OCDSB Exit Outcomes Consultation

Research Consultant

Ottawa-Carleton District School Board

July 2013 to August 2013 (2 months)

As part of the Secondary School Review Process, the Ottawa-Carleton District School Board requested input through an outcomes survey on characteristics and skills that students need to succeed after graduation. Ms. Bailey analyzed quantitative and qualitative survey data and prepared a written summary report containing recommendations for next steps related to changing existing Exit Outcomes wording, and including characteristics and skills that were missing.

Project #41 - East Central Ontario Training Board - Building a Collaborative Impact through Strategic Service Integration

Facilitator

May 2013 to June 2013 (2 months)

The East Central Ontario Training Board is the coordinating body for employment and literacy services in Hastings and Prince Edward Counties. The services of Ms. Bailey were obtained to facilitate a session with adult literacy and employment managers from area organizations to help identify gaps, strengths, and innovative next steps towards service coordination. Participants were led through several brainstorming and group activities to foster creativity and identify innovative solutions to existing challenges. The information gathered through these exercises will be used to develop a strategic plan.

Project #40 - HPE Children and Youth Services Innovation Fund

Project Manager

Hastings & Prince Edward Children and Youth Services Network

January 2013 to June 2013 (6 months)

Through the Ministry of Children and Youth Services Innovation Fund, Ms. Bailey developed a membership agreement to accompany the Network's Terms of Reference. This membership agreement was signed by over 40 agencies within Hastings and Prince Edward Counties. As part of this work, Ms. Bailey also designed a "No Wrong Door" training program for frontline service providers in HPE, and implemented a "train-the-trainer" full day session using interactive adult education activities. The "No Wrong Door" training was innovated by the Children and Youth Services Network to address barriers identified by both family members and frontline staff in Hastings and Prince Edward Counties.

Project # 39 - School Climate Survey

Research Consultant

Hastings and Prince Edward District School Board

April 2013 to August 2013 (5 months)

The Hastings and Prince Edward District School Board reviewed their Safe School Surveys to ensure that the design captured desired information and the process ensured maximum and authentic participation in order to build safe and engaging school cultures across Hastings and Prince Edward Counties. Ms. Bailey has been contracted to assist with the review and re-design of student, parent, and staff surveys, and tasked with identifying creative and innovative ideas for building positive school climates in the Hastings and Prince Edward District School Board.

Project # 38 - Alternative Program Market Demand Survey

Research Consultant

Ottawa-Carleton District School Board

May 2013 to July 2013 (3 months)

Ms. Bailey was contracted to assist with the analysis and report writing for a market demand survey on the Elementary Alternative Program on behalf of the Quality Assurance Department at Ottawa-Carleton District School Board. Ms. Bailey assisted with both quantitative and qualitative analysis of a parent survey and

prepared a report with recommendations for the use of the Quality Assurance Department with Senior Admin to help determine next steps for planning and implementing alternative programs in Ottawa-Carleton.

Project # 37 - Facilitation for Integration of Services

Facilitation/Strategic Planning Consultant

Durham Social Planning Alliance (SPA)

March 2013 to May 2013 (3 months)

The Durham Strategic Planning Alliance is a network of organizations serving children, youth, and families in the Durham region looking for new and innovative methods for restructuring their network, working together better, and filling gaps in services in their community. Ms. Bailey provided facilitation services sessions around strategic planning, restructuring, and priority setting for the network. Ms. Bailey worked with the SPA over two months and four planning sessions. Ms. Bailey was requested to assist the network with developing innovative ideas. After the four working sessions with the SPA, Ms. Bailey prepared a report summarizing activities, key themes, recommendations, and next steps.

Project #36 - Understanding Family Involvement/Engagement

Research Consultant

Algonquin and Lakeshore Catholic District School Board

October 2012 to August 2013 (10 months)

In order to understand the communication needs of parents, and to understand how to improve parent involvement in five schools, Ms. Bailey worked with a teacher at an elementary school to design an online survey for parents and run focus groups with teachers in several area schools. Pre-and post-surveys were developed and implemented, and seminars and workshops were developed based on results of the surveys and focus groups. Ms. Bailey designed the survey tools as well as the script for the focus groups. Focus groups were facilitated by Ms. Bailey. Results from the study are being used to develop new and improved parent engagement policies at the schools.

Project # 35 – Review of MISA-funded Collaborative Teacher Inquiry Projects in Nine School Districts in Eastern Ontario

Research Consultant

Ottawa Region MISA PNC

October 2012 September 2013 (11 months)

In collaboration with Dr. Martha Koch (University of Ottawa), Ms. Bailey is undertaking a review of MISA-funded collaborative teacher inquiry projects/action research projects that have been implemented since 2005. Ms. Bailey was contracted by the Ottawa Region MISA PNC to design the survey, gather the results, and conduct focus groups to determine which, if any, model(s) of collaborative teacher inquiry have been effective in the nine school districts in the eastern Ontario region. Results will be used to refine the collaborative teacher inquiry process.

Project # 34 – Concurrent Disorder Capacity Project (Phase 2)

Research and Evaluation Consultant

Addictions and Mental Health Services – South East LHIN

September 2012 to April 2013 (8 months)

On behalf of the South East LHIN, Ms. Bailey designed a project to better understand the skills and knowledge required by direct service workers supporting adults with mental health and addictions issues. Ms. Bailey designed an on-line survey for executive directors to capture the types of positions, job descriptions, educational requirements and experience required for each position in their organization. A

staff survey was developed to understand the training needs of staff employed by all adult mental health and addictions program in the South East region. A summary of the study was used to design a training plan for direct service workers supporting adults with mental health and addictions issues in the South East Region.

Project # 33 - Children's Hospital of Eastern Ontario (CHEO) – Development of Train-the-Trainer Workshop for Mental Health Awareness Facilitators

Training Facilitator/Developer

June 2012 to October 2012 (5 months)

The Ontario Centre of Excellence for Child and Youth Mental Health at CHEO has developed Mental Health Literacy modules to deliver to frontline staff working with children and youth with mental health issues. Ms. Bailey's services were acquired to both develop and facilitate the train-the-trainer workshop for the Mental Health Awareness Workshop to take place in September, 2012. Leaders from ten *Working Together* Communities were trained by Ms. Bailey as facilitators over a two-day session. Facilitators included social workers, psychiatric nurses, psychiatrists and psychologists. Ms. Bailey developed the core curriculum and facilitator guide that will be in use across Ontario. This was the fifth project Ms. Bailey completed on behalf of the Children's Hospital of Eastern Ontario – Ontario Centre of Excellence for Child and Youth Mental Health.

Project # 32 - Hastings Prince Edward Children's Mental Health Services, Youthab Quinte Inc, Parent Child and Youth Clinic – System Transformation for Child and Youth Mental Health in Hastings and Prince Edward Counties.

Community Consultant

March 2012 to February 2013 (11 months)

Hastings Prince Edward Children's Mental Health Services, Youthab Quinte Inc, and the Parent Child and Youth Clinic received funding from the Ministry of Children and Youth Services to undertake a project focused on integration of services and system transformation. Ms. Bailey has worked with leaders from the three agencies to develop new pathways for children/youth in crisis, has developed a new logic model, and a new service agreement. Ms. Bailey is developing communication materials for service providers and evaluation materials to be used by each agency in order to assist with the transition to the new way of operations in order to provide children and youth in Hastings/Prince Edward more integrated mental health services.

Project # 31 – Consultant Collaborative Teacher Inquiry

Ottawa Region MISA Professional Network Centre

Research Coach

September 2012 to June 2013 (9 months)

Ms. Bailey supported ten teams of educators and board staff in the design, implementation, and summary of results from collaborative teacher inquiry projects on behalf of the Ottawa Region MISA Professional Network Centre. Ms. Bailey was a resource to teams at all stages through the collaborative inquiry process and provided ongoing support to projects ranging from implementation of i-devices with special needs students, to understanding the most effective methods for collaborative consultation between professional learning teams in a rural school board.

Project # 30 - Township of Stirling-Rawdon – Development of the Integrated Community Sustainability Plan

Community Consultant/Strategic Planning

November 2011 to October 2012 (11 months)

Ms. Bailey's services were acquired to assist the Township of Stirling-Rawdon in the development of an Integrated Community Sustainability Plan. In order to ensure community input, surveys were developed and distributed and community consultations held. Needs and priorities were identified in four areas: culture, economic, environmental and social and built into the strategic plan.

**Project # 29 – Children and Youth Services Network (CYSN) – Community Action Research Project
Community Research Coordinator
September 2011 to December 2012 (14 months)**

As the Community Research Coordinator, Ms. Bailey worked with the CYSN in a Ministry of Children and Youth Services funded project aimed at improving integration between children, youth, and adult services in Hastings and Prince Edward Counties. In her role, Ms. Bailey was responsible at writing five Ministry reports related to issues around integration. Ms. Bailey also coordinated a "Community Blitz" project, the largest of its kind ever in Hastings/Prince Edward. Ms. Bailey developed surveys and focus group questions for youth, families, service providers, and municipal counselors. She was also responsible for data analysis and preparing final reports to be shared in community settings. The information gathered was used in a collaborative strategic planning process.

**Project # 28 – Consultant Collaborative Teacher Inquiry
Ottawa Region MISA Professional Network Centre
September 2011 to May 2012 (8 months)**

Ms. Bailey supported eight teams of educators and board staff in the design, implementation, and summary of results from collaborative teacher inquiry/action research projects on behalf of the Ottawa Region MISA Professional Network Centre. Ms. Bailey provided site visits to assist each team with the set up and design of their projects, as well as with the analysis of qualitative and quantitative data. A final report was presented to all collaborative inquiry participants at the Ottawa Region MISA PNC symposium.

**Project # 27 - Children's Hospital of Eastern Ontario (CHEO) and Parents for Children's Mental Health – Development of a Parent Engagement Training Strategy – Phase 2
Researcher/Project Coordinator
September 2011 to May 2012 (8 months)**

Building upon work in Phase 1, Ms. Bailey has partnered with Parents for Children's Mental Health to develop a training strategy aimed at building capacity in frontline service providers for family engagement. Ms. Bailey worked with the Steering Committee and project leads to develop the curriculum, trainer's guide, participant guide, and supporting documents. This program was piloted with frontline workers from community mental health agencies.

**Project # 26 – Eastern Ontario Catholic Curriculum Co-operative
Project Manager – CASI Lesson Plans
May 2011 to October 2011 (5 months)**

The Eastern Ontario Catholic Curriculum Co-operative develops instructional resources for use by Catholic School Boards in Eastern Ontario. Ms. Bailey worked with teachers from four school boards to develop instructional plans and interventions to improve CASI scores for students in Grades 4 to 6. The project involved collaboratively working with teachers to develop lesson plans that address strengths and needs on the CASI assessment.

Project # 25 - Children's Hospital of Eastern Ontario (CHEO) – Development of a Parent Engagement Training Strategy – Phase 1

Researcher/Project Coordinator

March 2011 to May 2011 (4 months)

In order to better understand the current environment, best practices, and models of family engagement, Ms. Bailey partnered with Parents for Children's Mental Health for Phase 1 of the Parent Engagement Training Strategy. Ms. Bailey undertook a literature review, environmental scan, and key informant interviews, and collaborated with a Steering Committee and content experts to ensure that key areas of family engagement were captured in the final report. With input from PCMH, Ms. Bailey developed a final report with recommendations for the development and implementation of a training curriculum in Phase 2 of the Family Engagement Training Strategy Development.

Project # 24 - Children's Hospital of Eastern Ontario (CHEO) – Training Strategy Development: Environmental Scan

Researcher

November 2010 to January 2011 (3 months)

The Ontario Centre for Excellence in Child and Youth Mental Health at CHEO required an environmental scan of training opportunities related to promoting the use of evidence-based and/or evidence-informed practice in community mental health settings supporting child and youth mental health. Ms. Bailey conducted a web-search to uncover relevant opportunities, contacted key stakeholders and conducted brief interviews. The information gathered around training opportunities was compiled into a summary table for easier access. Strengths, weaknesses, opportunities and threats were identified and summarized in a final report.

Project # 23 - Ottawa District School Board Environmental Scan – Beacon Index for Schools

Researcher

October 2010 to December 2010 (3 months)

The Ottawa District School Board was in the process of reviewing their methods and reporting functions for the *Beacon Index*. The *Beacon Index* is used to identify elementary schools within the board with a high number of students at risk of experiencing difficulty in school. Ms. Bailey assisted with an environmental scan and summary report that outlines what process, variables, and reporting methods other school boards in Ontario were using with respect to Beacon Indexes. Ms. Bailey completed a SWOT analysis, and made recommendations for changes to the current Beacon Index process, as well as next steps.

Project # 22 - Eastern Ontario Catholic Curriculum Co-operative "Finding Common Grounds"

Evaluator

April 2010 to January 2010 (9 months)

The Eastern Ontario Catholic Curriculum Cooperative (EOCCC) has, in conjunction with teachers from the Catholic School Boards of Eastern Ontario, developed web-based resources that outline the stories and contributions to community of ten outstanding Aboriginal Canadians. As an evaluator, Ms. Bailey worked with the EOCCC to develop survey and in-depth interview instruments for teachers and students that aim to better understand implementation and impact of the web-based resources. Ms. Bailey was responsible for both the design and implementation of the evaluation, and the analysis and interpretation of results that were shared with the Ministry of Education. Recommendations and best practices were included in the final report.

Project # 21 - Algonquin and Lakeshore Catholic District School Board – Student Success
Researcher/Evaluator
January 2010 to June 2010 (6 months)

Student Success is a Ministry of Education initiative targeted at the well-being and academic achievement of students in Grades 7 to 12. Ms. Bailey was contracted by the Algonquin and Lakeshore Catholic District School Board to work with various Student Success data sets, including data regarding, pathways, pass rates, level of achievement, credit accumulation, school transitions, school climate, EQAO, suspensions, and assessment and evaluation. Ms. Bailey worked with large data sets to clean and manipulate data for analysis and prepare easily accessible final reports in several formats. Ms. Bailey developed School Climate surveys in both hardcopy and electronic web-based format for elementary and secondary students, staff, and parents. Ms. Bailey presented the data to senior administrators at ALCDSB, and made recommendations for change that were incorporated into Board and School Improvement Plans.

Project # 20 - Children's Hospital of Eastern Ontario (CHEO) – Literature and Document Review for Knowledge Based Practice in Community Children and Youth Mental Health
Researcher
May 2010 to July 2010 (3 months)

The Ontario Centre for Excellence in Child and Youth Mental Health at CHEO contracted with Ms. Bailey to assist with a literature and document review of facilitators and challenges in implementing evidence-based practices by practitioners in community-based practices. The final report addressed sustainability of services, strategic planning, and communication issues related to evidence-based practice in child and youth mental health. The final report was used to inform the Centre's strategic plan.

Project # 19 - StudentsAchieve Software – Development and Facilitation of National Assessment Advisory Committee
Researcher/Facilitator
January 2010 to June 2010 (6 months)

Ms. Bailey assisted with the strategic planning being undertaken by StudentsAchieve Software, an Educational Software company out of Edmonton, Alberta. Ms. Bailey completed an environmental scan and document review of existing policy and practice around assessment across Canada and enlisted the support of experts from across Canada to participate in a facilitated discussion around assessment practices and the use of electronic grading software. The final report prepared by Ms. Bailey summarized key themes from the two focus groups and provided strategic next steps in terms of software development.

Project # 18 – Eastern Ontario Catholic Curriculum Co-operative
Project Manager
May 2010 to October 2010 (5 months)

The Eastern Ontario Catholic Curriculum Co-operative develops instructional resources for the use by Catholic School Boards in Eastern Ontario. Ms. Bailey worked with teachers from four school boards to develop instructional plans and interventions to improve PM Benchmark scores for students Grades 1 to 4. The project involved collaboratively working with teachers to develop lesson plans to address strengths and needs on the PM Benchmarks.

Project # 17 - Congress of Aboriginal Peoples – “Stay in School” Booklet and Paper for Aboriginal Youth
Writer/Researcher
January 2010 to April 2010 (4 months)

The Congress of Aboriginal Peoples, (CAP), is the national voice of off-reserve Aboriginal people throughout Canada. They are a grassroots-driven, national voice for our communities, advocating for the rights and interests of off-reserve and non-status Indians and Métis people, living in urban, rural and remote areas of Canada.

According to the 2006 Census, over 40% of youth who identify as Aboriginal and are age 19 to 24 have not completed high school. Ms. Bailey has been working with CAP, and the CAP National Youth Council on conducting a literature review of both white and grey literature to identify risk factors, protective factors, and promising practices related to helping Aboriginal youth complete high school. In conjunction with the National Youth Council, Ms. Bailey has also developed a booklet aimed at youth at risk of dropping out of school. The development of the booklet has entailed coordinating text, graphics, and acquiring Aboriginal art and original photographs through a photo shoot. A brief paper outlining the literature review will be shared with Human Resource Development Canada at the end of April, and the booklet will be circulated to Ministries of Education and programs for Aboriginal youth across Canada.

Project # 16 - Ottawa Region Managing Information for Student Achievement (MISA) Research Project

Project Coordinator

October 2009 to July 2009 (10 months)

In 2005, the Ontario Ministry of Education implemented an initiative aimed at improving student achievement in Ontario entitled "Managing Information for Student Achievement" (MISA). Within Ontario, MISA Professional Network Centres (PNC) were also developed, and these centres were aimed at fostering collaboration between school districts. Ms. Bailey received a request from her peers in the education field to act as a project coordinator for the Ottawa Region MISA Professional Network Centre Research project. This project contained both quantitative and qualitative components and asked "To what extent are individual, class, and school factors associated with successful outcomes for students", and, "What is the fit between predictive models of student achievement and the School Effectiveness Framework". This project partnered the nine school districts in the Ottawa Region, as well as researchers from Carleton University and Queen's University. As Project Coordinator, Ms. Bailey coordinated and facilitated meetings with representatives from nine school boards and two university partners. Ms. Bailey was involved in developing the research design, facilitating meetings, preparing school data sets for analysis, developing focus group facilitation protocols, conducting focus groups and key informant interviews, analyzing qualitative data, and coordinating the activities of the nine school boards. Instructional content was developed into an online component using the Moodle platform. Recommendations for improvement to student success were made in a final report to the nine school boards and MISA PNC.

Project # 15 - Ontario Heart Health Network – Collaborative Environmental Scan Researcher

October 2009 to November 2009 (1 month)

In the fall of 2009, the Ontario Heart Health Network (OHHN) contracted a number of researchers to undertake a Province-wide environmental scan within communities (including cities, municipalities, townships, hospitals, and school districts) related to OHHN mandates. Ms. Bailey researched policies related to nutrition, recreation, transportation, alcohol risk management, and smoking cessation in fifty-four communities in the South West Region of Ontario. Ms. Bailey completed extensive web-searches, document reviews, and interviews with key informants in an extremely short time-frame and reported results to project managers using a web-based reporting tool.

Project # 14 - Algonquin and Lakeshore Catholic District School Board
Research and Evaluation Officer
August 2004 – November 2009 (5 years, 3 months)

As a Research and Evaluation Officer in a school district for five years, Ms. Bailey assisted senior administrators in developing evaluation frameworks for district initiatives. In developing the Board Improvement Plan, Ms. Bailey provided support to principals in using data for evidence-informed decision-making (EIDM) and collaborated with administrators to develop School Improvement Plans. Ms. Bailey assisted in the development and administration of school climate surveys for students, teachers, administrators and staff, and performed the analysis and reporting on collected data for the school system. Ms. Bailey provided project management for several *Managing Information for Student Achievement (MISA)* initiatives aimed at improving student achievement, particularly of lower achieving sub-groups of students including “English language learners”, Aboriginal students, and students with special needs. A skilled presenter, Ms. Bailey provided workshops at Provincial conferences to share best practices related to using data in schools. As the project manager for the *System wide Review of Services for Students with Special Needs in ALCDSB*, Ms. Bailey developed focus group and survey protocol for participants and trained principals and teachers to implement these tools. She has trained teachers and principals to facilitate focus groups with various stakeholders and provided quantitative and qualitative analysis of data. Ms. Bailey designed and implemented several system-wide surveys including an information technology needs assessment of teachers, and information technology training needs assessment for teachers, professional development needs assessment for teachers, transition surveys for students in Grades 8 and 9, and workshop evaluations. Ms. Bailey created instructional programs and structured courses using StudentsAchieve software and the Moodle platform. Ms. Bailey provided advice on the use of demographic, perceptual, process and student learning data, research methodology, and coordinated system-wide data collection and review activities for senior administrators through various training sessions and workshops.

Project # 13 - Ontario Catholic Principals’ Council – Professional Learning Community Project
Researcher
November 2004 (1 month)

Ms. Bailey assisted in the Professional Learning Community Project of the Ontario Catholic Principals’ Council by conducting a literature review of both white and grey literature related to the ideals, composition, and implementation of professional learning communities in educational settings. The literature review was circulated to all Catholic principals in Ontario and used as a foundation in their Professional Learning Community workshops and resource material development.

Project # 12 - Ottawa-Carleton Catholic School Board
Research Officer
August 2003 –September 2004 (2 months)

As one of two research officers, Ms. Bailey facilitated the evaluation of system initiatives with senior administrators and assisted principals in using data for evidence-Informed Decision-making (EIDM) in a large school board with over 40,000 full-time students. Ms. Bailey analyzed student data and developed system-wide documents and reports demonstrating progress on student achievement, particularly lower achieving groups including English language learners and students with special needs. As project manager for “*The State of the Arts: A System wide Review of the Arts in OCCDSB*”, Ms. Bailey facilitated an internal working group and designed the evaluation framework, objectives and measurement tools including student, teacher and principal surveys, focus group questions, site-based checklists for schools, and interview questions for key informants. In this evaluation, Ms. Bailey trained principals, teachers and senior administrators to implement evaluation measures. Ms. Bailey coordinated teams of investigators in site visits, facilitated focus groups and conducted in depth interviews with stakeholders. Ms. Bailey provided

qualitative and quantitative analysis of the data, and produced final reports for several initiatives. Her facilitation skills were paramount when she led the “Action Research” series for teachers, a five day workshop that trained teachers in action research and school-based inquiry. Ms. Bailey also designed survey and focus group protocol and provided data analysis for the French as a Second Language Review Committee.

Project # 11 - City of Ottawa, Housing Branch
Training Coordinator
January 2002 – September 2003 (1 year, 10 months)

As the training coordinator of the newly formed Social Housing Branch at the City of Ottawa, Ms. Bailey developed training and communication materials for both social housing residents and social housing landlords related to the *Social Housing Reform Act, Bill 128*. Ms. Bailey facilitated information sessions with social housing landlords and City of Ottawa employees, and liaised with Ministry representatives to ensure the *Social Housing Reform Act* was implemented in a timely and accurate manner.

Project # 10 - University of Ottawa, Centre for Research on Community Services, (CRCS)
Homeless Initiatives Funding Evaluation
Project Coordinator
April 2001 – January 2002 (10 months)

The Centre for Research on Community Services was contracted by the City of Ottawa to conduct an evaluation of Homelessness Initiatives Funding in the City of Ottawa. Fifty-two community support agencies had received federal and provincial funding to provide homelessness placement, eviction prevention, housing transition, or health support services for individuals and families who were homeless or at risk of becoming homeless. As project coordinator for this evaluation, Ms. Bailey collaborated with the fifty-two service agencies and an evaluation team to develop omnibus logic models outlining housing placement, eviction prevention, health and social service support and housing transition interventions. She worked with Aboriginal and First Nations service providers to identify appropriate methods to measure outcomes according to their logic models, and trained frontline workers on evaluation tools and electronic submission of data. Bi-monthly reports for funded agencies were developed by Ms. Bailey, as were quarterly reports for the federal and provincial Ministries. Ms. Bailey presented findings of the evaluation at bi-monthly meetings of the community agencies and City of Ottawa employees.

Project # 9 - University of Ottawa, Centre for Research on Community Services (CRCS)
Province-wide Evaluation of Homelessness Initiative (OMPH) Phase 1
Project Coordinator
April 2001 - January 2002 (10 months)

The Ministry of Health and Long Term Care provided funding for supportive housing for persons with serious and persistent mental health issues who were at risk of becoming homeless. Ms. Bailey provided evaluation support in one of three sites in a Provincial evaluation of the Phase 1 Supportive Housing Initiative. Ms. Bailey facilitated meetings with ten community agencies providing supportive housing and community mental health services in the Ottawa Region and provided training for graduate level interviewers to conduct detailed, in-depth interviews with individuals with severe and persistent mental illness, including the over-represented Aboriginal homeless population. She conducted in-depth interviews with Aboriginal and non-Aboriginal individuals with serious and persistent mental illness, performed qualitative and quantitative analysis of the data and shared the findings with key audiences.

**Project # 8 - Canadian Mental Health Association
Community Mental Health Consultant
May 2000 - May 2001 (1 year, 1 month)**

The Canadian Mental Health Association provided intake and assessment services for all individuals with serious and persistent mental illness seeking case management services in the City of Ottawa. Ms. Bailey acted as a community mental health consultant in a process and impact evaluation of mental health services in the Ottawa Region. She coordinated the performance measurement activities related to the provision of case management services for over 1,200 individuals with serious mental illness at twelve community mental health agencies through the measurement of several indicators including recidivism, criminal activity, education status, monthly income, and housing status. Ms. Bailey provided training for frontline workers on the accurate completion of the performance measurement tool the psychosocial rehabilitation training toolkit, conducted quality assurance on the tool and facilitated feedback sessions with frontline workers. Ms. Bailey analyzed the data for 12 agencies and provided advice on the performance indicators. She developed and disseminated required reports for the Ministry of Health and Long Term Care.

**Project # 7 - Process and Outcome Evaluation for the Young Women's Emergency Shelter in Ottawa
Principal Investigator
April 1999 – September 2000 (1 year, 6 months)**

The Youth Services Bureau of Ottawa Carleton is the umbrella agency under which a number of programs and services for at risk youth operate. Ms. Bailey was the principal investigator and designed the evaluation framework and tools in a process and outcome study with the Youth Services Bureau's "Young Women's Emergency Shelter" of Ottawa. Ms. Bailey designed and conducted structured pre- and post-project interviews with homeless young women from Aboriginal and other minority backgrounds as well as focus groups for young women and staff. She designed and implemented structured interviews for key informants involved with the shelter. Ms. Bailey provided training for staff at the shelter in order to facilitate the completion of the intake tool for the evaluation. Ms. Bailey also completed an ethnological study of the shelter setting, and conducted qualitative and qualitative analysis and disseminated results to appropriate stakeholders in the community.

**Project # 6 - Royal Ottawa Hospital
Research Coordinator
April 1999 - April 2000 (1 year, 1 month)**

The Optimal Treatment Program (OTP) is an internationally recognized and empirically supported research program aimed at reducing the symptomology of individuals with schizophrenia. As a research coordinator in a Provincial psychiatric hospital in evaluation of the Optimal Treatment Program (OTP) for youth with early onset schizophrenia and their families, Ms. Bailey provided evaluation support on technical and methodology issues and conducted in-depth interviews with youth with schizophrenia, family members, psychiatrists, psychologists, and nurses. She completed document analysis, qualitative and quantitative analysis of data, and compiled the findings into comprehensive reports.

**Project # 5 - Welcome Home Initiative
Internal Evaluator
October 1998 - April 1999 (7 months)**

The Welcome Home Initiative is a grassroots organization in southern Ontario that was funded through Trillium and is aimed at "Welcoming Home" patients with severe and persistent psychiatric disabilities being discharged from a psychiatric hospital into the community. The initiative aims to help individuals integrate

into the community by finding housing, meaningful employment, and supportive social networks. As an internal evaluator in this project, Ms. Bailey and the evaluation team developed the evaluation framework and tools. She facilitated meetings with stakeholders including individuals with serious and persistent mental illness, and conducted semi-structured interviews with consumer survivors. Ms. Bailey provided training to persons with serious and persistent mental health issues to implement evaluation tools. Ms. Bailey provided quantitative and qualitative analysis of results of the surveys and developed the final report to Trillium.

Project # 4 - Navigating the Waters Evaluation

Research Assistant

October 1998- June 1999 (9 months)

The Navigating the Water Evaluation was undertaken to evaluate Federal funding that was provided to assist people with disabilities find meaningful work. As a research assistant in this national evaluation project, Ms. Bailey contributed to the design of the evaluation framework and evaluation tools such as survey, interview and focus group questions. Ms. Bailey conducted in-depth interviews and facilitated focus groups with people with physical, developmental, and mental health disabilities. She performed a document review, and quantitative and qualitative analysis of data, as well as technical assistance with the development of the final report and evaluation summary.

Project # 3 - Goss Gilroy

Interviewer

May 1998 - June 1998 (2 months)

Goss Gilroy is an independent consulting firm that was contracted to undertake an evaluation of services provided at the Ottawa Region Cancer Centre. As a research assistant in the “Evaluation of the Ottawa Regional Cancer Centre”, Ms. Bailey conducted telephone interviews with cancer survivors and performed qualitative content data analysis of results. Ms. Bailey also participated in market research for the “Safety Turtle” product.

Project # 2 - CMHA Consumer Preference Survey

Research Assistant

September 1997- March 1998 (7 months)

Before hiring Ms. Bailey as a community consultant, the Canadian Mental Health Association was in need of individuals with an evaluation background to conduct a consumer preference survey for individuals who were homeless or at risk of becoming homeless in the City of Ottawa. In collaboration with a Doctoral student, Ms. Bailey developed the methodology and tools for a needs assessment for the Consumer Preference Survey of homeless individuals, including a large population of Indigenous persons who were homeless and using mental health services in the Ottawa Region. Ms. Bailey conducted structured interviews with homeless persons to understand the needs of this population, performed qualitative and quantitative analysis of the results and contributed to writing the final report.

Project #1 – Core Competencies Mental Health Case Managers
University of Ottawa
Dr. Tim Aubry
Project Coordinator
September 1997 - May 1998 (9 months)

Ms. Bailey worked as a project coordinator and research assistant with Dr. Aubry, a clinical and community psychologist, on several local and provincial evaluation-based projects including one entitled, "Understanding core competencies of case managers of people with serious and persistent mental health issues". In this role, Ms. Bailey assisted in the development of reports for community agencies, and facilitated meetings with various stakeholders from the Ottawa Region. Ms. Bailey provided qualitative and quantitative analysis of large data sets, and developed reports and presentations as required.

Examples of Presentations, Workshops and In-Services

- Creating Safe Work Places – Home Hardware (April – June 2022)
 - Development of Play-Doh Power Solutions - Exclusive License with Hasbro – workshops include Team Cohesion with Remote and Hybrid Teams, Evolution Solutions, and Innovation Confidence and Risk-Taking (July 2021)
 - Experiential Play with Centre for Addiction and Mental Health and the Ontario Centre of Excellence for Child and Youth Mental Health (July 2017)
 - Community Futures - Social Media Training for Small Businesses (September 2013, April 2014)
 - Four Children and Youth Planning Networks of Hastings Prince Edward, Kingston, Frontenac Lennox and Addington, Leeds and Grenville and Lanark – Developing a Common Understanding of Family Engagement in South East Ontario (January, February 2014)
 - Employment Services Belleville – Building a Positive Work Climate (January – March 2014)
 - Children and Youth Services Network - No Wrong Door – Train the Trainer Workshop (May 2014)
 - East Central Ontario Training Council - Service Integration for Employment Agencies (June 2013)
 - Durham Social Planning Council - Integration of Services (March 2013)
 - HPE Children and Youth Services Network "No Wrong Door" Training Materials (HPE CYSN, April 2013)
 - Community Action Research Findings – Children and Youth Services Network (CYSN – 2012)
 - Family Engagement in Child and Youth Mental Health – (CHEO – 2012)
 - Ottawa Region MISA Professional Network Centre – Collaborative Teacher Inquiry – Key Principles, Findings, and Next Steps (MISA PNC – 2012)
 - Community Psychology Conference – Ottawa Ontario – Presenter of workshop on "Community Psychology Graduates Tell it Like it Is" (University of Ottawa, 2010)
 - Special Education Review – Gallery walk and focus groups (ALCDSB – 2009)
 - Data Warehouse Training – Online Session Using ADOBE Connect (ALCDSB – 2009)
 - Canadian Achievement Test (CAT/3) Workshops (ALCDSB – September – November 2006, 2007)
 - Reaching Excellence, A Report on Student Achievement (OCCDSB - October 2003)
 - Canadian Achievement Test (CAT/3) Workshops (OCCDSB - September & October, 2003)
 - Action Research Series (OCCDSB - Sept 2003 to June 2004)
 - "A Date with your CAT" - Want to Know what your CAT/3 and CCAT Test Results Mean? (OCCDSB - January, 2004)
 - The Arts Program Review: In-Service: Program Review Manual. (OCCDSB – 2005)
 - Making use of System Assessment Results (OCCDSB – 2005)
 - Taco and Talk – Young Women's Emergency Shelter (Youth Services Bureau – 2000)
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Examples of Reports, Resources, and Documents

- Hastings Prince Edward District School Board - Summary of Community Consultations for the Aim System Plan (April 2014)
- Hastings and Prince Edward, Kingston, Frontenac, Lennox and Addington, Leeds and Grenville and Lanark Children and Youth Planning Networks – Developing a Common Understanding of Family Engagement in South East Ontario: Consultant's Report (April 2014)
- Ottawa-Carleton District School Board - Comparison of International Baccalaureate and Alternate Programming (March 2014)
- No Wrong Door – Training Manual and Facilitator's Guide (February 2013)
- Highlights of the School Climate Survey (Hastings Prince Edward District School Board – 2012)
- ALCDSB – Transition Survey Results (ALCDSB - 2010, 2011, 2012)
- Eastern Ontario Catholic Curriculum Cooperative (2011) – Highlights: Finding Common Grounds - Evaluation
- Centre for Excellence on Children and Youth's Mental Health at CHEO (2011) – Highlights: Training Strategy Development: Environmental Scan
- Ottawa-Carleton District School Board (2010) – Examining School Boards' "Schools at Risk" Index – Methodology and Variables"
- Centre for Excellence on Children and Youth Mental Health at CHEO (2010) - Uptake of evidence-informed practice among practitioners working in the area of child and youth mental health
- StudentsAchieve Software (2010) – A report on the Assessment Advisory Council
- Congress of Aboriginal Peoples (2010) "Living your Songline – Achieving your future by staying in school"
- Eastern Ontario Catholic Curriculum Cooperative (2008). "Linking PM Benchmarks to Classroom Strategies".
- Eastern Ontario Catholic Curriculum Cooperative (2007). "Lesson Plans for Literacy: Linking PM Benchmarks to Classroom Strategies".
- Algonquin and Lakeshore Catholic District School Board (2005). "Balanced Literacy Assessment Measures, Kindergarten to Grade 3".
- Ottawa Region MISA PNC Research Network (2006). "Resources for Informed Decision Making" (website: www.misaeast.on.ca)
- Kasian, M., & Dostaler, T. (submitted to EQAO March 2005). "The Relationship between four measures of reading skills: The grade three EQAO assessment of reading, the PM Benchmarks Reading Profile, Grade 3 report card marks, and the Kindergarten Early Identification Diagnostic Rating".
- Dostaler, T. (February, 2004). "Professional Learning Communities: Brief Review of the Literature".
- Ottawa-Carleton Catholic School Board (April 2004). French as a Second Language Review: A Solution for Universal Access to French Programming in the Ottawa-Carleton Catholic School Board.
- Staff Development, Evaluation & Research (January, 2004). The Arts Program Review Manual.
- Staff Development, Evaluation & Research (June, 2004). Reaching Excellence: A Report on Student Achievement.
- Staff Development, Evaluation & Research (September, 2003). Testing Program: Handbook for Parents.

COMMITTEE WORK

- November 2021 to April 2022 – Executive Member Quinte Red Devils AAA Minor Hockey Association
 - April 2015 to March 2021 - Centre Hastings Minor Hockey Association – (4 years) President
 - April 2015 to Sept 2016 - Centre Hastings School Group - Parent Involvement Committee
 - June 2013 to June 2014 - School Readiness Working Group
 - April 2011 to 2016- Board Member for Family Space/Ontario Early Years Centre
 - May 2013 to 2014 - HPE Food Security Network
 - October 2012 to 2014- Children and Youth Services Network - Service Pathway and Community Engagement Team
 - September 2012 to 20104 – Children and Youth Services Network – Communication Team
 - February 2012 to 2014 – Children and Youth Services Network – Resource Sharing Committee
 - September 2011 to September 2012 – Children and Youth Services Network - Community Action Research Project (CARP) Team
 - January 2011 to present – Centre Hastings Recreation Board
 - September 2004 to present – Association of the Friends of Centre Hastings
 - Vice President - Association of Educational Researchers of Ontario (AERO)
 - June 2005 to present- Ottawa Region Research Network: Algonquin and Lakeshore Catholic District School Board
 - June 2006 to Sept 2008 – Mainstreet Revitalization Committee
 - March 2005 to November 2009 - Ottawa Region MISA Professional Network Centre Steering Committee
 - March 2005 to November 2009 - Managing Information for Student Achievement (MISA) Implementation Team: Algonquin and Lakeshore Catholic District School Board
 - September 2006 to September 2009 - Effective Schools Council: Algonquin and Lakeshore Catholic District School Board
 - June 2008 to June 2009 - Secretary: Association of Educational Researchers of Ontario (AERO)
 - June 2006 to June 2008 - Curriculum Technology Working Group: Algonquin and Lakeshore Catholic District School Board
 - September 2006 to June 2007 - Healthy Active Schools Evaluation Committee: Algonquin and Lakeshore Catholic District School Board
 - September 2003 to August 2004 - Arts Program Review Committee: Ottawa Carleton Catholic District School Board
 - September 2003 to August 2004 - French as a Second Language Review Committee: Ottawa Carleton Catholic District School Board
 - September 2003 to August 2004 - Ottawa-Carleton Research Advisory Committee: Ottawa Carleton Catholic District School Board
 - September 2003 to August 2004 - System Assessment and Evaluation Review Committee: Ottawa Carleton Catholic District School Board
 - September 2003 to August 2004 - Catholic Education Foundation Review and Recommendation Committee: Ottawa Carleton Catholic District School Board
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Publications (formerly Theresa Dostaler)

Articles in Refereed Journals:

- van de Hoef, S., Sundar, P., Austin, S., & Dostaler, T. (2011). And then what? Four community psychologists reflect on their careers ten years after graduation
Global Journal of Community Psychology Practice, 2(2), 1-8.
- Aubry, T., Flynn, R., Gerber, G. & Dostaler, T. (2005). Identifying the Core Competencies of Community Support Providers Working With People with Psychiatric Disabilities. Psychiatric Rehabilitation Journal (28), 346-353.
- Dostaler, T., & Nelson, G. (2003). A process and outcome evaluation of young homeless women. Canadian Journal of Community Mental Health(22), 99-112.

Published Books:

Bailey, T. & Marcotte, T. (Released October 2022) Hockey Moms: The Heart of the Game. Toronto: HarperCollins.

Book Chapters:

- Aubry, T., Dostaler, T., & Baronet, A.M. (2004). Review des etudes empiriques sur l'efficacite du suivi communautaire. Le suivi communautaire en sante mentale Ottawa: U of O Press.