

KARL GERMANN



PROFILE

Extensive leadership experience as a Superintendent/CEO, Post Secondary Vice President Administration, University of Alberta Instructor & Facilitator, and Covenant Health Board member & Vice Chair. TQS, LQS & SLQS certified (Alberta).

EXPERIENCE

University of Alberta Faculty of Education Law Instructor

January 2025 - present

EDPS 410 Education Law & Ethics Instructor. This course is a highly condensed fourth year class for Faculty of Education students enrolled in the Teacher Education North program. This course requires the instructor to be highly knowledgeable of current trends, laws, regulations, Court and Human Rights Tribunal challenges that influence and impact K-12 education in Alberta.

Alberta Schools Boards Association Education Consultant

Fall 2024- present

Provide a variety of part time services including Executive recruitment search, Board/ CEO evaluation, reviews, orientation, strategic planning, advocacy, and governance/ leadership workshops and mentoring.

University of Alberta Faculty of Education IFX/ AFX Facilitator

2024 - present

Supervisor for the University of Alberta's Faculty of Education Teacher Education North program at Northwestern Polytechnic. Responsible for working with the mentor teacher and the practicum student during the fall and winter terms, ensuring the student teacher is adhering to the Teaching Quality Standard and eligible for Convocation and Certification upon completion of the practicum.

Covenant Health Board Member & Vice Chair

July 2023 - present

Appointed by former Premier Ed Stelmach and Spiritus Vitae after an extensive search by Pender & Howe consultants. Chair of the Governance Committee and a member of Growth & Innovation, Audit & Finance, and Mission & Engagement committees, supporting an innovative \$1 billion corporation funded by and integrated with Alberta Health and Alberta Health Services. Recently appointed as the Vice Chair of the Board for a term. Covenant Health emphasizes innovation within the health system while ensuring care for those who need help the most, including people with acute, mental health, continuing care, and rural health care needs.

Vice President Corporate Services & Executive Director Human Resources Northwestern Polytechnic July 2021-December 2023

Member of the Executive Council and responsible for finance, facilities, information technology and human resources. Assisted in the development of a new strategic plan and corresponding organizational structure as Northwestern Polytechnic transitioned from a regional college in 2021. Responsible for the development of the NWP Properties Trust, finance and administration, including a minor role in the Medical Education program and the CAQC degree granting proposal.

Superintendent & CEO of Grande Prairie & District Catholic Schools 2004-2021.

Assistant Superintendent of Schools 2001-2004.

Superintendent & CEO responsible for the educational and financial leadership of a publicly funded K-12 system that tripled its student enrolment while providing an exemplary, innovative education. Originally recruited to be the Assistant Superintendent of Schools who was responsible for Human Resources, Curriculum, Leadership and Inclusive Education.

President College of Alberta School Superintendents (CASS) 2014-15 President Council of Catholic School Superintendents of Alberta (CCSSA) 2017-18

Elected twice to lead two separate professional associations. CASS ultimately became a recognized profession, governed by legislation, ethics, bylaws and professional development. CCSSA meets the specific professional development and legal needs of Catholic boards, educators, and system leaders.

Administrator & Instructor University of Regina 1997-1998

Worked full time in the Faculty of Education while enrolled in a full time Masters' in Education program. Completed thesis-based program Masters in 1999.

Teacher & Acting Administrator 1990 - 1997 & 1999-2021

High school chemistry/ biology/ science teacher & administrator in Carpenter High School, Meadow Lake, SK. Returned to school system as an Assistant Superintendent of Schools in 1999.

EDUCATION

Multiple Professional Development Courses 1997- present

Completed mandatory and optional courses in K-12 educational leadership, post-secondary education, K-12 educational law, effective Board governance, and health & ethics.

University of Regina. M. Education 1999

Masters' Education (Administration & Curriculum)

University of Regina. B. Education (Secondary) 1990

Bachelor Education (Chemistry and Language Arts)

University of Saskatchewan B. Arts 1988

Bachelor Arts

COMMUNITY INVOLVEMENT

Covenant Health Community Board Director, Knights of Columbus, Rotarian, Parish Council member, and Education Foundation Director.

SKILLS

Educational and Business Leadership

Actively involved in the recruitment and evaluation of senior leaders in education and health care in Alberta. Incorporating a variety of strategies, we seek to recruit people who will be an excellent fit and bring about meaningful change.

With the help of a fantastic team, we brought significant change to Grande Prairie & District Catholic Schools and Northwestern Polytechnic. As CEO of GP & District Catholic Schools, we guided over 750 staff and 5300 students, improving the educational experience for many. As an Executive Director and Vice President at Northwestern we crafted a new strategic plan while supporting leadership teams to advance the plan; the plan supported the development of in-demand programming including rural northern medical education in partnership with the University of Alberta..

College of Alberta School Superintendents (CASS) Executive member and CCSSA Council of Catholic School Superintendents (CCSSA) Executive member. Elected the President for both professional organizations (2014-15 and 2017-2018 respectively) for three-year terms. Lobbied and developed a legislative and regulatory framework for the formation of a professional association of school and system leaders. Advocated for significant provincial policy changes and supports for Kindergarten to Grade 12 education in the Province of Alberta for public, Catholic and Francophone School Divisions in Alberta. Assisted with the application to CAQC for degree granting status.

Mediator & Negotiator

Experienced mediator and mentor for Board who are currently managing interpersonal conflict. Willingness to work with all parties to achieve a resolution that uphold effective governance and meaningful participation.

A key management-based negotiator for collective bargaining with Faculty Association (NWP), Employee Association (EA), AUPE, Alberta Teachers, UNIFOR, & Out of Scope employees, while upholding Alberta Treasury's PBCO mandates and employee expectations. Institutional lead for Public Interest Commissioner (PIC), Alberta Freedom of Information & Protection of Privacy (FOIP) requests, Arbitration, Human Rights and legal matters.

Communication

Experienced and credentialed IAP2 leader. Developed and co-led many community consultations for school reconfiguration, new high school opening and reconfiguration, small school closure, focus program expansions & change, and implemented the Life Framework for inclusive, welcoming, and supportive schools.

Financial

Extensive experienced in the development and implementation of a 55 million post-secondary operating/ capital budget for NWP, a 70-million-dollar operating budget and corresponding 20 million annual capital budgets for GP Catholic and the formation of the NWP Properties Trust (2023). Assisted system leaders in the budget development and implementation process that better aligned with the institution's strategic plan. Thorough understanding of the budgeting and monitoring processes and the interpretation of audited financial statements.

Growth & Innovation

Revamped numerous K-12 processes in business services, human resources, information technology, and employee performance appraisals including compliance monitoring and reporting. The goal was to improve responsiveness and support innovation.

Worked with school staff to change instruction and assessment in all grades, but especially high school to ensure more students graduated at a higher level and transitioned to post-secondary.

Developed numerous Focus programs in the region including Pre-Kindergarten, Kindergarten Plus, Celtic Academy, Montessori, French Immersion and STEM education. This resulted in 25% enrolment growth in 5 years.

References available upon request