

**SPECIAL NBOA PRESENTATION ON FACULTY AND STAFF COMPENSATION RESEARCH**  
**Mission Anchored Compensation Strategies for Independent Schools**

TUESDAY, JUNE 18, 2024 | 10:00 A.M.- 11:00 A.M.

ABOUT THE SPEAKERS



**PATRICK SCHUERMAN**

Patrick Schuermann is one of the nation's leading experts in educator compensation. Following a career spanning elementary, middle, and high school teaching, tutoring, coaching, and leading in both independent and public schools, Patrick's doctoral dissertation at Vanderbilt University, "An Integrated Approach to Professional Development, Faculty Evaluation, and Compensation: Resources for Independent School Leaders", allowed him to visit independent school campuses across the country to explore how schools were seeking to creatively cultivate mission-aligned human capital. Following its completion in 2006, Patrick served as the founding Director of Technical Assistance for the U.S. Department of Education's National Center for Educator Compensation Reform that oversaw the federally funded Teacher Incentive Fund program. In his subsequent role as the Director of Policy for the Center, and with the support of the Aspen Institute, Patrick worked with a team of content experts to support members of the House and Senate Committees crafting our country's policy agenda around compensation reform. Concurrently, with support from the Gates Foundation, Patrick led a team of education and technology experts in the development of multimedia resources to help district and school leadership teams navigate the work of compensation system innovation. In 2022, NBOA collaborated with Patrick to serve as the lead researcher for the Mission-Anchored Compensation Strategies project - the most comprehensive assessment of compensation and benefits practices used in our independent school community to date.



**AMBER STOCKHAM**

Amber Stockham, SPHR, holds an MBA from the University of Massachusetts Amherst and brings 20 years of experience in human resources to her role at NBOA. Prior to joining NBOA in 2020, Stockham's career spanned a variety of industries, including social services, manufacturing and construction. She found a passion for education when she served as the director of human resources at Miss Hall's School, an independent day/boarding school for girls in grades 9-12. In her six years at Miss Hall's School, Stockham was a key member of the school's compensation, evaluation and benefits task force, and served in a volunteer capacity as finance committee chair of Captivated Health and on the board of the New England Educators Insurance Association. In her role as senior director, human resources programs at NBOA, Stockham designs and leads courses and workshops on topics ranging from difficult conversations and employee supervision to benefits administration, thus developing opportunities for sustainable benefits and strong faculty and staff support. Working with the volunteer Human Resources Council, she is proud to provide professional development through numerous avenues, including live and virtual programs as well as articles, which help member schools expand their network of peers in independent schools.