

Stephen Todd Evans

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EDUCATION

GRAND VALLEY STATE UNIVERSITY, MI. Ed. S. Ed. Specialist / Superintendency, Central Office - 2021.

SAGINAW VALLEY STATE UNIVERSITY, MI. Continuing Education Credits in Leadership, 2000- 2008

INDIANA UNIVERSITY, Ph.D Research Seminar, 2001

WALDEN UNIVERSITY, FL. Ph. D Educational Leadership, Coursework, 1998-2000.

North Carolina A & T STATE UNIVERSITY, N.C - MA Leadership & Counseling, 1994.

MARSHALL UNIVERSITY, W.VA BA Education, 1987

FERRUM COLLEGE, VA associate degree in Science Education, 1982

CERTIFICATIONS & LICENSURES

State of Florida - License Type 5209 - Registered Mental Health Counselor Intern.

Educational Leadership/ Central Office Certification, Florida Certification, statement of eligibility.

Educational Leadership/ Central Office Certification, GVSU, Michigan Certification.

Michigan, North Carolina, Florida, and West Virginia Teacher Certification

Certified School Guardian/Sheriff through Sarasota County Police, FL. Active Shooter / Firearm Qualified.

FL, MI, NC Dept of Ed First Aid/CPR, Maturation Training, HIV/AIDS Education

National Speakers Association, Michigan Professional Speakers Association –former.

North Carolina Alcohol and Drug Defense Training

N.C. Peer Mediation /Conflict Resolution /Protective Crisis

Intervention Board / Governance Certification

STEPHEN EVANS CONSULTING, LLC. Ocala, FLORIDA

Empowering Educational and Organizational Excellence Since 2019 – Current

About Us

Stephen Evans Consulting, LLC, established in 2019, is a premier consulting firm dedicated to program restoration, development, and advisement for educational programs, including charter school renewal attainment. Our expertise extends beyond education, offering strategic planning, leadership development, diversity training, and conflict resolution services to businesses, organizations, and churches. For more information, visit our website: www.stephentoddevans.com.

Our Services

Educational Program Consulting

Our firm specializes in the renewal and restoration of educational programs, particularly charter schools. We understand the unique challenges faced by educational institutions and provide tailored solutions to enhance their performance and sustainability. Our services include:

- Program Restoration

- Development and Advisement
- Charter School Renewal Attainment

Strategic Planning

We assist organizations in formulating, communicating, and aligning their purpose, function, mission, vision, and core values. Our strategic planning services ensure that resources are organized and prioritized to achieve intended outcomes. Key areas include:

- Purpose and Mission Alignment
- Vision and Core Values Development
- Resource and Financial Prioritization

Leadership Development

We believe that strong leadership is the cornerstone of any successful organization. Our leadership development programs aim to cultivate cross-functional leadership teams and provide ongoing training to ensure continuous growth and improvement.

Diversity Training

In today's diverse work environment, fostering an inclusive culture is essential. Our diversity training programs help organizations embrace differences, promote equity, and create a sense of belonging for all employees.

Conflict Resolution

Conflicts are inevitable in any organization. Our conflict resolution services equip teams with tools and strategies to manage and resolve disputes effectively, fostering a harmonious and productive work environment.

Community and Stakeholder Engagement

We emphasize the importance of developing leadership and creating a sense of community within organizations. By ensuring that employees and stakeholders are aligned with the organization's goals, we help establish agreement around intended outcomes and results.

Our Approach

At Stephen Evans Consulting, LLC, we adopt a holistic approach to consulting. We recognize that every organization is unique and requires customized solutions. Our process involves:

- Assessing the current state, needs, and goals of the organization.
- Identifying areas of improvement and potential growth.
- Designing tailored strategies to address identified needs and goals.
- Implementing solutions with ongoing support, training, and consultation.
- Evaluating progress and making adjustments as needed.

Superintendent, Executive Director, Turn Around Principal, Charter School Start-up Restoration and Expansion

CAREER OBJECTIVE

To extend the capacity in which my expertise, leadership and influence is used to develop and implement educational systems that will elevate and empower excellence for all educational stakeholders in which outcomes transform lives and communities through purpose and potential.

Professional Work History – Continued

Operations Professional

Organizational Development – Corporate/Community Relations – Business Expansion Experienced business manager and educational executive with an exceptional record of delivering results in start-ups, organizational growth, and turnaround management environments. Adept at identifying strategic imperatives and implementing effective programs and projects. I am skilled in academic, corporate, and motivational communications. Demonstrated ability to develop and manage large budgets, institute cost controls, and grow profits. A coach, counselor, and empowering manager. Builds lead and motivate cross-functional teams to deliver results on time and within budget.

EXECUTIVE LEADERSHIP SKILLS – RESULTS ORIENTED!

Fiscal Budget Forecasting, Data Analysis, Personnel Recruitment, training and development, Capacity Management and Evaluation, Marketing, Federal and State Compliance, Facilities & Real Estate, Contracted Services, Public Relations; Marketing; Business and Community Partnerships, Administrative Professional Development Trainer, Project Management, Strategic Planning and Execution, Legal & Risk Management. Contracting, Negotiating, Change Management, Human Resources, Re-engineering Operations, Formulating Policy, Grant Writing, Developing and Delivering Presentations, Excellent Interpersonal Communication, Customer Service and Teamwork Skills, Motivator and Coach, Excellent Customer Service and Conflict Resolution Skills, Proficient in all Microsoft Applications.

Timberland Charter Academy (National Heritage Schools) K-8 Muskegon Mi. 9/2019 -May 2024 School Director

Recruited to ensure charter renewal. Responsibilities consist of fiscal accountability, school safety, increasing staff retention and student enrollment, cultivating administrative teams, marketing and compliance, strategic growth management, curriculum development and testing, human resources, building community relations, promoting the NHA philosophy. View the school tour link below. <https://www.nhaschools.com/schools/timberland-charteracademy/en>

School Accomplishments 2019-2023

- Only NHA School to achieve a University Partnership, 100% free college education for qualifying Students.
- The school Charter advanced from a 2- year renewal to a five 5-year renewal within my first two years employment.
- Recognized by National Heritage Academy, Timberland Governing Board, and Grand Valley State University as our chartering agency for cultivating community partnerships.
- NHA recognition for academic improvement- meeting academic goals.
- NHA recognition for school climate satisfaction- increased from 74% to 97%.
- Maintained a fund balance while improving facilities.
- Increased student retention and enrollment from 60% to 80%.
- Reduced campus incidents and acts of aggression by 70%.
- Reduced transportation concerns by 90% <https://www.nhaschools.com/schools/Timberland-Charter-Academy/en/blog/Timberland-Graduates-toReceive-Free-GVSU-Tuition>

Implemented the following:

- Strategic plan which balanced and managed enrollment

- New student and family orientation systemic accountability for daily operations.
- USA test preparation program
- Credit recovery program / APEX.
- Annual summer academic enrichment program

Professional Work History – Continued

- 1st NHA school to implement grade level promotion requirements.
- 1st and only NHA school to receive Grand Valley University Pathway Program Scholarships- free college tuition based upon high school performance criteria. Grand Valley State University Pathways Partnership with Timberland Charter Academy
Website: Connection Zone: <https://nationalheritageacademies.sharepoint.com/sites/ConnectionZoneBlog/SitePages/TimberlandEighth-Grade-Graduates-to-Receive-Free-Tuition-at-GVSU.aspx>

Suncoast School for Innovative Studies K-8, Sarasota, FL

1/09- 1/19

Executive Director VPK-8

Recruited to restore program within 2yr charter renewal deadline. This program was scheduled to be closed and needed total restoration. Within 5 years, acquired two beautiful campuses, increased student enrollment 120 to 420 and obtained the first. 10yr charter renewal granted through Sarasota County Schools. [SSIS Charter Renewal \(youtube.com\)](https://www.youtube.com/watch?v=SSISCharterRenewal)
Property Acquisition, Negotiations, Construction Oversight, Fiscal and Personnel Administrator, Operations/ Contracted Services Director, Marketing and Compliance; Director, full planning, growth management, facilitated strategic growth of staffing, Curriculum Director, Human Resource Director, Marketing Director- designed logo, motto, and branded vision, developed strategic marketing plan.

CEO Selected Achievements (Suncoast School for Innovative Studies)

- Developed and directed budget growth (\$1.5 to over 3.3 mil) \$350k surplus and settled all debts.
- Produced 562% student growth, Staff Growth soared from 9 to 52 employees, 478% growth.
- Immaculate State and Federal annual audits from years 2-10, 100% performance!
- Cultivated community partnerships providing resources and donations in excess of \$250,000 dollars.
- Implemented State of the Art Technology on both campuses in classrooms and computer labs.
- Televised news segments of school initiatives, 2009-2018.
- Year 1 earned first A rating; realigned curriculum with State of Florida Benchmarks.
- Year 3 population growth transitioned into a Title 1 school: Only Title 1 Charter within district.
- Year 3 earned the first 10 year charter granted by Sarasota County Schools.
- Negotiated early termination of 10yr lease which allowed acquisition of two schools.
- Year 4 Debt Free! Eradicated, approximately half million-dollar deficit.
- Year 4 Implemented compatible district pay scale & full benefits and 401K matching contributions.
- Year 4 Property acquisition and lease negotiation of New Elementary School Campus,
- Year 4 Implemented summer breakfast and lunch program for community.
- Year 5 Property Acquisition and Lease Negotiation of New Middle School Campus.
- Year 8 Licensed our own VPK program.
- Year 8 Recognized by Seaside Bank of Sarasota for outstanding fiscal turnaround, 2017.
- Year 9 School Safety: 140hrs Guardian/Sheriff certification; Sarasota County Sheriffs Dept: SU 2018.

Pontiac Academy for Excellence K- 12 Pontiac MI

10/00 – 6/08

CEO/ Superintendent

Pontiac Academy for Excellence K-12, Recruited to restore failing program Fiscal and Personnel Administrator, Marketing and Compliance Director, Contracted Services, Detroit, MI, Pontiac MI. Fiscal and Personnel Administrator, Marketing and Compliance; Director, Contracted Services. Full planning, growth management and P&L responsibility startup for K-12 program. Developed and directed budget growth (\$750K in 2000 to \$10M in 2007) with +\$1M surplus, no

long- term debts. Led strategic growth of staffing, and spearheaded marketing initiatives which resulted in a 600% increase in enrollment.

CEO Selected Achievements

- Granted 10-year charter renewal!
- Immaculate 100% performance on State and Federal annual audits from 2000-2008!
- Significantly increased Federal and State revenues from \$48,000 to over \$300,000 in eight years!
- Augmented Technology Literacy from 60% to 100% for professional and support staff by 2004.
- Fostered employee growth of 200% percent; from 25 employees in 2000 to over 120 in 2008.
- Launched business and community partnerships with 12+ organizations providing resources and donations in excess of \$500,000.
- Eradicated \$700,000 deficit in one year without reducing professional or support staff!
- We negotiated better employee health benefits while reducing company healthcare costs by 20%.
- Generated policies, procedures and best practices increasing revenue from \$750,000 to \$10,000,000 annually from 2000-2008.
- Recognized by Strathmore who's who for Professional Leadership in Fortune 500 Companies
- Oxford Round Table Conference Presenter 2003-2005, Oxford England
- Harvard University leadership participation request in "Strategic Management Styles." 2007-2008
- Expanded student growth by 600% **USA Today* 2007 noted PAE largest Charter School Per City Capital in Michigan
- Negotiated an incredible land contract for 1 penny a year over seven years for property expansion at a savings of \$500,000!
- Reduced vending costs by approximately \$300,000 per year.

CEO Additional Honors

- Outstanding African American Male Leadership- Award by AME of Sarasota. 2017
- Success Feature Story- Lexington Dispatch, Lexington NC 3//21/2008
- Educator of The Year- Bloomfield Hills Optimist Club 2/2008
- Lifetime Achievement Award by PAE -2007
- Nominated CEO of the year by MAPSA 2006
- Nominated Outstanding Charter Public Academy by MAPSA 2005- 2006
- Man of The Year – American Biological Institute Board of International Research 2006
- Harvard University – Selected to attend Strategic Management for Charter School 2006
- Global Publication's Who's Who 2006
- Strathmore's Who's Who – Recognized for Professional Accomplishments 2006
- Continental Who's Who - Recognized for professional accomplishments 2006.
- Empire Empowering Executives & Professionals Who's Who 2005
- ABA American Biological Institute – American Medal of Honor for Accomplishment and Contribution to Society 2005
- Annual Yearly Progress 2004-05 Pontiac Academy for Excellence
- Metropolitan Registries Who's Who 2004
- Manchester Who's Who among Executives and Professionals 2004
- Outstanding Community Service Award –Mayor of Pontiac, MI 2004
- Feature Speaker "Educating At-Risk Students" Greater Pontiac Broadcast 2001
- Featured in the Oakland Press, Pontiac News and Citizen's Post 2000

EXECUTIVE DIRECTOR/ 6/97 – 9/2000 - Detroit Mi.

Detroit School of Industrial Arts (9-12) Detroit, MI Urban High school emphasis on academics and technology 1/99-9/00 Principal, New Directions Institute, Pontiac, MI (9–12) Urban skills trades high school program for at-risk students 6/97–1/99

Selected Building Administrator Achievements

- Selected Achievements as Director for DSIA and NDI
- Granted 5-year charter renewal (DSIA)
- Letter of Commendation for Exemplary Work and Extraordinary Improvement on State MEAP scores, 2000
- Selected Conference Speaker for Governors Workshop, 1998
- Selected Conference Presenter for State of Michigan School Improvement Conference 1996-7.
- 50% increase in staff growth (NDI)
- Strengthened Professional Development
- Client growth 40% (NDI) 1999
- Curriculum/Testing and Program Development Coordinator
- Contract negotiations of all service providers
- Improved Federal and State Compliance alignment.
- Achieved extraordinary marks in customer service and building climate.
- Dramatically increased parental support
- Radically improved client safety through Security Supervision
- Expanded Business Partnerships

Resume Addendum

Professional Experience and Achievements: College Instructor, Professional Speaker, Administrator, Counselor, Teacher, NFL

Adjunct Instructor Cornerstone University, Troy, MI Spring 2002- 2005

Adjunct Faculty for Business, Communications and Education courses

Responsibilities: **Course descriptions, evaluation, lecture, and professional development**

International Ministries- *Michigan Professional Speakers Association and National Speakers Association*

1997- 2019 (membership) Seminars, Workshops, Lectures, Conferences for Schools, Agencies, Universities, Churches,

Organizations, Correctional Facilities **Services provided:** Leadership Development, Educational Consultant, Workshop Facilitator, Keynoter, Motivational Speaker

Multi-ability Inclusive Education Teacher (grades ¾ split) Kaiser Elementary School, Ypsilanti, Mi.

8/94 – 6/ 97 *Successful pilot program -Willow Run School District* **Responsibilities:** Special and Regular Education Curriculum, facilitated multi-learning Teams/subjects, Reading Program Consultant

Leadership and Achievements

- ☐ Ann Arbor News and Ypsilanti Press Feature Story "Educator Who Makes a Difference" 1995
- ☐ Nominated Teacher of the Year Willow Run Schools 1994
- ☐ Excellence in Teaching Award Willow Run Schools 1994
- ☐ Systemic Initiative Team Leader of Professional Development
- ☐ Co- PTO President
- ☐ WLEA Executive Board Member
- ☐ Drug Awareness Education Representative

Davidson County Youth and Family Services, Lexington, North Carolina SP/SU 94

Juvenile at-risk Counselor teen clients ages Responsibilities: Behavior modification, social awareness/development, small groups, individual counseling self-awareness /esteem and self-discipline, established and maintained individual and family records.

Davidson County Community College Thomasville, North Carolina SP/SU 1993-96

Adult Education Instructor Responsibilities: Early Childhood Development/Parenting skills Employability skills, Career Assessment, Interpersonal Communication

Counselor /Assistant Administrator Eanes Middle School Lexington, N.C. 8/ 88 – 6/ 94 *Alternative Education for special needs students: EMI, BEH, Willie M, LD to TMI.* Responsibilities:

- ☐ Formulated and Implemented Behavioral Modification Plans and Discipline
- ☐ Home School Coordinator
- ☐ Generated Parent Support Team
- ☐ Member of strategic Curriculum Development Team
- ☐ Executed Individual and Group Counseling
- ☐ District Special Needs Consultant for Eanes
- ☐ Principal Advisory Committee Member
- ☐ Administrative head in absence of Principal
- ☐ **Related Honors /Achievements**
- ☐ 1990's Outstanding Community Service Award - Lexington, NC
- ☐ 1990's Outstanding Young Black Professional
- ☐ Outstanding Young Man of America 1989

North Davidson Sr. High School, Davidson County, N.C Psychology Teacher 1987 –1988

Prepared and taught Senior Psychology courses according to State Curriculum

National Football League 1986-1987

Buffalo Bills, New York 1987 Head Coach M. Levy – Free Agent – Offensive Receiver and Special Teams, Tight End. Atlanta Falcons, Georgia 1986 Head Coach M. Campbell – Free Agent – Offensive Receiver and Special Teams, Tight End

Academic and Athletic Honors

- Nominated for Marshall University Football Hall of Fame, W.VA 2004
- Nominated “Who’s Who” among our National University Students 1984
- Nominated All American Athletic Honors 1981
- Selected “Who’s Who” among our Nation’s Top Junior College Students 1981

References

Mr. T. McBride - CEO Empowered by Hope - Lexington, North Carolina (336)745-0679 / tmcbride@empoweredbyhope.org

Mr. Dan Madigan Commercial Technology Systems and Monitoring /Systems Dev. SSIS Service Provider, Sarasota FL. 941-932-5785

Pastor Benite Jeunes- Personal reference, Founder of risehaiti.org benitejeune@yahoo.com Tampa FL- 1-281-542-8323
(international ministries)

Mr. Roy Walter Former Regional Superintendent, Supervisor at Pontiac Academy, 7 years 248-229-7721.

Mr. Larry Robbins SSIS School Board President, Supervisor of 10yrs, Sarasota FL. 941-544-0555 /941-366-5500

Mr. Nate Patton M.S. Principal Suncoast School for Innovative Studies, Sarasota FL. 941-718-5261

Mr. Steve Altier Seaside Bank SSIS Bank/Financial Advisor, , Sarasota FL, 941-487-1026

Pastor Gene Temple Baptist Church (SSIS Middle School Campus) Sarasota, FL 941-685-4072

Pastor Phil and Jenette Derstine - The Family Church, Sarasota FL - 941-737-0014

Mrs. Patricia Lattimore – Social Worker – National Heritage Academies – 231-240-7195

Mr. Mike Floyd – Food Service Director Duel Campuses – Sarasota Fla. – 813-841-6689

Dr. Vandermolten- Grand Valley State University Professor, collaborates with Timberland Academy through student teacher placement and mentoring program Rick Vandermolten - vanderri@gvsu.edu , Grand Rapids Mi. - 231-642-1507.

Mr. David King – Director of School Quality Control- National Heritage Academies – DKING@nhaschools.com – 616389-5802

Ms. Dorothy Scott – School Board President – Timberland Charter Academy – dorothyscott7@msn.com – 231-578-8522

Mr. Andrew Gayle – Partner Services Manager / School Board Liaison - National Heritage Academies – agayle@nhaschools.com – 616-260-7617

Mr. Payton Jackson H.S. Principal of Pontiac Academy, 8 years 313-282-5937 or 248-745-9420

Mrs. Rose Pond Former Director of Operations 8yrs, Pontiac Academy for Excellence 248-842-0790

Professor Kevin Harvell Wayne State University, Professor of Sociology 313-303-1403 (Oxford University)

Mr. Fred Williams (Father-in-Law) – Pastor and Former Educator/ Administrator Public and charter School – 313-520-8739 or 313- 330-3449

Ms. Lynn Hulvey – District Counselor – Lexington City Schools – Lexington N.C. – 336-239-0737 / 336-248-6581