

Stephen Bigelow, Ph.D.

EDUCATIONAL ADMINISTRATION EXECUTIVE

Educational Leadership / Student Performance / Teacher Training

Offering over 25 years of progressive experience in developing and overseeing academic programs, policies, and initiatives to promote student growth and achievement. Senior leadership experience serving over 7000 students across multiple schools, with expertise in developing, implementing, evaluating, and continuously improving challenging and inspiring curricula. Passionate education advocates successfully drive regulatory and standards compliance, directing instructional programs to meet the needs of at-risk youth; building top-performing teams wholly committed to each student's academic success.

Core competencies include

- Philosophy, Mission, & Vision Setting
- Policy Design & Implementation
- Curricula & Operational Improvements
- Staffing & Organizational Development
- Interpersonal Skills / Relationship Building
- Regulatory & Standards Compliance
- Multisite Operations Oversight
- Instructional Technology
- Pupil Accounting Compliance
- Dynamic and Enthusiastic Teaching

PROFESSIONAL EXPERIENCE

Bay City Public Schools, Bay City, MI
SUPERINTENDENT (2017 – Present)

Oversee daily school operations across all administrative processes, including human resources management, office processes, teacher/staff relations, student guidance programs, and family/parent relationship management. Supervise, manage, and evaluate faculty and staff members. Identify, troubleshoot, and implement resolution standards for issues from faculty, staff, parents/family members, and students. Manage budgets and oversee school resource allocation. Review and improve curriculum / instructional practices. Develop positive relations with local, state, and federal political representatives to advance the district.

- Moved district from Department of Treasure Fiscal Distress status to 17% fund balance
- Completed a 5-Year Strategic Plan in 3 Years; Implemented New 5-Year Strategic Plan
- Rebranded district
- Restructured district
- Increased student enrollment
- Passed \$7 million sinking fund, providing financial relief for maintenance needs
- Passed \$28.4 million facilities, technology, and transportation bond
- Updated evaluation system
- Developed a new hybrid high school
- Developed a new k-12 virtual school
- Implemented a 1:1 technology program
- Opened Early College and Early Middle College
- Sold several district properties while managing multiple construction projects
- U.S. Department of Defense Patriot Award, 2022

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Capac Community Schools, Capac, MI
SUPERINTENDENT (2015 – 2017)

Selected accomplishments:

- Restructured district which increased course offerings in the arts, sciences, robotics and AP courses.
- Implemented two 5-year strategic plans for school programs across multiple areas of study including academics and social programs.
- Implemented an award-winning branding campaign and redesigned district logo.
- Negotiated contracts with administration, transportation, support staff and teachers.
- Promoted issues of equity and diversity in a traditionally resistant community.

Paul K. Cousino High School, Warren, MI
PRINCIPAL (2009 – 2015)

Managed daily program and process operations to include administrative oversight of HR programs, budgets, and planning for short- and long-range success of school programs. Mentored faculty and staff and performed detailed curriculum evaluation for all grades and all levels of academic study. Coordinated with faculty, staff, parents / family members, and students.

Selected accomplishments:

- Served as liaison between community and school to align programs with overall organizational mission
- Designed school improvement initiatives with a focus on creating culture of college readiness which generated the school's highest ACT average

Carleton Middle School, Sterling Heights, MI
PRINCIPAL (2005 – 2009)

Initiated Professional Learning Community (PLC), providing direction for students and staff while transforming the educational environment. Delivered guidance and provided evaluations to faculty and staff on programs, curriculum, instruction, and classroom performance.

Selected accomplishments:

- Received an "A" rating from Michigan Department of Education (moving from a "C")
- Led restructuring of the district middle school science curriculum

Agnes E. Beer Middle School, Warren, MI
ASSISTANT PRINCIPAL (2002-2005)/ TEACHER (1999-2002)

As Assistant Principal, administered discipline and attendance for 770 students. Served as liaison with faculty, staff, parents, and students. Created curriculum, lesson plans, educational activities, exams, tests, and assignments for middle school students. Led parent-teacher conferences.

Selected accomplishments:

- Designed district middle school lunch program
- Participated interviewing, selection, hiring, and development of dedicated teaching staff
- Organized and facilitated workshops to sharpen staff expertise in development of curriculum and extended learning programs

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Dolsen Elementary School, South Lyon, MI
ELEMENTARY TEACHER (1998 – 1999)

Taught kindergarten through fifth-grade elementary classes, developing standard and special needs curriculum for diverse subjects and age groups

Selected accomplishment:

- Led courses and set assessment tools to verify completion and comprehension.
- 1999 South Lyon New Teacher of the Year, Nominated for Oakland County Teacher of the Year

EDUCATION & CREDENTIALS

Oakland University, **Doctor of Philosophy in Education (Ph.D.); Education Specialist in Leadership (Ed.S.)**

The University of Michigan-Dearborn, **Master of Public Administration (M.P.A.)**

The University of Michigan-Ann Arbor, **Bachelor of Science in Kinesiology (B.S.)**

COMMUNITY SERVICE

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| <ul style="list-style-type: none">• American Association of School Administrators Governing Board• American Red Cross Mid-Michigan Ambassador• Bay Area Chamber of Commerce Foundation Board of Directors• Bay-Arenac Career & College Access Network Leadership Committee• Bay City Area & Issue Media Group Coalition• Bay City Lions Club• Bay City Morning Rotary• Bay Commitment Steering Committee• Council for the Accreditation of Education Preparation Advisory Committee• Covid Community Response Coalition – Bay County• Delta College Presidential Search Committee• Dissertation Committee, The Chicago School of Professional Psychology• Education East Congress – Delegate• First Robotics Judge – Michigan Championships• Future of Learning Council – Michigan• Google GSV Fellow• Great Lakes Bay Economic Club• Great Lakes Bay Regional Alliance Leadership Academy, Class of 2019• Great Lakes Bay Regional Alliance STEM | <ul style="list-style-type: none">• Steering Committee• Horizons Leadership Academy• Innovation West Congress – Delegate• Leadership Bay County Academy• Macomb County Principals Association – Past President• Michigan Association of School Administrators Professional Growth and Leadership Committee• Michigan Association of School Administrators Superintendent Coach & Mentor• Middle Alliance for Student Opportunity Executive Board• North Central Google Cooperative• Polio Plus Foundation – Rotary International• Saginaw Valley State University College of Business & Management Advisory Committee• Saginaw Valley State University College of Education Advisory Board• School Research Nexus• University of Michigan Alumni Club of Bay City - President• United States Education Delegate – London, England• United States Education Delegate, Berlin Summit• United Way Campaign Chair |
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CONFERENCE PRESENTATIONS

High School Student Engagement in Online and On-Ground Courses, 13th Annual Research Symposium, Rochester, Michigan, 2016.

Know Thyself: The Awareness Journey, Thought Exchange Leadership Empowerment for Superintendents Conference, San Diego, California, March 20, 2019.

Leadership Discovery, National Superintendents Forum, Miami, Florida, October 11, 2021.

What Does a Superintendent Do?, University of Michigan Alumni Club Annual Meeting, Bay City, Michigan, June 14, 2019.

The Resurgence of Zero-Based Budgeting (ZBB), MASA Fall Conference, Traverse City, Michigan, September 19, 2019.