

Stephen Bigelow, Ph.D.

EDUCATIONAL ADMINISTRATION EXECUTIVE

Educational Leadership / Student Performance / Teacher Training

Offering 18 years of progressive experience in development and oversight of academic programs, policies, and initiatives to promote student growth and achievement. Senior leadership experience serving more than 7000 students across multiple schools, with expertise in development, implementation, evaluation, and continuous improvement of challenging and inspiring curricula. Passionate education advocate successful in driving regulatory and standards compliance; directing instructional programs to meet the needs of at-risk youth; and building top-performing teams wholly committed to the academic success of each student.

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 Treasury Fiscal Distress status to 16% fund balance
- Completed a 5-Year Strategic Plan in 3 Years
- Rebranded district
- Restructured district
- Passed \$7 million sinking fund, providing fiscal relief for maintenance needs
- Passed \$28.4 million facilities, technology, and transportation bond
- Implemented integrated student, staff, and volunteer safety system
- Developed new hybrid high school
- Developed new k-12 virtual school
- Implemented 1:1 technology program
- Opened Early College and Early Middle College programs in collaboration with intermediate school district

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

Selected accomplishments:

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- Restructured district which increased course offerings in the arts, sciences, robotics and AP courses.
- Implemented a 5-year strategic plan 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

Dolsen Elementary School, South Lyon, MI

ELEMENTARY TEACHER (1998 – 1999)

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

Selected accomplishment:

- Led classes of 16-30 students and developed 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.)**

SERVICE & LEADERSHIP

- American Red Cross Mid-Michigan “Real Men Wear Pink” Ambassador
- Bay Area Chamber of Commerce Foundation
- Bay City Area & Issue Media Group Coalition
- Bay City Lions Club
- Bay City Morning Rotary
- Bay Commitment Steering Committee
- Covid-19 Community Task Force
- Delta College Presidential Search Committee
- First Robotics Judge – Michigan State Championships
- Great Lakes Bay Economic Club
- Great Lakes Bay Regional Alliance Leadership Academy, Class of 2019
- Great Lakes Bay Regional Alliance STEM Steering Committee
- Leadership Bay County Academy, Class of 2018
- Michigan Leadership Academy
- Oakland Superintendents Academy
- Saginaw Valley State University College of Business & Management Advisory Committee
- Saginaw Valley State University College of Education Advisory Board
- Salvation Army Volunteer
- United Way Campaign Cabinet
- University of Michigan Alumni Club of Bay City – Board Member

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.

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.