

STEPHEN J. KESKES, Ed.D.

STUDENT-CENTERED • CULTURE BUILDER • COMMUNITY PARTNER

Proven **Educational Leader** with 16+ years of success in central office, award-winning building administration, and six years of best-practice classroom instruction. **Diplomatic** leader with a reputation for improving communities through innovative educational programming and collaborative partnerships, as well as bringing academic rigor and relevance to student learning experiences. **Trustworthy** leader with the fortitude to maintain focus on educational priorities when faced with adversity.

Curriculum, Instruction, & Assessment • Public Policy • Instructional Leadership • Student Achievement • Equity • Strategic Planning • Early College • Community Partnerships • Budget & Fiscal Management • Bonds • Professional Learning • Instructional Technology • 21st Century Skills Development • School Re-Design • Public Policy Project-Based Teaching & Learning • Coaching, Mentoring, & Training • Human Resources

EDUCATION | CERTIFICATIONS

Doctor of Educational Leadership, Michigan State University, East Lansing, MI (April, 2024)

Educational Specialist, K-12 Education Administration, Michigan State University, East Lansing, MI (December, 2008)

Master of Arts, Art of Teaching, Marygrove College, Detroit, MI (August, 2003/7))

Bachelor of Science in Speech/Theater Arts, Eastern Michigan University, Ypsilanti, MI (December 2000)

Central Office (CO) | K-12 Administrator Certificate (ES) | Specialty Endorsement-Central Office | Specialty

Endorsement-District Level Curriculum/Instruction | Professional Teaching Certificate: English (BA), Speech (BD)

EDUCATIONAL LEADERSHIP EXPERIENCE

STOCKBRIDGE COMMUNITY SCHOOLS, Stockbridge, MI

2023-Present

1150 K-12 students | 140 Staff | \$18M Annual Budget

Executive Director of Grants and Academic Innovation

Director of Grants and Academic Innovation

- Promoted based on the successful capturing of an additional \$3M in grant resources to support innovative Agricultural Science CTE Farm-to-Table programming and implementation of four (4) electric buses, creating improved student learning outcomes and financial sustainability. Leading implementation of a multi-modal structured literacy program aligned with SOR strategies after securing a 35j grant.
- Connected several community organizations to the school district to support under-resourced students with basic needs to promote learning outcomes through board service and community advocacy.
- Served as District's Title IX Coordinator, McKinney-Vento Liaison, Foster Care Liaison, State Assessment Coordinator, and aided in coordinating the district's November 2025 bond campaign.
- Served on the County-Wide Instructional Learning System Steering Committee to facilitate a county-wide effort to choose new software to support MTSS and curriculum support.
- Developed monthly New Teacher Orientation program to support the 40% of staff within their first 3 years of teaching including alternative pathways to certification teachers.
- Hired to capture grant resources to secure and bring innovative programming to enhance teaching and learning. Wrote and secured \$2.5M to build a Federally Qualified Health Center on school property.
- Secured partnership with non-profit organization, Beyond Basics, to provide 1-on-1 SOR reading tutoring to 60% of students not reading on grade level over 3 years (\$3M).
- Secured \$3M in state and federal grants to avoid laying off SEL personnel hired during COVID-19 pandemic.
- Captured and managed a total of \$7.6M in resources to date. Led K-12 literacy school improvement team to improve MTSS systems around reading and writing.

OKEMOS PUBLIC SCHOOLS, Okemos, MI

2021–2023

*4800 K-12 students | Rated #1 School District in Lansing Area by Niche.com | 600 Staff | \$60M Annual Budget***Assistant Superintendent of Human Resources**

- Hired to lead and facilitate COVID-19 return-to-learn policies and procedures in 2021 and improve organizational capacity through operationalizing the district's equity plan. Improved hiring practices, retention strategies, and contract management and negotiations.
- Initiated and implemented a comprehensive staff wellness committee and New Teacher PLC Series.
- Supervised secondary principals, district athletics, Homeless Liaison, Title IX Compliance Officer, and FOIA Compliance Officer.
- Developed a human resources administrative handbook to enumerate administrative guidelines to systematize processes and procedures.
- Conducted equity audits around human resources and high school academic programming/courses taken to support the district's strategic/equity plan.

CLIO AREA SCHOOLS, Clio, MI

2013–2021

*3000 K-12 students | Top 5 in Genesee County on state assessments | 220 Staff | \$30M Annual Budget***Assistant Superintendent of Curriculum and Instruction****Executive Director of Curriculum & Instruction****Director of Curriculum & Instruction**

- Initially hired to improve and modernize teaching and learning based on prior experience building highly successful, innovative educational programming.
- Promoted twice due to solid cultural, community, instructional, financial/HR capacity, and technology leadership.
- Mentored several new administrators through the GISD Leadership Program, UM-Flint, and SVSU's advanced degree programs.

PINCKNEY COMMUNITY SCHOOLS, Pinckney, MI

2007–2013

*4,700 K-12 students | 2 high schools | 3 Elementary Schools | 1 Middle School | 384 Staff | \$36M Annual Budget***Founding Director, Pinckney New Tech High School****Assistant Principal, Pinckney Community High School****CLASSROOM TEACHING****English Teacher**, Swartz Creek High School Swartz Creek Community Schools, Swartz Creek, MI

2002–2007

English Teacher, Hamady Middle High School Westwood Heights Community Schools, Flint, MI

2001–2002

MISCELLANEOUS K-12 CONTRIBUTING ROLES

Summer School Teacher, Latchkey Teacher, Substitute Teacher, Title Ia Reading Tutor, Freshman Basketball Coach, MS Football Coach, Technical Theater Director, Intramural Basketball Director, Junior Class Sponsor, Teacher Union Building Representative & Crisis Chair

PROFESSIONAL ACCOMPLISHMENTS**Curriculum and Assessment**

- Led K-12 curriculum mapping process with staff on shared Google Sheets to promote curricular equity, data-driven PLCs, transparency, and job-embedded technology skills across generationally diverse educators.
- Led a group of generationally diverse K-12 teachers to implement the FAME program for district-wide formative assessment practices.
- Led district AdvancEd Accreditation Process, aligning all schools in a systems framework to work synergistically across grade levels and content areas.

Data-Informed Planning and Decision-Making

- Served on ISD ILS committee to develop a county-wide RFP for a technology system to improve MTSS data communication.

- Supervised the process of gathering, analyzing, and using data to inform the planning of professional learning, curriculum development, and decisions about instruction and assessment which translated to more focused and intentional teaching and learning processes.
- Used best-practice research and in-district achievement data to make informed decisions, simultaneously supporting students and the organization.
- Designed and conducted equity audit to improve equitable access to advanced coursework for secondary students.
- Conducted salary and wage studies for all district positions to develop competitive compensation packages to improve recruitment and retention of all employee groups who serve our children.

Financial and Accountability Processes

- Captured and managed over \$8M in State and Federal grants in just 2 years improving and sustaining the district's financial position.
- Created processes and procedures to ensure compliance with state and federal grants in multiple contexts.
- Trained all administrators in Title IX compliance and updated district Title IX processes and procedures
- Served on the 2020 Leadership Team to successfully pass the first bond in 47 years in a suburban district.
- Improved district financial situation through program development and grant utilization, supporting \$2M grants annually.
- Negotiated and updated five contracts in one year that improved financial circumstances for employees and ensured locally competitive wages and salaries.
- Gathered community resources for homeless students and created a resource repository for administrators, counselors, and social workers to support families with food, shelter, and clothing insecurity.
- Developed Administrator Handbook to memorialize missing or outdated processes, policies, and procedures.

Innovative Practices

- Established expectations for all students to complete internships, design senior projects, and participate in innovative advisory programs to help build a school culture based on trust, respect, and responsibility.
- Established partnerships with local businesses to take 30+ interns each year.
- Developed a partnership with Cleary University to deliver college content within the school setting.
- Facilitated development and implementation of curriculum focused on 21st Century Skills, 1:1 Technology, early college, and integrated project-based collaborative learning model.
- Increased the percentage of students earning college credits through dual enrollment/early college by 267%.
- Designed a multi-tiered system of support (MTSS) to improve student literacy rates K-12 and built internal training and support systems to ensure sustainability.
- Facilitated updated collaborative and community-involved hiring practices to hire five administrators, 35+ teachers, and several support staff.
- Received recognition as a National Demonstration Site by New Tech Network.

Instructional Leadership

- Conducted equity audit to highlight areas of strength, opportunity, and threats based on socioeconomic status, race, gender, and advanced coursework.
- Led new and beginning principals in the implementation of new teacher evaluation processes in two districts using two different tools.
- Supervised a new administrative team at a large suburban high school to improve school culture and establish comprehensive programming to serve the needs of all learners.
- Effectively created a unique, self-sustaining reading program for all students, including students with dyslexia through partnership with Great Lakes Dyslexia Center, improving reading scores by 3-5 % in grades 3-8.

Instructional Technology

- Supported implementation of new Kronos ERP software to create efficiencies within the hourly payroll system and provide consistency for employees.
- Led successful launch of district 1:1 technology initiative (no general fund or bonded expenditures) to support differentiated and project-based learning and provide equitable access to instructional technologies for all students.
- Worked collaboratively with the district technology director to launch innovative New Tech High School to provide amazing learning experiences for adolescent students.

Teacher Development and Student Learning

- Designed teacher orientation program, which included ongoing support for new and beginning teachers to positively impact retention in three different district settings.
- Established long-term instructional vision and improvement strategies to successfully improve student results, develop teacher leadership, promote teacher expertise, and provide systemic opportunities for students and faculty leadership in multiple settings.
- Facilitated and organized efforts to support student learning through COVID-19 by partnering with community and grant-funded resources.
- Led the development of a District Wellness Committee that partnered with local businesses, insurance companies, and leaders from all bargaining units to improve staff well-being and impact retention.
- Developed a unique professional learning program for teachers working with students with Dyslexia and other gaps in literacy acquisition.

SELECTED PROFESSIONAL CONTRIBUTIONS

- Presenter, “Moral injury in School Leaders” was chosen for the MEMSPA2024 Conference, December 2024
- Testimony supporting Michigan Senate Education Committee Senate Bills 567 & 568, June 2024
- Dissertation “K-12 Administrators and Moral Injury,” August 2024
- Presenter, “Stockbridge Community Schools Relaunch of District-Wide MTSS”, IISD Curriculum Leaders, April 2023
- Guest Panelist, Aspiring Leaders Academy, Michigan State University, 2022
- Presenter, From Brush Fires to Forest Fires: Leveraging Uncommon Literacy Intervention to Scale Balanced Literacy For ALL Children, Including Those with Dyslexia, MASA Midwinter Conference 2020
- Presenter, Improving Reading with a Structured Language Approach, Genesee County School Board Association, 2020
- Presenter, The D Word: Dyslexia and What Schools Can Do About it, MASB Annual Leadership Conference, 2020
- Presenter, Fiscal Stability in Early and Middle Colleges, Conference-wide panel discussion facilitator, MEMCA, 2018, 2020
- Presenter, College and Career Readiness Curriculum, MEMCA Leadership Forum, 2016
- Presenter, Leveraging Illuminate and GAFE (G Suite) to Gain Vertical and Horizontal Curricular Alignment in the Clio Area Schools, GISD, Curriculum Leaders, 2016
- Presenter, Project-Based Learning and the Common Core, PBL Overview, MACUL Conference, 2013
- Presenter, Deeper Dive into Pinckney New Tech’s Learning Organization, New Tech High Summit, Napa, CA, 2013

COMMUNITY INVOLVEMENT

- 5 Healthy Towns Board of Directors
- Stockbridge Wellness Coalition Trustee
- Meridian Township Kiwanis Member
- NFL Flag Football Volunteer Coach
- Okemos Youth Football Volunteer Chain Gang and Game Clock Manager
- Hartland Area Youth Athletic Association Youth Football Coach
- Clio Rotary Member
- Children’s Choice Initiative Board of Directors
- Michigan Dyslexia Institute and Great Lakes Dyslexia Center Volunteer and Advocate

PERSONAL PASSIONS

Family | Golf | Fishing | Learning | Theater | Volunteering | Coaching | Teaching | Reading | MSU Athletics

PROFESSIONAL REFERENCES

Brian Friddle, Superintendent, Stockbridge Community Schools <div></div> <div></div>	Carrie Graham, School Board President, Stockbridge Community Schools <div></div> <div></div>
John Hood, Superintendent, Okemos Public Schools <div></div> <div></div>	Cindy Lance, School Board Treasurer, Stockbridge Community Schools <div></div> <div></div>
Fletcher Spears, Former Superintendent, Clio Area Schools <div></div> <div></div>	Grant Hegenauer, Superintendent, Frankenmuth Schools/Bay City Public Schools <div></div>
Marie Schluter, Ed.S. Administrator, Cranbrook Middle School for Girls <div></div> <div></div>	Melissa Marie Usiak, Ph.D. Associate Professor EAD; MSU <div></div> <div></div>

TESTIMONIALS

"He is in the *top 1% of administrators* I have worked with in my 35-year career and I unequivocally give him my highest recommendation."
 – Superintendent

'The common thread through each of Steve's accomplishments is his strength of character, dedication, and strong work ethic'
 – Superintendent

"No matter what the issue, Steve handles it with *professionalism and determination*. He thinks situations through before acting."
 – Parent

"Steve is good at *creating policy and procedures*. Steve's superpower is being *fair and consistently ethical at all times*."
 – High School Principal

"Steve has shown that he has a *passion for wanting the very best* for our children and staff."
 – Board Vice President

"Steve's superpower is *super vision - the ability to see a challenge, to look at it from a global perspective and how it impacts the district long-term and short-term, the building, and the students*."
 – Elementary Principal

"Steve is good at what he does because he always gets input from others yet can keep his focus on the most important information. For example, *he focuses on the most important principles, research or guidance and does not let off-task initiatives or distractions take over what needs to be done*. He also is able to see through what others want to do that may be easier or simple to get to the right long-term solution. He is *not afraid to have tough discussions or seek out needed information to find the right answers*."
 – Special Education Director

"Steve was my favorite Assistant Superintendent of HR. *He actually listened to me and understood my department's needs and included us in decisions. He made us feel valued and like we were a respected part of the team*."
 – Transportation Director

