



Lake Orion Community Schools

Interoffice Memo

from the office of the Assistant Superintendent of Human Resources

From: Adam Weldon
Assistant Superintendent of Human Resources

To: Heidi Mercer
Superintendent

Date: October 22, 2025

Re: Certified Staff – Recommendation for Hire

The following candidate has been recommended for hire:

Name	Building	Position	Reason	Start Date
Anne Oliver	Webber	Teacher	Resignation	10.27.2025

The candidate's resume is attached for your review. This recommendation is supported.

Attachment(s): Resume

ANNE OLIVER

SKILLS

Adaptable
Patient
Behavior Management
Individualized Instruction
Collaboration
Relationship building
Communication
Technology Proficient
Assessment and Evaluation
Problem Solving
Curriculum Development

TECHNICAL

Microsoft Suite
Google Suite
Zoom

EDUCATION

MASTER OF ARTS (M.A.)
Special Education
Madonna University
Livonia, MI

BACHELOR OF SCIENCE
Early Childhood Education
Michigan State University
East Lansing, MI

ACCOMPLISHMENTS

New Teacher Mentor

SUMMARY

Dedicated and compassionate Special Education Teacher with over 15 years of experience in developing and implementing individualized education plans (IEPs) for students with diverse learning needs. Proven ability to create a supportive and inclusive classroom environment that fosters academic and social growth. Skilled in employing a variety of teaching strategies and assistive technologies to enhance student engagement and learning outcomes. Strong collaborator with parents, staff, and specialists to ensure the best possible educational experience for students. Committed to promoting the dignity and potential of every child, while advocating for their needs within the school system.

FOUNDER / OWNER

Inspiring Ability Tutoring, Oxford, MI

2005 - Present

- Launched and managed a successful tutoring business, developing personalized lesson plans tailored to each student's academic goals and learning style.
- Built and maintained strong relationships with clients through regular progress updates, demonstrating a commitment to student growth and satisfaction.
- Assessed student performance through customized assessments and progress tracking, adapting instruction to improve academic outcomes.
- Provided tutoring in reading, writing, and math, ensuring a clear understanding of foundational concepts and skills.
- Developed and executed targeted strategies to address individual learning gaps, enhancing students' confidence and academic performance.
- Oversaw all aspects of the business, including scheduling, client communication, invoicing, and budgeting, ensuring smooth and professional operations.
- Expanded client base through word-of-mouth referrals and positive client feedback, demonstrating a reputation for effective, results-driven tutoring.

SPECIAL EDUCATION TEACHER LEADER

Oxford Community Schools, Oxford, MI

2017 - Present

- Cultivated solid and trust-based relationships with parents, administrators, and interdisciplinary teams to ensure alignment on student needs, fostering open communication and partnership.
- Developed customized educational solutions through Individualized Education Plans (IEPs), leveraging a consultative approach to identify and address specific needs, ensuring impactful outcomes for diverse learners.
- Led initiatives to integrate assistive technology, enhancing learning access and engagement for students with varying needs and showcasing a strategic approach to implementing innovative solutions.
- Collaborated closely with general education teachers to create inclusive strategies that support all learners, demonstrating adaptability and effective teamwork in cross-functional settings.

ZYIA ACTIVE SENIOR REPRESENTATIVE

2017-2021

ANNE OLIVER

IB Policy / Procedure Leader

Math Intervention Club Admin

LINKS Coordinator

Cross Country / Track & Field
Coach

Tutor

Zyia Active, Nationwide US

- Strong leadership skills and excellent communication and interpersonal abilities to guide new recruits.
- Deep knowledge of Zyia Active mission, values, and product features.
- Understanding of sales metrics and performance tracking, while maintaining a proven track record of sales success.
- Ability to mentor and support newer representatives within my team, all while embodying the positive and supportive culture of Zyia Active.

SPECIAL EDUCATION TEACHER (K-12)

2010 - 2017

Lapeer Community Schools, Lapeer, MI

- Utilized various instructional strategies, including cooperative learning, direct instruction, and differentiated instruction, to engage and support diverse learners.
- Implemented behavior plans focused on improving academic performance by addressing behavioral challenges.
- Collaborated with general education teachers to create strategies that meet the needs of all students, fostering an inclusive learning environment.
- Established strong relationships with parents to maintain open communication and alignment on their child's progress.
- Provided assistive devices and supportive technology to enhance accessibility, ensuring students could access necessary facilities and learning resources.
- Monitored student progress through data collection systems, adjusting instruction to support academic growth.
- Developed and implemented individualized education plans (IEPs) tailored to students with learning disabilities to promote academic, social, and physical development.
- Participated in professional development activities focused on special education, expanding knowledge, and staying current with best practices.
- Managed crises with calm and composure, prioritizing the safety and well-being of all individuals involved.
- Built positive relationships with students by demonstrating empathy, respect, and a deep understanding of their needs.

SECOND GRADE TEACHER

2005 - 2008

St. Michael School, Livonia, MI

- Planned and implemented engaging lessons for second-grade students to foster active learning and critical thinking skills.
- Monitored student progress through homework assignments, tests, grading, and timely feedback to support academic development.
- Communicated consistently with parents and guardians via email and phone to provide updates on their child's academic progress.
- Organized educational field trips that offered real-world experiences connected to classroom content, enhancing student engagement and understanding.
- Collaborated with faculty members to evaluate and enhance curriculum, ensuring alignment with educational goals and best practices.