



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: January 14, 2026

Re: Certified Staff – Recommendation for Hire

The following candidates have been recommended for hire:

Name	Building	Position	Reason	Start Date
Kimberly Blackstock	Stadium Drive Elementary	Teacher	Retirement	1.12.2026
Rachael Hower	PHASES	Teacher	Resignation	1.19.2026

The candidate's resumes are attached for your review. These recommendations are supported.

Attachment(s): Resume

Career Profile

Throughout my +25 year career in elementary special education, I've supported young learners, families, and colleagues with empathy, consistency, and professionalism. I bring strengths in organization & record keeping, time management, communication, and problem-solving, all rooted in a deep understanding of child development and inclusive practices.

I thrive in collaborative environments and am committed to fostering a safe, nurturing, and engaging space for children and the staff who care for them.

Certifications

Bachelor of Science - Ele. Education

- *Cognitive Impairment (SA) K-12*
- *Early Childhood Education (ZA)*
- *PK-K Language Arts (BX) K-8*

Central Michigan University

May 2001

Masters - Reading & Language

Oakland University

August 2005

References

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Contact

KIMBERLY BLACKSTOCK



Teacher / Educational Program Leader

PROFESSIONAL CORE STRENGTHS



Team Member

- As A Team & For The Team



Organizational Skills

- Structure+Strategy=Results



Communication

- Communicate & Connect



Solution Finder

- Find A Way

RELEVANT SKILLS & TRAINING

- **Facilitated both small and large group instruction**
- **Developed & Implemented differentiated lessons for diverse learners**
- **Led & coordinated family and multidisciplinary teams:** IEP, REED, MET,
- **Maintained detailed records** in compliance with state & federal regulations
- **Administered and documented formal assessments**, including WIAT, MI Access, MSTEP, Fastbridge, MLPP, and Fountas & Pinnell
- **Provided instruction in life skills and independent living**
- **International Baccalaureate PYP**, 9 years of training & implementing
- **Trained in and applied research-based literacy models:** Reader's Workshop and Lucy Calkins' Writers' Workshop
- **Experienced in Google Workspace** (Classroom, Docs, Sheets, Drive) for communication, scheduling, and organization
- **Served on school-wide teams promoting collaboration and problem-solving:** Response to Intervention (RTI) & Positive Behavior Support (PBIS)
- **Crisis Prevention Institute (CPI) trained**

PROFESSIONAL EXPERIENCE

- **Walton Charter Academy (October 2025 - Present)**
- **Bloomfield Hills Schools, Bloomfield, MI 48323**
 - **Conant Elementary (July 2023 - June 2025)**
 - Level 3 Resource Room
 - **Lone Pine Elementary (2010 - 2023)**
 - Academic Resource Program Classroom
- **Goodrich Area Schools, Goodrich MI, 48438**
 - **Reid Elementary (August 2003- July 2010)**
 - Special Education Teacher, Kindergarten through Second Grade, Resource Room
- **Clintondale Community Schools, Clinton Township MI, 48035**
 - **McGlinnen Elementary (August 2002 - August 2003)**
 - Kindergarten through Fifth Grade, Categorical Classroom
- **Lake Orion Community Schools, Lake Orion MI, 48360**
 - **Stadium Drive Elementary School of the Arts (August 2001- August 2002)**
 - Kindergarten through Third Grade, EMI Classroom

Rachael Hower

Collaborative and relationship-focused, with the ability to build trust and rapport across teams. Uses data analysis to inform writing plans. Worked with stakeholders to facilitate meetings, and ensure all support staff have met documentation standards and compliance.

EXPERIENCE

Avondale School District-Resource Room Teacher

- Used data and learner feedback to write plans and ensure compliance of standards..
- Adapted daily to fast changing student needs.
- Guided students towards a continuous improvement mindset.
- Attended training to improve knowledge of evidence based practices.

ProCare Therapy - Special Education Teacher: Troy School District (Wattles Elementary)

Wood County Board of Developmental Disabilities Instructor

- Responsible for daily lesson plans and instruction design.
- Collaborate with other instructors.
- Used assessments and data to assess individual needs and learning materials..
- Used clear, concise communication with parents and staff.

Monroe County Intermediate School District

Local Based Special Education Teacher

- Responsible for daily lesson plans and instruction design at both middle school and high school levels.
- Created legally binding documents and materials to address needs and ensure compliance.
- Collaborated with other instructors and administrators to provide opportunities for success.
- Responsible for graduation and post-graduation planning, by coordinating with colleges and other training opportunities.

EDUCATION -University of Toledo — Bachelor of Education

Magna Cum Laude

SKILLS

Facilitated student plans with teachers, students, parents, providers and administrators..

Giving and using assessments to drive instruction.

Coordinated stakeholders to attain common goals.

Instructing people of different ages and their caregivers to reach their individual goals and stakeholder goals.

COMMITTEES

FAME (MCISD)

ELA and Math Curriculum

Quiz Bowl for LBSE students

School Improvement (MCISD).

Leadership Team (Avondale)

Career Development Team (Avondale)