



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: December 10, 2025

Re: Certified Staff – Recommendation for Hire

The following candidate has been recommended for hire:

Name	Building	Position	Reason	Start Date
Alexa Noyes	Blanche Sims	Speech Path	Open Position	12.15.2025

The candidate's resume is attached for your review. This recommendation is supported.
Attachment(s): Resume

Alexa Noyes

Summary

Compassionate Pediatric Speech-Language Pathologist dedicated to helping children develop effective communication through individualized, evidence-based therapy.

Wayne State University (WSU); Detroit, Michigan	May 2018
<ul style="list-style-type: none">▪ Master of Arts in Speech Language Pathology▪ Cumulative Grade Point Average: 3.76/4.00	
Grand Valley State University (GVSU); Allendale, Michigan	May 2016
<ul style="list-style-type: none">▪ Bachelor of Science in Allied Health Sciences▪ Cumulative Grade Point Average: 3.50/4.00	

Relevant Employment Experience

MetroEHS- Madison Heights, MI	August 2023-Present
<i>Clinic Director</i>	
<ul style="list-style-type: none">▪ Help ensure staff are appropriately trained, onboarded, mentored and competent to perform their duties▪ Review and approve clinicians' schedules and oversee staffing needs to meet the clinical demand for treatment▪ Promote and demonstrate efforts to achieve and maintain a high level of customer satisfaction and engagement, as well as staff satisfaction and engagement▪ Efficiently investigate, problem solve, and resolve or propose resolutions to client, employee, or clinic conflict, complaints, concerns, or safety issues▪ Supervise and mentor Speech-Language Pathology Clinical Fellows and graduate students, providing guidance in clinical decision-making, documentation, and professional development	
MetroEHS- Madison Heights, MI	February 2023- August 2023
<i>Pediatric Therapy Manager</i>	
<ul style="list-style-type: none">▪ Oversee the pediatric outpatient therapy and direct the day-to-day therapy services provided by occupational, physical, and speech staff members▪ Take responsibility, along with assistance from Clinic Administrator for staffing and scheduling to provide adequate coverage for client treatments▪ Help to create a positive work environment and motivate staff to improve performance	
MetroEHS- Sterling Heights, MI/ Madison Heights, MI	June 2021- Present
<i>Speech Language Pathologist</i>	
<ul style="list-style-type: none">▪ Evaluate and treat children with disorders and/or delays of expressive and receptive language, articulation, fluency, aspects of social communication, and dysphagia in a pediatric outpatient clinic setting▪ Develop and implement individualized treatment plans based on evaluation results and family goals▪ Provide parent education and coaching to promote carryover of therapy strategies in the home environment▪ Maintain accurate and timely documentation in compliance with insurance and clinic requirements▪ Collaborate with occupational therapists, physical therapists, board certified behavior analysts, behavior technicians, and other members of an interdisciplinary team▪ Utilize play-based and evidence-based therapy approaches tailored to each child's developmental level.	
Futures Education and Healthcare- Detroit, MI	August 2019-June 2021
<i>Speech Language Pathologist</i>	
<ul style="list-style-type: none">▪ Evaluated and treated students with speech, language, and communication disorders to support academic and social success in a school setting▪ Developed and implemented Individualized Education Programs (IEPs) in compliance with state and federal regulations▪ Maintained accurate documentation, progress notes, and data tracking for IEP reviews and compliance▪ Provided education and training to family and caregivers regarding diagnosis, treatment, and facilitation of language and communication▪ Provided consultation and strategies to teachers and staff to support classroom communication needs	
Encore Rehabilitation Services- Grand Blanc, Michigan	May 2018-August 2019
<i>Speech Language Pathologist</i>	
<ul style="list-style-type: none">▪ Evaluated and treated adult and geriatric patients with communication, cognitive-linguistic, and swallowing disorders in a skilled nursing facility setting▪ Developed and implemented individualized treatment plans to address speech, language, cognition, and dysphagia based on clinical findings and patient goals▪ Collaborated with physical therapists, occupational therapists, nursing staff, and physicians to coordinate comprehensive patient care	