



## Lake Orion Community Schools

# Interoffice Memo

*from the office of the Assistant Superintendent of Human Resources*

**To:** Heidi Mercer  
Superintendent

**From:** Adam Weldon  
Assistant Superintendent of Human Resources

**Date:** October 8, 2025

**Re:** Administration – Recommendation for Hire

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The following candidate has been recommended for hire.

Name	Building	Position	Reason	Start Date
Chad Chappell	Lake Orion High School	District CFE Supervisor	Resignation	10/13/2025

Attachment(s): Resume

# CHAD CHAPPELL

## *INSTRUCTIONAL SCHOOL LEADER ~ BUSINESS AND OPERATIONS EXPERTISE*

### PROFILE

- Skilled at evaluating results, pinpointing opportunities, developing solutions, and promoting progress in campus performance objectives, academic excellence goals, financial metrics, and more
- Proven history of effectively improving and managing resources including programs, instructional management, budgets, and auxiliary services
- Drive productivity while satisfying student needs by optimizing program budgets and teacher requests
- Motivational and empowering; hiring, leading, managing, and developing a committed team
- Adept at managing student behavior and establishing a safe, inclusive, and optimal learning environment for diverse populations
- Strong interpersonal, collaborative, and relationship-building skills, including successfully partnering with board members and community relations
- Outstanding work ethics and time management skills, ability to multi-task to achieve goals, illustrated by employment concurrent with academic pursuits
- Over 5,000 hours of teaching/classroom experience
- Twelve-plus years evaluating instructors and curriculum
- Experience managing online programs and leading staff remotely
- Knowledge/experience in educating non-traditional and at-risk/trauma-informed students
- Desire to continuously improve including higher levels of education, certification, and advanced degrees

### EDUCATION & CERTIFICATIONS

**Master of Education, Educational Leadership**, Oakland University, Rochester, MI, 2020

**Bachelor of Arts, General Management**, Michigan State University, Eli Broad College of Business, East Lansing, MI, 2000

**State of Michigan School Administrator Certificate**, License Number: SA0000001040184

**Certified Chief Financial Officer (CFO)**, Michigan School Business Officials

**Certified, Nonviolent Crisis Intervention, CPI Blue Card**

**Certified First Responder & First Aid / CPR**, Stop the Bleed, Safe Schools

**Completed Master of Education in Educational Leadership Internship** – 235 hours (150 as Administrator in Charge)

### PROFESSIONAL EXPERIENCE

Brandon Schools, Harvey Swanson Elementary

August 2024-Present

#### **Dean of Students**

- Serve as a building leader to actively cultivate positive relationships with students, parents, staff, community agencies, and community members
- Provide for due process in accordance with federal, state, and school district policies
- Continuously monitor student attendance, academic process, and behavior and put measures in place to ensure the success of each student
- Support and create programs to develop positive student behavior as well as intervention strategies and restorative practices

- Work with District mental health teams on development and implementation of student support programs including MTSS

Cranbrook Educational Community

2024(Summer)-Present

**Summer Camp Director**

- Design and supervise curriculum, schedules, building/facility usage, and staffing of a program that will take place on Cranbrook campus
- Establish budgets, hiring and staffing guidelines, and to plan general operation of the program
- Establish guidelines and procedures within the individual program for all faculty and staff
- Monitor, record and evaluate performance of all program staff including volunteers
- Establish and follow all community guidelines for building, facility and field usage; accounting, purchasing and hiring procedures; and public safety, transportation, security and health regulations and precautions

Oakland Schools Technical Campus Northwest, Clarkston, MI

2015-August 2024

**Campus Operations Supervisor (Assistant Principal)**

- Direct the full scope of campus operations in delivering real-world career education opportunities to students by partnering with high schools to deliver college and career-ready skills (CTE) in manufacturing and technology
- Supervise office and instructional staff and regularly serve as the administrative head of the school
- Actively lead, train, coach, and mentor staff including instructional and administrative personnel while fostering professional growth and development opportunities
- Organize, lead, and develop professional development based on curriculum and growth goals
- Enable operations efficiency and sustainability through a variety of requirements, including forecasting and budgeting, teacher scheduling, auxiliary programs, guest speakers, and community events
- Control costs and spending by meticulously formulating, evaluating, tracking, managing, and approving teacher supply budgets, student activity accounts, capital equipment requests, and purchases
- Supervise campus security and ensure campus safety by monitoring, updating, and implementing safety and medical procedures, including the Crisis Response Plan and safety drills
- Foster continuous improvement by partnering with instructors, Special Populations Consultants, Student Services, Facilities, and Technology Services to evaluate program results and pinpoint opportunities
- Coordinate with Facilities, Technology, Purchasing, and Administration on new equipment purchases and installation
- Measure and validate student success by scheduling and proctoring national certification assessments and disseminating the data
- Promote student recruitment through tours, visits, open houses, and informational evening community events
- Deliver timely staff communications to establish expectations and foster transparency, and conduct staff meetings accordingly
- Promote campus awareness and events by partnering with the communications team to update the OSTC communications and campus website as needed
- Effectively utilize learning management systems and online platforms to supervise virtual instruction
- Generate and submit required reports following federal and state laws and policies
- Create, monitor, and renew student work-based learning contracts for comprehensive K-12 college and career preparation program including articulation agreements
- Project manager for new innovative programs, program updates, capital equipment purchases, and installation based on technology advancements and recommendations from industry partners and advisory boards
- Organize and conduct Manufacturing Day, on and offsite industry tours, and job shadowing to build and support a pipeline of workers according to high-demand, high-wage careers in manufacturing and industry

The Fresh Air Society & Tamarack Camps Butzel Retreat Center, Ortonville, MI  
2003-2019

**Consultant**, 2015-2019

**Director**, 2003-2015

- Achieved the vision and mission of the board of directors while developing, implementing, and managing the market plan to increase profit margins, as well as the implementation of the agency's strategic plan
- Directly managed 1,500+ acre facility used for public education and recreation including multi-use facilities, waterfront, pool, gym, recreation and sports fields, overnight camping, ropes courses, rock wall, and conference center
- Instructed, created, monitored, and updated curriculum for K-12 students based on Grade Level Content Expectations and State of Michigan Benchmarks
- Successfully managed the financial health of a \$1.1 million program by creating and implementing systems for meticulous record-keeping, budgeting, and forecasting
- Developed a preventative maintenance plan to optimize renovation and improvement spending based on need and donor preferences by collaborating with the Property Manager
- Trained and supervised a team of over forty full and part-time employees, including instructional, housekeeping, food service, and maintenance departments
- Enabled operations by updating all business systems including phone, computer, and database management
- Increased awareness of agency products and services by leading targeted sales and information meetings
- Drove inclusivity by writing and securing grants to enable disadvantaged school children to attend programs
- Formed partnerships with local schools and organizations, such as Easter Seals, to educate non-traditional and at-risk/trauma-informed students

## TEACHING EXPERIENCE

**Substitute Teacher (K-12)**, Genesee and Oakland County, 2003; 2004

**Environmental Science/STEM Educator; Team Building/Leadership Facilitator**, 2003-2020, Tamarack Camps and Oakland Schools

- Five plus years of classroom/teaching experience delivering environmental science curriculum aligned with Michigan Grade Level Content to elementary and middle school students from partnering districts
- Created, delivered, and supervised curriculum formed around STEM concepts rooted in nature-based learning initiatives
- Facilitated team building and leadership workshops for kindergarten to corporate level based on school/company desired outcomes including low ropes, high ropes, and high adventure activities
- Organize and supervise Oakland Schools Middle School STEM Summer Camp, program areas include Culinary Arts, Engineering and Emerging Technologies, Health Sciences, Information Technology, Robotics, and Visual Imaging