



**White Hall Magisterial District
School Board Member Application**

*Applications must be received in the office no later than 5 p.m. on Friday,
November 18, 2022.*

Name _____

Home Address _____

**You must be registered to vote in the White Hall Magisterial District. You can determine this by checking
your voter card or by calling the Voter Registration Office at 434-972-4173.*

Phone _____ Cell Phone _____

Email _____

Do you currently have children/grandchildren in ACPS? _____ Yes _____ No

If no, have you had children/grandchildren in ACPS? _____ Yes _____ No

How long have you resided in Albemarle County? _____

Have you ever been appointed to an Albemarle County School Board/Albemarle County
Public Schools Committee/Council? If so, please explain your previous
committee/council work.

Please indicate why you are interested in serving on the School Board.

Education is critical to the health of our community. Through my step-son, I have seen what good education and teachers can do to enhance his life and curiosity of the world. I am interested in serving on the Board to ensure that all children in the district can experience what my step-son has being in the public schools. As a product of public schooling myself, I want to help shape and lead a future that reflects this goal.

Please indicate where appropriate, areas of your experience and knowledge:

<input type="checkbox"/> School Construction	<input checked="" type="checkbox"/> Research
<input type="checkbox"/> General Construction	<input type="checkbox"/> Education/Curriculum
<input type="checkbox"/> Engineering	<input checked="" type="checkbox"/> Databases
<input type="checkbox"/> Architectural Expertise	<input checked="" type="checkbox"/> Budget Analysis
<input type="checkbox"/> County Planning	<input type="checkbox"/> Nonprofit and Human Services
<input type="checkbox"/> Land Development	<input type="checkbox"/> Public Administration
<input checked="" type="checkbox"/> Statistics/Demographics	<input type="checkbox"/> Federal Government/Military
<input checked="" type="checkbox"/> Finance	<input checked="" type="checkbox"/> Other
<input type="checkbox"/> County Government	

Please further explain your experience(s) as indicated in the list above, including any leadership skills, education and experiences.

Throughout my life I have worked with large organizations as a management consultant, owned 2 business with my spouse in the county (a franchised business and professional services business), and am now gaining expertise in data management, statistics, and research as a Doctoral Student at UVA's School of Education and Human Development. I also attended the Darden School of Business here in Charlottesville as well. As an management consultant and business owner, I have gained experience in Finance, Budget Analysis, and Strategic Planning for different organizations ranging from public to private. As a Doctoral Student in the Research, Statistics, and Evaluation department of UVA's School of Education, I have honed skills related to educational research and statistics, as well as database management. I also am published in Harvard Business Review in discussion around new methods for measuring inclusion in organizations.

I offer these leadership and educational experiences to this position as a Board member. I believe that I can add a unique and valuable perspective to the new opportunities that the Board faces.

Indicate if you are attaching additional information pertinent to this application.

Attachments are provided
 No attachments were necessary

Signature _____ Date _____

Be advised that upon submission, this application and supporting documents becomes a public document and may be published by Albemarle County Public Schools.

Return application to:

Jennifer Johnston, Clerk
Albemarle County School Board
401 McIntire Road, Room 345
Charlottesville, VA 22902

Phone: 434-972-4055
Email: jjohnston@k12albemarle.org

Stephen L. Tavares

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SELECT EXPERIENCE

PhD Candidate & Research Assistant University of Virginia, Charlottesville, VA

August 2022 - Present

Acting as a Research Assistant to Jim Soland as part of the Phonological Awareness Literacy Screening (PALS) Laboratory. Activities include:

- Supporting Mixture Modeling and SEM research projects conducted by Advisor through data management, literature reviews, and quantitative analysis
- Working as part of the Measurement Team in the PALS lab supporting longitudinal IRT and SEM measurement models

Co-Founder Novo Vista, LLC, Charlottesville, VA

October 2018 – Present

Acting as Partner and Co-Founder of start-up consultancy focusing on employee burn-out and organizational wellness.

Select projects & activities include:

- **Go-To-Market Strategy & Support for a Water Purification Technology.** Provided thought partnership to the CEO & CFO of a Charlottesville-based water purification company, MadiDrop, to support the development of a marketing and distribution strategy. Activities included customer interaction, partnership inquiry and development, and marketing / investment material design.
- **Organizational Strategy & Executive Development for Higher Education IT Department.** Working as a strategic thought partner to the institutions CIO and Executive Team, conducted an organizational health assessment, optimized key work processes including contract and project management, developed investment strategy to initiate a Technology Products Group, and designed an Organizational Network Analysis research project to support talent management conversations.
- **Organizational & Portfolio Strategy for a Generic Pharmaceutical IT Department.** Working as a strategic thought partner to the CIO to re-design the organization's reporting relationships, define the group's operating model, and establish the project portfolio management process as part of the CIO's first 90-days.

Partner, Leadership Consulting Heidrick & Struggles, Florham Park, NJ

September 2016 – May 2018

Acted as Partner in firm's growing Leadership Consulting practice as well as Product Owner for People Analytics tool SYNAPP. Select projects & activities include:

- **Predictive Analytics Platform Go To Market Strategy & Implementation:** Led cross-functional team of data scientists, product managers, and software developers to further develop and commercialize SYNAPP, a digital people analytics platform. Refreshed marketing messaging and presentations to ensure that data produced by the platform provided 'just enough' insight for customers to drive action. Responsible for \$1.5MM investment budget as well as client service.
- **Budget Development for Product Development Initiatives:** Acted as the COO of the internal product development team, H Labs, and worked closely with Finance and IT to develop strategic priorities for the group in 2017 and 2018. Established product investment budgets which were socialized with firm's Sr. Leadership Team.
- **Talent Attraction Strategy for Fast Food Company:** Synthesized data across the Talent Acquisition systems to develop a Talent Attraction Strategy which optimized spend across recruiters (both internal and external), support staff, marketing, and technology. Designed presentations for the CHRO and Finance to gain approval for increased budget requests totaling ~\$5 MM and creation of a fee-for-service model.

Principal, Strategy & Operations
Philosophy IB, Florham Park, NJ

March 2013 – 2016

Led boutique consultancy's Strategy & Operations practice with oversight over a team of 10+ consultants and annual revenues of \$4 MM. Select projects and activities include:

- **M&A Investment Lead, Seller:** Led financial negotiations with Buyers to provide historical and pro forma information detailing business performance and potential growth of Philosophy IB's three lines of business – Strategy & Operations Consulting, Leadership & Team Development, and Digital Consulting Products. Led cross-functional team through due diligence process with Buyers which resulted in the sale of Philosophy IB to Heidrick & Struggles.
- **Strategy Development Program for Consumer Packaged Goods Firm:** Working directly with the Sr. Leadership Team and a team of consultants, developed a strategic growth plan to meet EBITDA growth targets of over 7% YOY by reducing operational and organizational footprint and expanding branded product business. Designed communication program and collateral for the CEO to ensure organizational follow-through.
- **Productivity Analysis & Ideation for Food Company:** Built a sustainable productivity program by integrating a fact base of financial, operational, and market data to support cross-functional cost reduction ideation sessions. Facilitated program at multiple manufacturing sites per year with anticipated savings of ~\$60 MM per year.
- **Remediation Program Management for Rx / Medical Device / OTC Medicine Firm:** Led a Program Management Office (PMO) for a global remediation project triggered by a warning letter from a European Health Authority. Project included 14 separate workstreams including communications and a budget of >\$50MM. Identified key milestones and critical path for the organization as well as established a Senior Steering Committee chaired by the heads of R&D and Quality.
- **Project Plan & Budget for Medical Device Firm:** Developed a phased, 3-year project plan to address gaps between current manufacturing processes and new medical device regulations. Project plan included detailing >\$60MM of budget requirements across manufacturing, supply chain, and regulatory functions.

Engagement Manager / Senior Consultant / Consultant

September 2008 – March 2013

Select projects and activities include:

- **Marketing Program for Consumer Packaged Goods Firm:** Designed educational modules and developed an educational marketing strategy for a \$1 Billion Dental Health Brand that won the James E. Burke Marketing Award, the client's highest award for marketing excellence.
- **Geographic Expansion Program for Rx Firm:** Worked with global stakeholders to implement the firm's geographic expansion strategy by re-designing key business processes and simplifying decision making structures. Led to 12 month improvement in time-to-market.
- **New Product Development Process Re-Design for Skin Health Firm:** Working across R&D, Marketing, Sales, Supply Chain, and Support Functions, optimized the firm's new product development process to reduce waste and, more importantly, decrease time-to-market.

EDUCATION

University of Virginia School of Education and Human Development, 2022 - Present
Charlottesville, VA
PhD Student in Research, Statistics, and Evaluation

University of Virginia School of Education and Human Development, 2021 - 2022
Charlottesville, VA
Master's in Quantitative Analytics in Education & the Social Sciences

University of Virginia Darden School of Business, Charlottesville, VA May 2015
Global Executive M.B.A.

Princeton University, Princeton, NJ June 2008
B.S.E., Operations Research & Financial Engineering
with Certificate in Engineering and Management Systems (Minor equivalent)
Thesis - An Examination of the Ethanol Industry's Effect on Agriculture and the Corn-Soybean Planting Decision
Sigma Xi Research Society Member

ADDITIONAL INFORMATION

- **Software Applications:** Microsoft Office Suite (Word, Excel, PowerPoint, Visio, Project), MATLAB, VBA, R, Stata
- **Certifications:** Hogan Assessment Certification, Pilates Instructor Certification
- **Additional Coursework:** Machine Learning Certificate by Stanford University on Coursera, The Complete SQL Bootcamp on Udemy
- **Community Involvement:** Eliminate Poverty Now!, Relief Bus of Newark, St. Mark's Episcopal Church's SAT Preparatory Course, Student / Partner Alliance (SPA), UVA Darden Class Agent, VABA Recreation League Basketball Coach

PUBLICATIONS & SPEAKING ENGAGEMENTS

- Tavares & Yamkevenko. "To Understand Whether Your Company Is Inclusive, Map How Your Employees Interact." Harvard Business Review, 19 July 2017. Online.
- Tavares & Salib. "Building a More Inclusive Organization." HR News Magazine, April 2018: page 6.
- Panelist. "Talk Nerdy To Me...The Role of Big Data in Talent Management." ASU + GSV Conference, 2018. San Diego, CA.
- Panelist. "Deep Dive: Designing Your Team." Institutional Investor Institute Sr Delegate Roundtable, 2018. Aspen, CO.
- Speaker. "Coaching – A Non-Negotiable in the New Model of Performance Management." Talent Management Association Performance Management Summit, 2017. San Diego, CA.