



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: June 24, 2026

Re: Administration – Recommendations for Hire

The following candidates have been recommended for hire.

Name	Building	Position	Reason	Start Date
Devon Conklin	Oakview Middle School	Assistant Principal	Transfer	July 1, 2026
Joshua Thelen	Learning Options High School	Principal	Transfer	July 1, 2026

These recommendations are supported

Attachment(s): Resume

DEVON JEREMY CONKLIN

OBJECTIVE Educational leader dedicated to cultivating a positive school culture, improving student achievement, and fostering meaningful collaboration among staff, families, and the community. Passionate about creating inclusive, dynamic learning environments that empower educators, support all learners, and drive sustained school success.

EDUCATION

Eastern Michigan University Ypsilanti, MI

- Master of Arts in Educational Leadership K-12 Administration
- School Administrator Certificate (ES)

Oakland University Rochester, MI

- Bachelor of Arts in History with Secondary Education
- Teaching Certificate: Social Studies Endorsement (RX)

SKILLS

Leadership & School Administration

- Staff supervision, evaluation, and instructional coaching
- Professional development design and facilitation
- School culture and climate leadership
- Crisis management and student safety

Instruction & Curriculum

- Instructional coaching and feedback
- Competency-Based Education (CBE)
- Differentiated instruction
- Kagan engagement strategies
- Data-driven instruction

Student Services & Behavior

- Restorative practices
- PBIS / behavior intervention systems
- Attendance monitoring and intervention
- Conflict resolution

Community & Operations

- Family and community engagement
- Athletic program leadership and compliance (MHSAA)
- Event coordination and school operations

Technology

- Classroom technology integration
- PowerSchool, Schoology, and Google Classroom

Data Analysis & School Improvement

- Student performance data analysis to inform instruction
- Support school improvement planning and goal setting
- Behavior, attendance, and academic trends monitoring

LICENSES AND CERTIFICATIONS

School Administrator Certificate
(ES)

Teaching Certificate: Social Studies
(RX)

CSTAG Certified: Comprehensive
School Threat Assessment

CPI Certified: Nonviolent Crisis
Intervention

EXPERIENCE

- 2025-Present CAPAC COMMUNITY SCHOOLS Capac, MI
Dean of Students & Athletic Director
- Lead schoolwide student discipline, attendance monitoring, and behavioral intervention systems to maintain a safe, structured, and supportive learning environment
 - Direct and oversee all athletic programs, managing coaching staff, scheduling, budgets, facilities, and compliance with MHSAA regulations
 - Implement restorative practices and proactive behavioral supports, strengthening school culture and reducing repeat discipline incidents
 - Coordinate and supervise athletic events, transportation, and facilities operations while ensuring safety, organization, and positive representation of the school community
 - Build and maintain partnerships with students, families, staff, and community stakeholders to support student accountability, engagement, and academic success
 - Design and deliver professional development on Kagan engagement strategies and classroom management, improving instructional practices and student engagement
 - Ensure safe and orderly school operations through supervision, incident response, and crisis management support
- 2022-2025 ANCHOR BAY SCHOOL DISTRICT Fair Haven, MI
Social Studies Teacher
- Taught U.S. History, World History, and Economics to diverse high school students using cooperative learning and differentiated instruction to foster an inclusive, engaging environment
 - Implemented Competency-Based Education (CBE) practices to personalize instruction and promote mastery learning
 - Created a safe, respectful classroom culture that encouraged open dialogue and valued diverse perspectives
- Administration Internship** – Mike Mackenzie ABHS Principal
- Link Crew Coordinator**
- Organized and led Link Crew activities to support freshman transition and strengthen school culture
 - Facilitated training sessions and supervised 90 student leaders, supporting mentorship and leadership development
- Citizenship and Grading Committee**
- Collaborated with staff and administrators to revise grading policies aligned with standards-based and equitable practices
 - Supported development of consistent, restorative approaches to student behavior and academic accountability

REFERENCES

Joshua Joseph Thelen

EDUCATION

Wayne State University, Detroit, MI
Master of Education Administration, May 2017

Central Michigan University, Mount Pleasant, MI
Bachelor of Science in Education, Secondary Emphasis, December 2008
Major: Industrial Education (IX Certification), K-12
Minor: Industrial Education

EXPERIENCE

Dearborn School District No. 7, Annapolis High School, Dearborn Heights, MI
Assistant Principal – Athletic Director - CTE Coordinator, August 2021 – Present

- Teacher Evaluations (Danielson Model)
- Schedule Athletic Events
- Oversee all athletic budgets
- Research to expand the CTE offerings

Lake Orion Community Schools, Lake Orion High School, Lake Orion, MI
Architecture and Engineering Teacher, August 2019 – June 2021

- Teach Architecture and Engineering
OCCRA and First Robotics Club Mentor and Coach, September 2019 – Present

Lamphere Public Schools, Lamphere High School, Madison Heights, MI
Industrial Education Teacher, August 2013 – June 2019

- Taught Architectural Drafting, Engineering Drafting, Home Repair, and Computer Animation
Coach for Varsity Basketball, Track & Field, and Cross Country, November 2013 – June 2018
Robotics Club Mentor and Coach, December 2016 – April 2017

CAREER DEVELOPMENT

- Positive Behavior Intervention Support Committee
- Multi-Tier Support System Committee
- Oakland County Architecture, Engineering, and Drafting Program Committee
- Career Readiness Committee
- Diversity, Equity, and Inclusion Committee
- Classroom Instruction That Works
- Alternatives to Suspension
- Cultures of Thinking
- School Marketing Group
- Summer School Supervisor
- Oakland County Effective Practices
- Culturally Responsive Teaching
- Career Readiness Conference
- Trauma-Informed Resilient Schools
- Trauma and Resilience – During a Pandemic
- Beyond Bullying
- Reading Assessment Class for Professional Certificate
- Exploring Your Personal Leadership Style
- Educator Evaluation in MI: Evidence of Reflective Practice
- Addressing Discipline Disproportionality

CERTIFICATES

- Administrator Certification: SA000000954622, expires 6/30/2028
- Professional Teacher Certification: PF0000001052830, expires 6/30/2026