



## Stephanie VanDyk, Partner

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Stephanie VanDyk has over 15 years of experience as an educator in traditional public and public charter schools and as a member of the Lumen team. Her organization and skill in building relationships add structure and nurture collective vision for clients doing the hard work of creating great impact.

### Facilitator

Stephanie creates environments where diverse perspectives are surfaced, trust is built, and teams can engage in meaningful work together. Whether leading a team culture retreat or guiding a strategic planning process, she:

- Sets the pace to keep teams focused, energized, and moving toward clear outcomes
- Asks critical questions to prompt deeper, creative thinking and awareness
- Facilitates inclusive conversations that build connection and shared understanding
- Remains nimble while helping teams work together and achieve their goals

### Strategist

Stephanie leads strategic planning processes that help organizations reflect, align, and take action. She partners with clients to turn insight into direction by:

- Designing stakeholder engagement that captures diverse perspectives and informs decision making
- Guiding teams to identify priorities and define clear, actionable next steps
- Asking thoughtful, probing questions that push thinking from good to great

### Culture Cultivator

Stephanie helps teams strengthen their culture as a foundation for effective collaboration and long-term success. She believes culture is central to how work gets done and supports teams by:

- Helping teams name and align around shared values, norms, and ways of working
- Identifying individual strengths and challenges that impact team dynamics and performance
- Embedding culture-building practices into day-to-day work, not just standalone moments

### Change Process Supporter

Stephanie supports teams as they move from planning to implementation, helping them navigate change with clarity and confidence. She brings a steady, practical approach to change by:

- Helping teams understand how their strengths and challenges influence implementation, so that change can be a shared effort, owned and implemented by the collective
- Supporting leaders responsible for moving a new initiative forward in creating vision and the processes around building alignment with the implementors on their team
- Providing structure, reflection, and progress monitoring processes to sustain momentum over time

#### **WORK EXPERIENCE PRIOR TO LUMEN IMPACT GROUP**

##### **Educator and Department Lead, Mt. Pleasant Public Schools, Grand River Preparatory High School, High Point Academy, Spartanburg School District 7**

6-12 English and History Teacher, 2010-2019

- Taught Advanced Placement, gifted and talented, on-level and at-risk students
- Served as department and subject-area lead in building team culture, facilitating meetings, and acting as liaison between teachers and administration
- Developed and implemented a new-teacher mentoring program and served as mentor observing and supporting new teachers in their journey
- Led initiatives to vertically align, develop and train peers schoolwide in new curriculum
- Designed operational elements such as a master schedule and course catalog for a middle school that was adding high school grades
- Ensured compliance in special education instruction, assessment and discipline; supported preparation for Special Education and ESOL audits and the Schools to Watch accreditation.

##### **Educational Testing Services, College Board Advanced Placement Program**

Advanced Placement World History Reader 2015 and 2016

- Joined a national cohort of high school and college history instructors to assess the written portion of the AP World History exam
- Participated in professional development and networking through the national AP World History community

#### **EDUCATION**

##### **Central Michigan University**

Bachelor of Science in Education with a double major in English and History — 2010

#### **VOLUNTEER ROLES**

##### **Big Brothers Sisters, D.A. Blodgett, Grand Rapids MI**

Big Sister 2013-2016

##### **Girl Scouts of America**

Leader Troop 9135 2024-present