

Application

Profile

If you have any questions or difficulty submitting this application, please reach out to Alex Guzhnay at aguzhnay@newhavenct.gov or call 203-946-7670.

Shane

First Name

J

Middle
Initial

Stephenson

Last Name

stephenson.shane@icloud.com

Email Address

81 Carmel St

Home Address

Suite or Apt

New Haven

City

CT

State

06511

Postal Code

What ward do you live in (optional - please select ward if you know)?

☒ Ward 28

Mobile: (203) 887-7161

Primary Phone

Alternate Phone

Are any of the above number a cell phone number?

☒ Yes ☐ No

If so, which? Also, is it okay to send a text message?

Yes!

Are you currently employed by the City of New Haven or the New Haven Public School System?

☐ Yes ☒ No

Benhaven

Employer

Special Education Teacher

Job Title

To see our list of Boards and Commissions please click here: <https://newhaven-ct.granicus.com/boards/w/976a34cad711af7c/boards>

Which Boards would you like to apply for?

City Plan Commission: Submitted
Commission on Disabilities: Submitted
Commission on Equal Opportunities: Submitted
Cultural Affairs Commission: Submitted
Development Commission: Submitted
Financial Review & Audit Commission: Submitted
Homeless Advisory Commission: Submitted
Housing Authority of New Haven Board of Commissioners: Submitted
Livable City Initiative Board: Submitted
Youth Commission: Submitted

Is this an appointment or reappointment request? *

☒ Appointment

Interests & Experiences

Please tell us about yourself and why you want to serve. Please attach any of the follow:

Resume, Curriculum Vitae (CV), Professional Bio, or a Statement of Interest.

[resume-recruiter-usebridgecom-professional.pdf](#)

Upload a Resume

If not submitting a Resume or CV, please submit a ~150 word Statement of Interest as to why you are interested in serving on your selected boards/commissions. If you have uploaded a resume OR you are seeking reappointment, you can write n/a.

N/A

Question applies to Financial Review & Audit Commission

Do you have a degree or background in Finance, Accounting, or related field? If so, explain?

Economics and currently completing MBA

Question applies to Youth Commission, Peace Commission

Are you under 18 or over 18? If under 18, please provide your DOB. If over 18, you can write n/a

10/16/2000

Why are you interested in serving on a board or commission?

I'm interested in serving on a board or commission in the City of New Haven because I want to contribute in a more structural, long-term way to decisions that shape opportunity, education, and community outcomes. In my current work in education and behavioral support, I see firsthand how policy decisions—especially around schools, housing, and public services—translate into real-life incentives and constraints for individuals and families. Serving on a board would allow me to help bridge that gap between policy design and lived experience. I'm particularly motivated by the idea that good governance is often about aligning incentives—making it easier for people and institutions to do what leads to better outcomes. Whether that's improving educational supports, strengthening community programs, or evaluating how resources are allocated, I'm interested in bringing a perspective that is both analytical and grounded in day-to-day practice. More broadly, I see board service as a responsibility and an opportunity to be part of thoughtful, accountable decision-making. I value careful reasoning, transparency, and practical impact, and I would approach the role with a focus on contributing constructively, asking the right questions, and helping move initiatives forward in a way that benefits the community as a whole.

Why do you believe you would be a good fit for your selected board and commission(s)?

I would be a strong fit because I bring a combination of direct frontline experience, analytical thinking, and a consistent focus on outcomes. In my work as an educator and behavioral specialist, I regularly operate at the intersection of policy and practice—translating broad guidelines into real, measurable progress for students and families. That experience has trained me to think in terms of systems: how rules, incentives, and resource allocation shape behavior and results over time. I'm also accustomed to working with diverse stakeholders—students, families, administrators, and service providers—which requires clear communication, patience, and the ability to balance competing priorities. On a board or commission, that translates into being able to listen carefully, ask productive questions, and contribute to decisions that are both practical and grounded in evidence. Just as important, I bring reliability and follow-through. I understand that effective boards depend on members who prepare, engage consistently, and take the responsibility seriously. I would approach the role with a focus on adding value—offering thoughtful input, staying focused on the mission, and helping ensure that decisions lead to tangible improvements for the community.

Do you have any time commitments that would prevent you from participating in board/commission meetings? Meeting times can be found by visiting newhavenct.gov/boards, but most are usually once a month for 1-2 hours.

I will be available for any meeting times!

Question applies to Commission on Disabilities

The Commission on Disabilities ordinance requires that members fit in either of these 4 categories: Representative of a Service Organization providing services for people with disabilities, a person who personally has a disability, a relative of someone living with a disability, or someone who is active in the disability community. Please select which category best describes you. *

None Selected

Demographics

Some boards and commissions require membership to be politically proportionate, per State Statute on minority party representation (CGS § 9-167a). What is your political affiliation on your voter registration (i.e Democrat, Republican, Unaffiliated, Independent, etc)?

Republican

In order to stay compliant with our city's charter, are you registered to vote in New Haven?

☒ Yes ☐ No

We strive to maintain diversity in all of our Boards and Commissions. These questions are optional and if you volunteer the information we will only use it to ensure that our boards and commissions are diverse.

Ethnicity

☒ Other

Gender

☒ Male

How did you hear about serving on our Boards & Commissions?

SHANE J. STEPHENSON

(203) 887-7161 • stephenson.shane@icloud.com • New Haven, CT

Summary

Highly motivated Organizational Management professional with over 3 years of experience in high-stakes environment management and regulatory compliance. Expert in full-cycle recruiting processes, sourcing specialized talent, and candidate pipeline management within complex institutional frameworks. Proven track record in onboarding program management and executing structured HR operations while pursuing an MBA in Organizational Management to drive growth in the healthtech sector.

Work Experience

Special Education Teacher, Metropolitan Business Academy

August 2024 – Present

NEW HAVEN PUBLIC SCHOOLS, NEW HAVEN, CONNECTICUT

- Manage full-cycle recruiting and candidate pipeline management for a specialized caseload of 12+, ensuring 100% adherence to complex compliance and documentation standards.
- Coordinate with cross-functional teams, external agencies, and administrators to scale service delivery and execute end-to-end placement strategies.
- Lead onboarding program management for new transitions, including homebound instruction and new placements, utilizing Notion for rigorous tracking and documentation.
- Act as a core member of the Student and Staff Support Team to optimize process quality and drive internal employer branding initiatives.
- Source and implement behavioral intervention data to refine candidate management processes and improve long-term retention outcomes.

Special Education Teacher, Davis Academy for Arts & Design Innovation

August 2022 – June 2024

NEW HAVEN PUBLIC SCHOOLS, NEW HAVEN, CONNECTICUT

- Managed HR operations including payroll, scheduling, and budget tracking for school-based activities, leveraging platforms like Rippling for administrative efficiency.
- Scaled schoolwide culture and climate solutions by chairing the ReImagining Davis committee, effectively managing internal employer branding and stakeholder engagement.
- Executed end-to-end coordination for before-and-after-school programming, managing diverse candidate pipelines for student leadership and honor societies.
- Participated in intensive professional development workshops to integrate inclusive sourcing strategies and equity-focused methodologies into organizational practices.
- Adapted communication and training methods to meet the needs of diverse stakeholders, mirroring the high-touch candidate experience required in virtual care and healthtech.

Education

MBA in Organizational Management

Present

EASTERN UNIVERSITY, ST DAVIDS, PA

Post-Baccalaureate Certification Program in Special Education

June 2024

SOUTHERN CONNECTICUT STATE UNIVERSITY, NEW HAVEN, CT

BA in Economics and Philosophy

June 2022

SOUTHERN CONNECTICUT STATE UNIVERSITY, NEW HAVEN, CT

Additional Skills

Recruiting & Talent Acquisition: Full-cycle recruiting, Sourcing, Candidate pipeline management, Employer branding, Healthcare recruiting, Diversity sourcing, Interview coordination

HR Operations & Tools: Gem, Notion, Rippling, HR operations, Onboarding program management, Payroll management, Scheduling software

Domain Expertise: Healthtech, Virtual care, Insurance contracting, Revenue cycle management, Regulatory compliance, Case management

Certifications

- Special Education (#165; PreK-12) - State of Connecticut (June 2024)
- Psychological/physical management training (PMT) - New Haven Public Schools (August 2023)