

Jacob Shafer

Data-Driven Strategist | Software Developer | Educational Leadership

Dickson, TN 37055

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Profile Summary

Accomplished administrator with 10+ years of leadership in regulatory compliance, certification oversight, and team supervision. Proven ability to manage licensure processes, coordinate training and examinations, and implement data-informed procedures across public and private sectors. Recognized for strengthening operational integrity, delivering exceptional public service, and enforcing standards through effective communication and policy implementation.

Professional Experience

- Software Developer (Full Stack)/ *Banyan Labs* 2025 -Present
 - Design, develop, and deploy full-stack applications using JavaScript (React, Node), Python, and SQL, improving performance and functionality for client projects.
 - Collaborate in an Agile/Scrum team environment using Git/GitHub and ClickUp for version control and conducting peer code reviews to ensure clean, maintainable, and efficient code.
 - Building and Integrating APIs and database solutions, enhancing data accessibility and streamlining workflows for end users.
- High School Principal/ *Augusta High School* 2022-2023
 - Directed all aspects of personnel management, including licensure verification, recruitment, onboarding, and evaluation.
 - Oversaw 40+ annual staff performance evaluations and issued recommendations for employment actions (promotion, retention).
 - Responded to complaints and inquiries from parents, staff, and external agencies while ensuring regulatory compliance.
 - Collaborated with district and state HR teams to align hiring and certification with legal and policy standards.
 - Scheduled and led certification and compliance meetings; reviewed and documented staff eligibility for assignments.
- Education Consultant & Literacy Specialist/ *Arkansas Department of Education* 2019- 2022
 - Designed and facilitated 50+ professional training aligned to regulatory standards and state licensure requirements, impacting over 1,500 education professionals across 13 districts, increasing recruitment and retention via strategic workforce partnerships by 7% in targeted schools
 - Evaluated personnel performance data to guide certification renewal, coaching, and workforce placement.
 - Served as liaison to 13 districts for staff licensure compliance, development, and candidate readiness.
 - Partnered with agencies to improve hiring pipelines and reduce licensure processing times.
 - Secured and managed a \$90K annual state-funded grant by aligning project goals with a measurable 10% increase outcome tied to coaching and performance improvement.
- Lead Literacy Teacher/ *Palestine-Wheatley High School* 2015-2019
 - Mentored and onboarded new teachers; supported hiring processes within academic teams.
 - Participated in school improvement planning and hiring panels.
 - Delivered data-informed instruction tailored to student needs and future readiness.

Additional Roles

- Lead Sales Consultant/ *Reiselman Motor Company* 2023-2024
 - Recruited and trained junior sales staff, enhancing team sales performance.
 - Developed consultative sales techniques and customer service models.
 - Led performance check-ins and helped coach toward retention goals.
- Umpire-in-Chief/ USA Softball of Arkansas 2006-2023
 - Managed statewide certification and licensure process for officials in accordance with organizational policy.
 - Directed annual credentialing exams, trainings, and evaluations to ensure compliance with organizational and certification boards.
 - Handled complaints, conducted performance reviews, and issued credentials or disciplinary recommendations.
 - Maintained records for certification status and licensure history for hundreds of officials.

Education

- *Bachelor of Science* 2013
Freed-Hardeman University
- *Master of Science- Coursework Completed* 2022
Southern Arkansas University
Completed 27 graduate hours towards M.S. in Leadership Administration & Supervision
- *IBM Data Analyst Certificate- Coursera* 2025
Persevere Now Program

Skills & Core Competencies

- Data Analysis: Data Visualization, Statistical Analysis, Trend Forecasting
- Tools: Excel, Sheets, SQL, Python, R, Tableau
- Techniques: Data Cleaning, Data Publishing, KPI Reporting
- Licensure & Certification Oversight
- Regulatory Compliance
- Administrative Support & Recordkeeping
- Performance Evaluation, Stakeholder Communication
- Programming Languages: Python, JavaScript, SQL
- Web Development: CSS3, React.js, Node.js
- Database Management: MySQL, PostgreSQL, MongoDB
- Version Control: Git, GitHub, GitLab
- Cloud & Deployment: AWS, Azure
- Testing & Debugging: QA Testing, Unit Testing, PyTest

Community and Leadership

- Volunteer Mentor/ *Hope Center Ministries* 2023-Present
 - Facilitate group discussions focused on personal growth, life skills, spiritual growth and reentry support.
 - Lead Bible studies each week that target addiction treatment and sobriety.
 - Provide goal-focused mentorship and life skills coaching to individuals who are re-entering the workforce, addressing employment barriers and supporting long-term recovery.