

SHAWN R. FROST, MBA

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Emerging Scholar–Practitioner | Policy Wonk | Veteran Educator Advocate

PROFILE

Educational leader, organizational strategist, and classroom teacher with 15+ years of experience advancing human capital development, policy innovation, and leadership education. A Marine Corps veteran and experienced high school teacher, I integrate applied leadership, psychological research, and educational practice. My professional trajectory is focused on advancing evidence-based educational leadership, shaping policy, and preparing future educators and leaders through teaching, research, and service in higher education. A dyed-in-the-wool researcher and effective communicator.

RESEARCH & TEACHING INTERESTS

- Educational Leadership & Policy Implementation
- Adult Learning & Organizational Development
- Leadership Education through Experiential and Equine-Assisted Methods
- Industrial/Organizational Psychology in Educational Settings
- Character Education & Leadership Trait Development
- Teacher Retention & Career Pathways for Veterans in Education

EDUCATION

Liberty University — *Ph.D. in Industrial & Organizational Psychology* (Anticipated 2028)

- Focus: Leadership development, organizational psychology, adult education
- **Executive Certificate in Industrial & Organizational Psychology** (*Expected Spring 2026*)

Coursework includes: *Advanced Quantitative and Qualitative Research Methods, Teaching Psychology, Leadership Assessment, Psychology Research and Statistics I & II.*

Nova Southeastern University — *Master of Business Administration*

- Concentration: Value Driven Management & Leadership
- GPA: 3.91, *Summa Cum Laude*

Eastern Oregon University — *Honors Baccalaureate of Science in Experimental Psychology: Thesis: An EEG study of high amplitude gamma synchrony as a function of maturation in a compassion task*

- Minor: Philosophy of Religion
- GPA: 3.79, *Magna Cum Laude*

Cornell University (eCornell) — *Executive Certificate in Leadership*

CERTIFICATIONS & TRAINING

- Crucial Conversations® / Crucial Dialogue — Certified Trainer (VitalSmarts)
- Certified Business Coach — Business Made Simple
- Master Trainer — Science of Strategy Institute
- Circuit Court Mediator (Florida)
- CITI Program: Social & Behavioral Research with Human Subjects (2025–2028)
- CITI Program: Research with Horses in Agricultural Settings (2025–2028)
- Ramsey Solutions—Certified Master Financial Coaching Program
- Certified Brain Trainer — Amen University
- Peer Support Specialist (40Hr) — University of Central Florida

ACADEMIC & EDUCATIONAL LEADERSHIP EXPERIENCE

Veterans in Education (DBA of Vets in Class Foundation) — *Founder & CEO (2021–Present)*

- Established a nonprofit bridging military leadership experience and educational service.

- Designed onboarding, training, and mentorship systems for veterans transitioning into teaching roles.
- Created leadership development curriculum for veterans entering K–12 and higher education environments.
- Built strategic partnerships with school districts to support second-career teachers and address workforce shortages.

High School Science Teacher — *Sebastian River High School, FL* (2005–2007)

- Taught Biology and Earth/Space Science in a comprehensive high school setting.
- Achieved “*Highly Effective*” rating both years based on student achievement and instructional evaluations.
- Integrated leadership and character education principles into science curriculum.

Founder & Governing Board President — *Treasure Coast Classical Academy* (2018–2019)

- Launched a K–12 classical charter school emphasizing academic excellence and civic virtue.
- Oversaw curriculum adoption, faculty hiring, and state/federal compliance.
- Developed governance systems and HR frameworks supporting sustainable growth and mission fidelity.

President, Governing Board (Turnaround Leader) — *North County Charter School* (2020–2022)

- Recruited administrative leadership and implemented faculty development systems for existing team members by identifying and mindfully developing talent through a “grow our own” program.
- Raised school rating from low “C” to high “B” through strategic academic leadership and building a community through a Parental Involvement Committee.
- Introduced performance accountability and professional growth structures for educators.

Elected Member & Chairman/Vice Chairman — *Indian River County School Board* (2014–2018)

- Led policy development and collective bargaining for a large district.
- Negotiated teacher contracts and achieved Unitary Status Agreement with NAACP.

- Restored fiscal solvency to employee health insurance fund through strategic governance.
- Built stakeholder trust in politically charged environments through transparency and strategic leadership.

EDUCATION POLICY MAKING A PROGRAM EVALUATION EXPERIENCE

CEO and Registered Lobbyist — *Florida Coalition of School Board Members* (2015-2019)

- Developed model **local policies** for School Board Members to propose as well as effective communication strategies to build public support, such as:
 - Zero based budgeting for accountability
 - Establishing fraud, waste, and abuse reporting through third party vendors to increase transparency and accountability
 - Building a Citizen Audit Committee to engage the public in the financial processes and challenges faced by districts
- Worked with the Florida Legislature and Executive Office of the Governor to shape policy from a School Board Member's perspective:
 - Fewer, Better, Tests a movement towards accountability without overburdening districts
 - Adjusting SREF and giving districts flexibility in capital outlay uses
 - Changing standards from Common Core to BEST
 - Providing input on ESSER implementation
 - Developing alternative pathways to teacher certification and reducing impact of testing as a barrier
 - Limiting Terms of School Board Members to increase diversity of thought and temporally relevant representation on School Boards
 - Numerous issues of School Choice / Education Freedom such as the Family Empowerment Scholarship
 - Gathered existing statutes on Parental Rights into a single statute named as the Parents' Bill of Rights
- Established a program of "Legislative Town Halls" where legislators could explain their bills to School Board Members as they moved through the committee and floor. This direct two-way access was unprecedented and exceedingly helpful in crafting policy that reflected diverse viewpoints. The goal was limiting unintended consequences by the Legislature and building support at the district level.
- Developed "Bill Summaries" and "Message Points" for School Board Members to share in debate, with constituents, or when media contacted them for interviews.

HIGHER EDUCATION & PROFESSIONAL TEACHING EXPERIENCE

Director of Programs — *Science of Strategy Institute* (2007–2014)

- Developed and taught leadership curricula for executives and trainers in Fortune 500 companies such as ExxonMobil, Johnson & Johnson, and Alfred Angelo Bridal.
- Designed adult learning programs integrating strategic theory and applied leadership.
- Trained internal trainers to align organizational mission with leadership development.

Founder & Head Strategist — *MVP Strategy and Policy, LLC* (2015–Present)

- Advise educational institutions and nonprofits on organizational strategy and leadership development.
- Deliver workshops on leadership, change management, and policy implementation.
- Successfully lobbied the Florida Legislature for educational reforms in testing, teacher certification, and School Board Member rights and responsibilities.

United States Marine Corps — *Sergeant of Marines* (1994–1998)

- Led 21 Marines in live-fire and classroom instruction environments.
- Pioneered secure video-telecommunications and simulation training.
- Received multiple commendations and meritorious promotions for leadership.

SELECTED HONORS & AFFILIATIONS

- Psi Chi, National Honor Society of Psychology
- Sigma Beta Delta, National Honor Society of Business
- Disabled Marine Corps Veteran

PROFESSIONAL GOAL

To pursue an Doctorate in Educational Leadership & Policy Evaluation at Florida State University as the next step in my transition from practitioner to scholar-leader. My long-term vision is to serve as a **professor of educational leadership and policy and higher education administrator**, advancing research-informed leadership practices, preparing future educators, and contributing to evidence-based policy development.

I am especially passionate about **teacher retention interventions** and **career planning for military veterans**, ensuring sustainable pipelines of effective, mission-driven educators who strengthen schools and communities.

PUBLICATIONS:

Books:

Gagliardi, G., Frost, S.R. (2014) *The Art of War plus the Art of Politics: Strategy for Campaigns*. Clearbridge Publishing. Las Vegas, Nevada

Frost, S.R., Gagliardi, G., (2024) *The Art of War plus the Art of Politics: Strategy for Campaigns: Special 10th Anniversary Edition*. Science of Strategy Institute. Vero Beach, Florida.

Frost, S.R., Hutton R., (2026) *Lead Like a War Horse: Staff Sergeant Reckless & the Marine Corps Leadership Traits J.J. D.I.D. T.I.E. B.U.C.K.L.E.E..* Fine Point Publishing, Sheridan Wyoming.

Frost, S.R. (2026) *The Just Campaign: How to Run for Elected Office Without Destroying your Career, Relationships, Reputation, Personal Finances, and Community*. Fine Point Publishing. Sheridan, Wyoming.

AudioBooks:

Frost, S.R., Gagliardi, G., (2024) *Political Art of War: Winning Strategy for Local Campaigns*. Science of Strategy Institute. (Audiobook version of the 10th Anniversary Special Edition)

Frost, S.R., Hutton R., (2026) *Lead Like a War Horse: Staff Sergeant Reckless & the Marine Corps Leadership Traits J.J. D.I.D. T.I.E. B.U.C.K.L.E.E..* Fine Point Publishing, Sheridan Wyoming.

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