

STAN K. DUNCAN

Oak Ridge, TN | stan@ationgroup.org | 865.229.8153

LinkedIn: <https://www.linkedin.com/in/stankduncan>

TEFL Teacher | STEM-Focused English Instructor | Workforce Development Educator

Experienced educator and professional with a diverse background in STEM workforce development, federal education programs, and public K-12 substitute teaching. Strong cross-cultural communicator with a history of supporting educational equity, student engagement, and curriculum implementation. Open to international teaching assignments (TEFL certified) with a passion for supporting global learners.

## Education & Teaching Experience

### Substitute K-12 Teacher - STEM Focus

Oak Ridge City School System, Oak Ridge, TN

2019

- Provided classroom instruction in STEM subjects and general curriculum across grades K-12.
- Worked within a high-performing public school district (5,000+ students, 14:1 ratio).
- Supported student learning in math, science, and reading in both short- and long-term substitute roles.
- Adapted lesson plans and classroom management styles for diverse learning needs and age groups.

## Training & Educational Program Development

Sr. Principal Consultant / STEM Workforce Specialist

Ation Group - Oak Ridge, TN

2015 - Present

- Led workforce development initiatives aligned with federal STEM education priorities (DOE, DOD, DHS).
- Partnered with educators, academic institutions, and public-private coalitions to promote career-readiness.
- Developed on-demand learning frameworks and virtual training pathways for underrepresented STEM talent.
- Mentored young professionals in IT, cybersecurity, and engineering fields.

VP / Founding Team Member - STEM Diversity Education Startup

Variable, Inc. - Chattanooga, TN

2013 - 2015

- Built partnerships between industry and education for STEM learning integration.
- Developed client-facing learning solutions and technical training delivery platforms.
- Oversaw curriculum alignment and user-interface design of an educational hardware-software solution.

COO - National STEM Diversity Education Platform

STEM Diversity - Knoxville, TN

2011 - 2013

- Led national stakeholder collaborations with DOD, NDIA, AIA, and the White House Office of Science and Technology Policy.
- Organized national forums focused on STEM education access and minority talent placement.
- Managed a team of educators and recruiters targeting STEM teacher and curriculum gaps.

Cross-Cultural & Educational Program Experience

- Supported military-affiliated students and SkillBridge program interns (DOD)
- Engaged in teaching and recruitment projects involving international candidates (F-1, H1B, STEM OPT)
- Led inclusive workforce engagement with minority learners in STEM fields

#### Skills & Certifications

- TEFL Certification (in progress or recently completed)
- STEM Curriculum Familiarity | Cross-Cultural Teaching | Lesson Planning | Classroom Management
- Virtual Learning Environments | Educational Technology | Workforce Readiness Programming

#### Education

MA, Maritime Archaeology

East Carolina University - Greenville, NC

President, Maritime Studies Association