

THOMAS C. SAVAGE

Equity-Centered Learning & Systems Design Leader
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PROFESSIONAL SUMMARY

Equity-centered educational leader and systems strategist with 14+ years of experience driving transformative learning and community initiatives across education, public health, and nonprofit sectors. Skilled in translating complex ideas into accessible, human-centered, nature-informed solutions that build trust, inclusion, and capacity across diverse communities. Experienced in Universal Design for Learning, culturally responsive pedagogy, and adult learning theory, with a track record of leading cross-sector collaborations that connect schools, governmental agencies, and community organizations. Passionate about advancing equity, belonging, and opportunity to create systems where all people can learn, lead, and thrive.

PROFESSIONAL EXPERIENCE

ADAMH of Franklin County – Columbus, OH

Director of Education Engagement | Sep 2025 – Current

- Lead countywide education engagement strategy to promote youth mental health awareness, reduce stigma, and strengthen behavioral health supports.
- Build and manage partnerships with K-12 districts, higher education institutions, and youth-serving organizations to align education and mental health initiatives.
- Represent ADAMH on school district committees, interagency coalitions, and community partnerships—advancing cross-sector collaboration and equitable access to services.
- Co-develop inclusive communication campaigns and resources that build community trust and increase behavioral health literacy.
- Identify emerging needs and trends in school-based mental health to inform responsive programming and policy recommendations.

Creative Reaction Lab – Remote

Learning Innovation & Design Director | Jan 2024 – May 2025

- Designed blended learning experiences for educators, youth, and community leaders across the U.S.
- Led instructional design projects for national clients (Meta, City Year, Colorado Health Foundation), translating technical content into engaging, learner-centered digital experiences.
- Directed e-learning content strategy for scalable online courses and digital toolkits grounded in UDL and the Equity-Centered Community Design™ framework.
- Secured over \$150,000 in program funding through successful grant writing to support emerging edtech initiatives.
- Supervised cross-functional teams (contractors, fellows, facilitators) to ensure inclusive design practices and quality implementation.

Marburn Academy – New Albany, OH

Director, Marburn Education Collaborative | Jul 2022 – Jan 2024

- Spearheaded blended learning partnerships with universities and school districts; annual reach of 7,500+ learners.
- Co-designed the Orton-Gillingham Internship (3,000+ student engagements), integrating educational technology to support structured literacy training.
- Produced 2,500+ attendee international literacy conference with digital-first programming.
- Managed e-learning platform expansion to increase accessibility to professional learning on literacy, inclusion, and neurodiversity.
- Consulted with instructional teams and executive leadership on adaptive, community-based approaches to support neurodiverse learners.

Marburn Academy – New Albany, OH

DEIB Leader | Jul 2020 – Jun 2023

- Facilitated equity-focused professional development grounded in adult learning theory, reaching 100% of instructional staff annually.
- Tracked strategic metrics related to staff equity learning, student experience, and instructional outcomes to inform iterative design improvements.
- Co-led internal DEI strategic planning processes to align educational programming with organizational values and community demographics.

Outreach Coordinator | Jun 2019 – Jun 2022

- Designed and launched family literacy programs as learning solutions for community engagement, reaching underrepresented and multilingual families.
- Developed communications content for public-facing education campaigns across digital platforms to increase awareness of learning supports.
- Built and maintained partnerships with schools, libraries, and local organizations to expand access to inclusive learning resources.
- Integrated digital tools and virtual programming to make events and workshops more accessible and scalable.

Nationwide Children's Hospital – Columbus, OH

School Health Liaison | Jul 2017 – May 2019

- Co-led school partnerships to deliver culturally competent blended learning in health education, integrating classroom instruction with digital content.
- Designed and facilitated training for educators and healthcare staff using instructional design principles and trauma-informed practices.
- Collaborated with public health and school teams to align educational interventions with student needs and community context.

KIPP Columbus – Columbus, OH
Intervention Specialist | Jul 2015 – Jun 2017

- Developed inclusive, differentiated learning aligned with IEPs and learning analytics.
- Coached educators on implementing adaptive instructional practices.

Dorchester School District 2 – Summerville, SC
Teacher | Jul 2011 – Jun 2015

- Designed arts-integrated, standards-based curriculum with blended learning components, achieving 99% student proficiency on state assessments.
- Honored as 2012 Teacher of the Year.

EDUCATION

M.A., Organizational Leadership
Charleston Southern University – North Charleston, SC | May 2016

B.S., Education
College of Charleston – Charleston, SC | May 2011

Additional Coursework

American College of Education – Remote | August 2025

- *Harnessing Artificial Intelligence for Innovative Instruction*
- *Enhancing Formative Assessment Practices with Technology*

CERTIFICATIONS

- Ohio 5-Year Professional Educator License
- Google Data Analytics Certificate – Sep 2023

SELECT ACCOMPLISHMENTS

- Lead Contributor, *Nature of Trust Bio360 Report* (2025)
- Presenter, 2024 Race Forward: Facing Race Conference
- 2024 Next City Vanguard Fellow
- Member, 2024 Nature of Trust Learning Co-Lab (Biomimicry for Social Innovation)
- Winner, 2023 Community Choice Award – Best Tutoring Center, Columbus Dispatch
- Featured Speaker: TEDxColumbus (2019), DISCOVERYx (2018)
- Teacher of the Year, Rollings Middle School of the Arts (2012)

