



CAPABILITIES STATEMENT

ORGANIZATIONAL CAPACITY BUILDING

Management Consulting

- Strategic Planning
- Organizational Assessment
- Program Design and Evaluation
- Financial Management

Professional Development & Leadership Training

- Data Management and Systems Integration
- Change Management and Implementation Support
- Grant Writing and Compliance Certifications

EDUCATION LEADERSHIP DEVELOPMENT

Education Support Services

- School Climate Development
- Positive Behavioral Interventions & Multi-Tiered Systems of Support
- Student Support Team Management

Professional Development & Management Training

- School and Central Office Leader Coaching
- Diversity, Inclusivity and Cultural Proficiency Training

Parenting Engagement and Empowerment Services

- Outreach, Recruitment, Engagement and Capacity Building

COMPANY SNAPSHOT

Primary Contact Information

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RECENT CLIENTS/PARTNERS

- Rochester Rehabilitation
- Vertus High School
- The College at Brockport's Institute for Poverty Studies and Economic Development
- Academy of Health Sciences Charter School
- DC Preparatory Academy
- Rochester Institute of Technology
- Positive Steps Consulting

Our mission is to transmit each community stronger than before by building the capacity of organizations and institutions to create breakthrough results.

Company Leadership Profiles

BKT Lead's founder, Deb Hanmer, is an experienced professional working in the education sector. Ms. Hanmer has driven programmatic change and innovation in organizations and communities throughout the northeast. She brings a diversity of knowledge and experience with change management, leadership development and strategic planning from her work as a government consultant and executive level practitioner in mission driven organizations.

Before starting BKT Lead, Ms. Hanmer directed the student support services department for a charter management organization in Washington, DC, overseeing program and policy related to the implementation and management of multi-tiered systems and supports. This oversight included: integrated mental health service delivery; special education services; parent engagement strategy; schoolwide climate and behavior management; and effective data practices school-wide.



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Steve Hanmer has driven innovation and strategic planning efforts across all levels of government, with a focus on bringing diverse stakeholders to the table to reprioritize and reorganize the way governments work. Prior to joining BKT Lead, Mr. Hanmer consulted public sector organizations throughout the northeast. He served in several roles in the US Department of Health and Human Services organizing national conferences, supervising program grants at the state and local level, and managing \$125M in grant and contract appropriations annually. Mr. Hanmer started his career working for City Managers in both Arizona and Massachusetts, where he was heavily involved in operationalizing strategic goals and measuring progress towards strategy implementation.

As a member of several national associations, he has facilitated conference panels on financial and contract management, strategic planning and performance measurement, and the use of data to drive government innovation and transparency.

Advancing inclusive and connected communities.