

Recent Work Experience

Harold K.L. Castle Foundation (*Senior Program Officer for Education*), 2013 – present

- Lead an investment portfolio to develop transformative public school leaders and their teams, improve the conditions in which they work, and scale new teaching and learning strategies

Hawaii State Department of Education (*Portfolio Manager, Office of Strategic Reform*), 2011 – 2013

- Coordinated \$35M in human capital reforms (alternate routes, performance management, recruitment, induction and mentoring, and professional development management system)
- Designed the state's Strive Hi school accountability system that replaces No Child Left Behind
- Supported development of progressive teacher performance contract
- **Impact:** Hawaii's two-year learning gains on the "Nation's Report Card" were amongst the highest in the nation

U.S. Education Delivery Institute (*Co-Founder and Deputy Director*), Washington, DC: 2010 – 2011

- Co-founded a mission-driven organization that partners with K-12 and higher education systems to deliver results using a proven approach to performance management
- First employee in faced-paced start up environment; tasked by the Board to conceptualize and execute a strategic plan to rapidly scale up the operation of the organization
- Led development of \$4M budget and sustainability plan, as well as recruit, hire and on-board all new staff
- Managed all K-12 engagement with leading state education agencies in LA, MA, TN, DE, NY, and KY
- **Impact:** Reviews of state education agency capacity show systems better organized to drive change; early outcomes from the first state engagement showed significantly increased rates of high school graduation

District of Columbia (*Assistant Superintendent of Accountability*), Washington, DC: 2008 – 2010

- Responsible for setting policy and accountability for all Washington, DC public schools
- Responsible for academic content standards, student testing, school accountability and longitudinal data system
 - Managed \$8M budget and staff of 15
- **Impact:** improved test security, launched new test monitoring protocols, eliminated invalid accommodations, executed new test vendor contract, redesigned school/district/state report cards, rewrote state accountability workbook

National Governors Association (*Program Director*), Washington, DC: 2005 – 2008

- Spearheaded \$24M initiative to help the nation's governors improve college- and career ready graduation rates
- Advised governors and their staff, researched best practices, and catalyzed state policy through targeted investment
- **Impact:** Built cadre of a dozen early adopter states focused on college/career ready agenda

Good Beginnings Alliance (*Policy Director*), Honolulu, HI: 2002 – 2005

- Launched targeted advocacy campaign to spur creation of a state-funded pre-kindergarten program
- Built a statewide school readiness system via development of content standards, assessment, transition protocols
- Founding member of Hawaii P-20 Initiative
- **Impact:** advocacy led to additional public investment for low-income children to attend preschool, creation of statewide Junior Kindergarten program, development of quality enhancement initiative, preschool content standards and kindergarten readiness assessment

Education

Harvard University, John F. Kennedy School of Government, Master's in Public Policy, [REDACTED]

Coursework in policy analysis, nonprofit management, economic development, labor relations and public finance
 Thesis evaluated Toledo, OH School District peer review collaboration between teachers union and school district

Brown University, B.A. with Honors, [REDACTED]

Major in Public Policy with focus on public education reform
 Honors thesis evaluated a quasi-military boot camp run by the New York City Department of Correction

Other Relevant Work Education

Washington Irving High School (Teacher), New York City: 1998 - 2000

- Part-time history teacher
- Directed a school improvement project within a 2,500 student New York City public high school to increase career readiness, college preparation and after-school opportunities

New York City Office of the Mayor (Urban Fellow): 1998 - 1999

US Department of Education (Intern): 1996

The Lewis School (Student Teacher): 1995 -1996

Board Participation

Higher Achievement Program, Board Member (2006 – 2011)

College Connections Hawaii, Board Member (2003 – 2005)

Hawaii Alliance for Drama Education, Board Treasurer (2002 – 2005)

Hawaii State Board of Education (first) Committee on Weights, Member (2005)

Hawaii State Board of Education, Committee on Annual Calendar, Member (2005)

Other Activities

Envision Hawaii, co-founder, 2003

- Founded a professional development network of 300+ young public servants and social entrepreneurs in Hawaii

Kanu Hawaii, co-founder, 2004

- Organized a youth-driven social networking movement to promote sustainability practices

Court Appointed Special Advocate: Volunteer Investigator, 1997-1998

- Investigated claims of child abuse and neglect for Rhode Island Family Court to represent the child's best interests.

Publications

U.S. Education Delivery Institute and Achieve, Inc "Implementing Common Core State Standards", 2011

National Governors Association "Accelerating the Agenda: Actions that Improve America's High Schools", 2009.

National Governors Association "Retooling Career Technical Education to Accelerate High School Redesign", 2008.

The Standard, "Reforming America's High Schools" Journal of the National Association for State Boards of Education

Educational Perspectives, "From Baby Steps to Policy Initiative: Hawaii's Efforts to Promote School Readiness", 38, 1, 2005

Legislative Issue Brief, "Behind Before They Begin: Does Hawaii Prepare our Youngest Children for School?", 1, 2, 2003

The Harvard Journal of Hispanic Policy, review of "The US & Mexico: Between Partnership and Conflict", July 2002

Editorials published in Education Week, Honolulu StarAdvertiser, and Pacific Business News

Sample Presentations

Pew Center for Civic Engagement

Bill & Melinda Gates Foundation Annual Convening

National Association of State Boards of Education

Hawaii Executive Conference

Council of Chief State School Officers Annual Meeting

US Chamber of Commerce Annual Meeting

Awards

2014 Omidyar Fellow

2003 Emerging Leader, Children's Defense Fund

2001 Sylvia Kelman Scholarship, Harvard Kennedy School of Government

1999 New York City Urban Fellow, Office of the Mayor, New York City

1998 Noah M. Krieger Award for Excellence in Public Policy, Brown University

1997 A. Alfred Taubman Fellow, Brown University

Skills

Completed New York University certificate in conflict resolution (negotiation, mediation and arbitration) in 2000