

## Amy L. Hawn Nelson

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704.616.0796

1509 Ivey Drive Charlotte, NC 28205

### Education

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PhD	University of North Carolina at Charlotte <i>Doctor of Philosophy, Curriculum &amp; Instruction, Urban Education</i>	Charlotte, North Carolina 2010
MSA	University of North Carolina at Charlotte <i>Masters in School Administration</i>	Charlotte, North Carolina 2010
MAT	Johns Hopkins University <i>Masters in the Art of Teaching</i>	Baltimore, Maryland 2003
BA	North Carolina State University <i>Bachelor of Arts in Sociology</i>	Raleigh, North Carolina 2001
BA	North Carolina State University <i>Bachelor of Arts in Women's and Gender Studies, Minor in Africana Studies</i>	Raleigh, North Carolina 2001

### Licensure

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North Carolina, K-12 Educational Administration, Principal

North Carolina, K-12 Curriculum / Instructional Specialist; North Carolina, K-6 Teaching License

### Current Professional Position

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#### University of Pennsylvania

Philadelphia, Pennsylvania

*School of Social Policy and Practice*

*Actionable Intelligence for Social Policy*

*Research Faculty*

*Director of Training and Technical Assistance*

*September 2017 - present*

Actionable Intelligence for Social Policy (AISP) is an initiative that focuses on the development, use, and innovation of integrated data systems for policy analysis and program reform. In my previous role as the Director of the Institute for Social Capital, I was an active member of the AISP Network, comprised of IDS sites that are leaders in the field of integrated data systems. As Director of Training and Technical Assistance, I oversee all aspects related to the AISP Learning Community Initiative, specifically providing training, support, and resources for developing IDS sites around the country.

## **Selected Sponsored Research and Awards**

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The Data Funders Collaborative and The Annie E. Casey Foundation <i>Centering Racial Equity Within Cross-Agency Data Integration Efforts</i> Role: Principal Investigator	National April 2019-April 2020 \$90,000
The Annie E. Casey Foundation <i>AISP Learning Community Initiative, Year 1-4</i> Role: Investigator	National April 2017-March 2021 \$1,300,000
The George Kaiser Family Foundation <i>Technical Assistance to Support Cross-Sector Data Sharing</i> Role: Principal Investigator	Tulsa, OK April 2019-September 2020 \$67,000
North Carolina Department of Health and Human Services <i>Technical Assistance to Support Cross-Agency Data Sharing</i> Role: Principal Investigator	North Carolina July 2019-November 2020 \$91,000
Connecticut Data Collaborative <i>Support for the Hartford Data Collaborative</i> Role: Principal Investigator	Hartford, CT July 2019-December 2020 \$28,000
Rhode Island Executive Office of Health and Human Services <i>RI EOHHS Data Ecosystem Technical Assistance</i> Role: Principal Investigator	Rhode Island May-September 2019 \$45,000
Georgetown University <i>Administrative Data Research Initiative</i> Role: Investigator	National January-Dec 2019 \$100,000
The Hartford Foundation for Public Giving <i>Hartford Data Sharing Needs Assessment and Feasibility Study</i> Role: Principal Investigator	Hartford, CT July 2018-June 2019 \$37,000
Knight Foundation and Google <i>Charting the Civic Landscape in 2016</i> Role: Investigator	Charlotte, NC Sept 2016-August 2017 \$115,000 Charlotte, NC
Habitat for Humanity <i>Describing the Social Service Usage of Habitat Served Families</i> Role: Investigator	October 2016-August 2017 \$10,300
Magnet Schools of America <i>White paper and Directory Development</i> Role: Principal Investigator	Charlotte, NC February 2016-Nov 2016 \$25,000

ReEmprise Fund <i>The Chatter Matters: Better Understanding School Choice Mechanisms</i> Role: Principal Investigator	Charlotte, NC April 2016-September 2016 \$16,000
Mecklenburg County Support Services <i>Housing and Homelessness Reports, Year I, II, and III</i> Role: Investigator	Charlotte, NC January 2015-Dec 2017 \$115,000
Augustine Literacy Project <i>Program Evaluation</i> Role: Principal Investigator	Charlotte, NC Nov 2015-August 2016 \$10,000
United Way of Central Carolinas <i>Collective Impact for Children and Youth</i> Role: Investigator	Charlotte, NC October 2013-July 2015 \$84,000
McClintock Partners in Education <i>McPie Program Evaluation</i> Role: Investigator	Charlotte, NC May 2014 – Jan 2015 \$40,000
Davidson College <i>MOOC Qualitative Research Study</i> Role: Principal Investigator	Charlotte, NC July 2014 – January 2015 \$12,500
Freedom School Partners <i>Summer Program Evaluation</i> Role: Investigator	Charlotte, NC Oct 2013-August 2014 \$17,000
UNC Charlotte Provost Funded Research Project <i>Describing Pathways to Student Engagement and Success</i> Role: Principal Investigator	Charlotte, NC May 2013- June 2015 \$20,000

### **Books and Book Chapters**

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Mickelson, R., Giersch, J., Hawn Nelson, A., Bottia, M. (2018). Do Charter Schools Undermine Efforts to Create Racially and Socioeconomically Diverse Public Schools? In Rothberg, I. & Glazer, J. (Eds.), *Choosing Charters. Better Schools or More Segregation?* Teachers College Press.

Mickelson, R., Smith, S., & Hawn Nelson, A., Eds. (2015). *Yesterday, Today, and Tomorrow: School Desegregation and Resegregation in Charlotte*. Harvard Education Press.

Hawn Nelson, A. (2015). A long path to success: Integration and community engagement at Shamrock Gardens Elementary School. In Mickelson, R., Smith, S., & Hawn Nelson, A., (Eds.), *Yesterday, Today, and Tomorrow: School Desegregation and Resegregation in Charlotte*. Harvard Education Press.

Mickelson, R., Smith, S., & Hawn Nelson, A. (2015). Structure and agency in the resegregation of Charlotte-Mecklenburg Schools. In Mickelson, R., Smith, S., & Hawn Nelson, A., (Eds.), *Yesterday, Today, and Tomorrow: School Desegregation and Resegregation in Charlotte*. Harvard Education Press.

Mickelson, R., Smith, S., & Hawn Nelson, A. (2015). Obligation and opportunity. In Mickelson, R., Smith, S., & Hawn Nelson, A., (Eds.), *Yesterday, Today, and Tomorrow: School Desegregation and Resegregation in Charlotte*. Harvard Education Press

### **Peer-Reviewed Publications**

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Hawn Nelson, A., Culhane, D. (2020). *Ethical and Appropriate Uses of Administrative Data for Research and Evaluation*. CITI Program.

Hawn Nelson, A., Mickelson, R., & Smith, S. (December 2015). Structure, Agency, and Education Policy: Insights from the Desegregation and Resegregation of Charlotte. *Sociation Today*, 13(2).

### **White Papers, Commissioned Reports, & Curricula**

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Hawn Nelson, A., Jenkins, D., Zanti, S., Katz, M., Berkowitz, E., et al. (2020). *A Toolkit for Centering Racial Equity Throughout Data Integration*. Actionable Intelligence for Social Policy, University of Pennsylvania. [https://www.aisp.upenn.edu/wp-content/uploads/2020/05/AISP-Toolkit\\_5.27.20.pdf](https://www.aisp.upenn.edu/wp-content/uploads/2020/05/AISP-Toolkit_5.27.20.pdf)

Hawn Nelson, A., Jenkins, D., Zanti, S., Katz, M., Burnett, T., Culhane, D., Barghaus, K., et al. (2020). *Introduction to Data Sharing and Integration*. Actionable Intelligence for Social Policy, University of Pennsylvania. <https://www.aisp.upenn.edu/wp-content/uploads/2020/05/AISP-Intro-.pdf>

Hawn Nelson, A. (2020). *North Carolina Department of Health and Human Services Data Landscape Overview*. Conducted on behalf of the NC Department of Health and Human Services.

Evans Harris, N., Di Mauro-Nava, S., Hawn Nelson, A., Hendey, L., Kingsley, C. (2018). *Technology For Civic Data Integration*. Actionable Intelligence for Social Policy & MetroLab Network & National Neighborhood Indicators Partnership. <https://metrolabnetwork.org/wp-content/uploads/2018/09/Technology-for-Civic-Data-Integration.pdf>.

Hawn Nelson, A. (2018). *Hartford Data Sharing Needs Assessment*. Conducted on behalf of the Hartford Foundation for Public Giving. <http://ctdata.org/hdc/>.

Hawn Nelson, A. (2018). *Integrated Data System Building & Use*. Curriculum for Learning Community Initiative. Actionable Intelligence for Social Policy.

Hawn Nelson, A. (2017). *Introduction to Integrated Data Systems Approach and Governance*. Curriculum for Learning Community Initiative. Actionable Intelligence for Social Policy.

Gibbs, L., Hawn Nelson, A., Dalton, E., Cantor, J., Shipp, S., Jenkins, D. (2017). *IDS Governance: Setting Up for Ethical and Effective Use*. Actionable Intelligence for Social Policy, Expert Panel Report. Retrieved from <https://www.aisp.upenn.edu/resources/aisp-innovation-expert-panel-reports/>.

Hawn Nelson, A., Lane, J., Marcus, A., Alvarado, L. (2016). *The Chatter Matters: Better Understanding School Choice in Mecklenburg County, NC*. UNC Charlotte Urban Institute.

Hawn Nelson, A. (2016). *Magnet Schools: Existing Literature, Research Gaps, and Prioritized Needs*. Magnet Schools of America.

## Selected Publications

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Ayscue, J., Hawn Nelson, A., Mickelson, R. A., Giersch, J., & Botttia, M. (January 30, 2018). Charters as a Driver of Resegregation. The Civil Rights Project/Proyecto Derechos Civiles. <http://www.civilrightsproject.ucla.edu/research/k-12-education/integration-and-diversity/charters-as-a-driver-of-resegregation>

Hawn Nelson, A. (January 5, 2017). As charters and choice expand, so does segregation. *UNC Charlotte Urban Institute*. <https://ui.uncc.edu/story/cms-and-charters-school-choice-outcomes-segregation>.

Hawn Nelson, A. and Lane, J. (2016). Charlotte's changing schools, by the numbers. *Scalawag*, 1(5). <http://www.scalawagmagazine.org/articles/charlottes-changing-schools-by-the-numbers>.

Hawn Nelson, A. (September 7, 2016). School choice: Many options but conclusions elusive. *UNC Charlotte Urban Institute*. <http://ui.uncc.edu/story/what-studies-conclude-about-school-choice>.

Hawn Nelson, A. and Lane, J. (September 2, 2015). Charter, private, home school or CMS? Is enrollment shifting? *UNC Charlotte Urban Institute*. Retrieved from <http://ui.uncc.edu/story/private-school-public-charter-homeschool-enrollment-charlotte-mecklenburg>.

Hawn Nelson, A. and Zachary, L. (November 19, 2014). Wanted: Sustainable jobs for principals. *UNC Charlotte Urban Institute*. Retrieved from <http://ui.uncc.edu/story/school-leadership-turnover-cms>.

Hawn Nelson, A. (November 19, 2014). Amid turmoil, Numbers Suggest Success. Editorial, *The Charlotte Observer*.

Hawn Nelson, A. (April 1, 2014). Beyond the test score bump at Shamrock Gardens. *Public Schools First NC, Scholar's Corner*. Retrieved from <http://www.publicschoolsfirstnc.org/wpcontent/uploads/2014/02/Shamrock-Gardens.pdf>.

Hawn Nelson, A. (February 26, 2014). Beyond the test score bump at Shamrock Gardens. *UNC Charlotte Urban Institute*. Retrieved from <http://ui.uncc.edu/story/cms-school-turnaround-harvard-educational-press>.

Hawn Nelson, A. (August 15, 2013). Do we remember whose shoulders we stand upon? *UNC Charlotte Urban Institute*. Retrieved from <http://ui.uncc.edu/story/julius-chambers>.

Hawn Nelson, A. (June 12, 2013). With data, numbers can't speak for themselves. *UNC Charlotte Urban Institute*. Retrieved from <http://ui.uncc.edu/story/data-research-education-nc>.

Hawn Nelson, A. (February 16, 2013). The case for diverse schools. Editorial, *The Charlotte Observer*.

Hawn Nelson, A. (February 13, 2013). We know what doesn't work. Why keep doing it? *UNC Charlotte Urban Institute*. Retrieved from <http://ui.uncc.edu/story/education-data-policy-reform-evidence>.

Hawn Nelson, A. (December 5, 2012). Neighborhood wrestles with school dilemma. *UNC Charlotte Urban Institute*. Retrieved from <http://ui.uncc.edu/story/charlotte-mecklenburg-neighborhood-schools>.

Mickelson, R.A. & Hawn Nelson, A. (2011). Book Review, Hope and despair in the American city: Why there are no bad schools in Raleigh by Gerald Grant. *Journal of School Choice*, 5:4, 517-522.

## Peer-Reviewed Presentations

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Jenkins, A. & A. Hawn Nelson (2019). *Strategies for centering equity and public engagement in the ethical use of integrated administrative data*. Conference proceedings for International Conference on Administrative Data Research. <https://doi.org/10.23889/ijpds.v4i3.1253>

Hawn Nelson, A. (2018, September). *Creating a Community of Practice to Support Data Linkage Across Agencies*. Session presented at the International Population Data Linkage Network Annual Meeting, Banff, Canada.

Hawn Nelson, A. (2015, September). *Creating a 21<sup>st</sup> Century Movement for Integration*. Session presented at the National Coalition for School Diversity National Conference, Howard University, Washington, DC.

Gavarkavich, D. & Hawn Nelson, A. (2014, October). *Sifting through data to better understand your school and classroom context*. Session presented at Pursuing Extraordinary Outcomes in Public Education National Conference, Charlotte, NC.

Hawn Nelson, A. (2013, October). *Are United Ways Doing Any Good?* Convener and Moderator of session at the American Evaluation Association Conference, Washington, DC.

Hawn Nelson, A. (2013, October). *The pink elephant in the room, how teachers are mostly white, and kids aren't. How do we encourage dialogue about race and student achievement?* Session presented at Pursuing Extraordinary Outcomes in Public Education National Conference, Charlotte, NC.

Hawn Nelson, A. (2013, August). *The Double-Edged Sword of Desegregation*. Paper presentation at the American Sociological Association National Conference, New York, NY.

Hawn Nelson, A. (2009, April). *Encouraging dialogue about race and student achievement*. Multiple sessions presented at the North Carolina Raising Achievement and Closing Gaps Conference, Greensboro, NC.

## Selected Invited Presentations

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Hawn Nelson, A. (2019, October). *Getting to Yes: Data Sharing and HIPAA*. American Association of Health and Human Services Attorneys National Meeting, Washington, DC.

Hawn Nelson, A. (2019, September). *Integrating and Using Data to Support Economic Mobility*. National Governor's Association Human Services Policy Advisors Institute, Chicago, IL.

Hawn Nelson, A. (2019, July). *The Divide Within Charlotte: Social Distrust, Education Policy, and the Importance of Reckoning*. Social Science Education Consortium Annual Conference. UNC Charlotte, Charlotte, NC.

Hawn Nelson, A. (2018, November). *Systems Architecture, Data Processing and Data Security*. Administrative Data Research Facilities Network Annual Conference, Washington, DC.

Hawn Nelson, A. (2018, November). *Closing Roundtable: Cross-Sector Data Sharing on the Ground*. Administrative Data Research Facilities Network Annual Conference, Washington, DC.

Hawn Nelson, A. (2017, October). *Does Social Distrust Impact our Community?* Moore & Van Allen and Leadership Charlotte. UNC Charlotte Center City, Charlotte, NC.

Hawn Nelson, A. (2017, October). *Educational Equity in Charlotte-Mecklenburg*. Leadership Charlotte, Education Day. Charlotte, NC.

Hawn Nelson, A. (2017, October). *Educational Equity in Charlotte-Mecklenburg*. St. Peters Episcopal Church, Charlotte, NC.

Hawn Nelson, A. (2017, June). *What is the Relationship Between Charter Schools and School Segregation?* Furthering School Diversity Through K-12 Student Assignment Conference, convened by Penn State's Center for Education and Civil Rights, Washington, DC.

Hawn Nelson, A. (2016, November). *Common State Policy Challenges Demand Integrated Data Systems*. Reforming States Group Annual Meeting, Houston, TX.

Hawn Nelson, A. (2016, February). *Educational Equity in Charlotte*. Keynote Presentation for My Brother's Keeper Community Forum, UNC Charlotte Center City Building, Charlotte, NC.

Hawn Nelson, A. (2016, January). *Educational Equity in Charlotte*. Teach For America All Corps Meeting, Levine Museum of the New South, Charlotte, NC.

Hawn Nelson, A. (2015, November). *Challenges and Opportunities for Integrated Data Systems*. Actionable Intelligence for Social Policy (AISP) National Conference, Philadelphia, PA.

Hawn Nelson, A. (2015, August). *Does Racial and Socioeconomic Isolation Matter?* Choosing a Covenant Community, Caldwell Presbyterian Church, Charlotte, NC.

Hawn Nelson, A. (2015, May). *Our Schools, Today*. A Dream Again Deferred? UNC Charlotte Center City.

Hawn Nelson, A. (2015, March). *Thoughts on digital connectivity*. Queens University Best Minds Conference. Charlotte, NC.

Hawn Nelson, A. (2015, February). Panelist. *The Unfinished Business of School Desegregation*. Levine Museum of the New South. Charlotte, NC.

Hawn Nelson, A. (2014, December). *Overview of Institute for Social Capital*. Pre-conference workshop for the Actionable Intelligence for Social Policy (AISP) National Conference. Washington, DC.

Hawn Nelson, A. (2014, January). *Charlotte and Educational Equity*. Wake Up Student Empowerment Conference. Charlotte, NC.

Hawn Nelson, A. (2013, November). *Ready, Set, Go: Getting Started*. Pre-conference workshop for the Actionable Intelligence for Social Policy (AISP) National Conference. Washington, DC.

Hawn Nelson, A. (2013, February). *We know what works. Why aren't we doing it?* TEDx CharlotteEd. Charlotte, NC.

Hawn Nelson, A. (2012, April). Moderator for Stand Against Racism programmatic series for the YWCA. Charlotte, NC.

Hawn Nelson, A. (2011, February). *Reversing the Trend of Re-segregation*. Presentation at the 20<sup>th</sup> Anniversary Summit for Teach For America. Washington, DC.

Hawn Nelson, A. (2011, April). *A brief history of Charlotte and educational equity*. Daylong session presented at the request of the Levine Museum of the New South. Charlotte, NC.

Hawn Nelson, A. (2010, October). *Why balanced schools? Good for student achievement, good for long-term student outcomes*. Presentation for Great Schools in Wake Coalition, Costs & Consequences Symposium. Raleigh, NC.

Hawn Nelson, A. (2010, March). *Why high poverty schools must be avoided: Evidence from North Carolina*. Presentation for Great Schools in Wake Coalition, Won't You Be My Neighbor Forum. Raleigh, NC.

Hawn, Amy. (2008, November). How to Create Strong Home School Connections. Corps Member Professional Development for Teach For America. Charlotte, NC.

Hawn, Amy. (2007, April). Meeting the Needs of ALL Learners: Looking at School Level Data to Drive Instruction. Beverly Woods Elementary School Staff Development, Charlotte, NC.

Hawn, Amy. (2007, May). The Use of Document-Based Questions in Social Studies Classrooms. Corps Member Professional Development for Teach For America. Charlotte, NC.

Hawn, Amy. (2004, February). Unlocking the mystery of phonics for ESOL students. Venezuelan Association of North American Schools (VANAS) Professional Conference. Caracas, Venezuela.

### **University Level Teaching Experience**

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Administration 8699: Dissertation Proposal	Spring, Fall 2016, Spring 2017
Research 7111/8111: Qualitative Research Methods	Fall 2015
Education 1100 (002): Foundations of Education and Diversity in Schools	
Co-taught with Professor Susan Harden	Fall 2013

### **Student Engagement**

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Dissertation, University of North Carolina, Charlotte, Educational Leadership (Stacey Barber, Committee Member), 2018

Dissertation, University of North Carolina, Charlotte, Curriculum & Instruction, Urban Education, (Laura Handler, Committee Member), 2018.

Davidson College, Davidson Education Scholar, Intern Host, (Robi Roberts), Summer 2017.

Davidson College, Bonner Scholar, Service Site, (Leslie Alvarado), Fall 2016 and Spring 2017.



Davidson College, Davidson Education Scholar, Intern Host, (Leslie Alvarado), Summer 2016.  
Davidson College, Davidson Education Scholar, Intern Host, (Yijiao Chen), Summer 2015.  
Leadership for Education Equity, Policy Advocacy Organizing Fellowship Intern Host, (Deja Kemp), Summer 2014.  
Davidson College, Davidson Education Scholar, Intern Host, (Addie Balenger), Summer 2014.  
Leadership for Education Equity, Policy Advocacy Organizing Fellowship Intern Host, (Lauren Zachary), Summer 2014.  
Masters Thesis, University of North Carolina, Charlotte, Sociology, (Justin Lane, Committee Member), 2014.  
Davidson College, Davidson Education Scholar, Intern Host, (Linnea Ng), Summer 2013.

## **Honors**

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Charlottean of the Year, 2015, Charlotte Magazine  
William C. Friday Fellow for Human Relations, Class of 2014-2016  
Woman of Achievement Honoree, Emerging Leader, YWCA Charlotte, 2014  
North Carolina Principal Fellows Program, Class of 2008  
Phi Beta Kappa  
Phi Kappa Phi  
Featured Teach For America Alumna in North Carolina, 2009, 2011, 2012, 2016  
Teacher of the Year Nominee, Beverly Woods Elementary, 2008  
Environmental Awareness Educator Award, Char Meck Soil and Water Conservation Dept., 2008  
Honoree from the Arts and Science Council of Charlotte, for being a public educator that supports the Arts and Sciences in Public School classrooms, 2005

## **Professional Memberships**

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Actionable Intelligence for Social Policy (AISP), Site Member (2014-2017)  
American Education Research Association (AERA)  
American Evaluation Association (AEA)  
American Sociological Association (ASA), Sociology of Education Section Webmaster (2019)  
National Neighborhood Indicators Partnership (NNIP), Site Member (2014-2017), Alumni Member, 2017-

## **Professional Activities**

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### **National & International**

Magnet Schools of America Research Workgroup, 2016-present  
Actionable Intelligence for Social Policy (AISP), service on expert panel for AISP Innovation initiative to develop guidance for Integrated Data System Governance and Policies.  
Journal Reviewer, International journal of Population Data Science, The Journal of Education Policy, The Journal of Research in Rural Education

### **State**

North Carolina Early Childhood Data Advisory Council, 2019-current  
NC Pathways to Grade Level Reading, Design Team, 2017-2018  
NC Pathways to Grade Level Reading, Communities and Families Learning Team, 2016-2017, Co-Chair  
NC Pathways to Grade Level Reading Data Action Team, 2015-2016

## Local

Arts Impact Charlotte Advisory Group, 2019-present  
Mecklenburg County Pay for Success Executive Committee, Data Analysis Committee, 2017  
Children's Alliance Leadership Team, 2014-2017  
Housing Advisory Board of Charlotte-Mecklenburg, 2015-2018  
Housing Advisory Board Research & Evaluation Committee, 2013-2018, Co-Chair, 2015-2018  
Council for Children's Rights, Policy Committee Member, 2015-2020  
UNC Charlotte College of Education Faculty Search Committee, 2013-2014  
Women + Girls Research Alliance Advisory Council, 2016-2019

## Community Service

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Charlotte East Language Academy, PTA Treasurer, 2019-2020, President, 2020-present  
Charlotte East Language Academy, School Leadership Team 2019-present  
East Charlotte Education Coalition, 2018-present  
Board of Directors, The Possibility Project, 2018-present  
Board of Directors, Children of the World Learning Center, 2018-2019  
Charlotte-Mecklenburg Schools Student Mentor, 2007-present  
Charlotte-Mecklenburg Library Steering Committee Member, 2012-2013  
Board of Directors, Secretary, Charlotte Children's Choir, 2011-2015  
League of Women Voters, Charlotte Chapter, 2013-2016  
Public Schools First North Carolina, Advisory Board Member, 2013-present  
Charlotte Arts Showcase, Committee Chair, 2013  
National Association of Multicultural Education, Treasurer of NC Chapter, 2007-2010  
Teach for America School Board Fellow, Charlotte, NC, 2005-2006

## Previous Professional Positions

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### University of North Carolina at Charlotte

Charlotte, North Carolina

*Director of Social Research, UNC Charlotte Urban Institute*

*Director, Institute for Social Capital, Inc.*

*September 2012 – August 2017*

The Institute for Social Capital is an integrated data system charged with using data to advance university research and data-informed decision-making in the community. At its core is a comprehensive community database of administrative records from governmental and nonprofit agencies. While maintaining the confidentiality of individual records, the ISC database connects dispersed administrative records, providing a foundation for researchers to better understand our community, particularly outcomes for our community's most vulnerable populations.

- Grew data holdings from 3 data partners to 40+ in 5 years.
- Investigator on 20+ studies using integrated data to evaluate program and policy outcomes.
- Drove conversation around data-driven decision-making among community partners resulting in collaborative efforts to shift life outcomes, particularly in the areas of education and housing.

The Institute for Social Capital is a core component of the UNC Charlotte Urban Institute. The UNC Charlotte Urban Institute is a nonpartisan, applied research and community outreach center. Founded in 1969, it provides services including project management, technical assistance and training in operations and data management; surveys; and research and analysis around economic, environmental, and social issues affecting the Charlotte region.

**Kennedy Charter Public School**  
*Assistant Principal, School Leader for K-8<sup>th</sup> grade*

Charlotte, North Carolina  
*December 2010 – July 2012*

Kennedy Charter Public School is a K-12 Charter School that caters to students at-risk of failure in a traditional school environment. Primary duties included supervision of all aspects of K-8<sup>th</sup> grade, including direct supervision of 25 staff and 180 students.

Accomplishments:

- For first time since 1998, Middle School made high growth on end-of-grade tests in 2011 and 2012
- In 2011, 83% of Elementary students reading on/above grade level. August enrollment K-3 increased three-fold.
- Instrumental in fund development efforts, raising over \$200,000 for school programming needs.

**Lincoln Heights Elementary School**  
*Dean of Students*

Charlotte, North Carolina  
*July 2009 – January 2011*

Originally placed through the NC Principal Fellow Program in 2009 and strategically staffed as the Dean of Students in 2010. My duties included the facilitation of daily operations, including: transportation, textbooks, testing, discipline, curriculum and instruction decisions, data analysis, teacher evaluation, school programming, and professional development. Under our leadership, Lincoln Heights emerged from AYP School Improvement in 2010.

**Teach For America**  
*Learning Team Leader*

Charlotte, North Carolina  
*July 2004 – June 2010*

Teach For America is a national service corps of outstanding college graduates who commit to teach in public schools and become life-long leaders in pursuit of expanding educational opportunities. In order to facilitate effective development, all corps members are divided into grade specific teams.

Responsibilities included:

- Plan and execute professional development for K-5<sup>th</sup> grade first and second year teachers.
- Provide individualized support based on need and proficiency of teacher.

**Beverly Woods Elementary School**  
*Classroom Teacher, 2<sup>nd</sup> and 3<sup>rd</sup> Grade*

Charlotte, North Carolina  
*August 2004 – June 2008*

Beverly Woods Elementary is high performing traditional public school in Charlotte-Mecklenburg.

Responsibilities Included:

- Implementation of pilot program utilizing Talent Development model in self-contained class for 25 certified gifted students.
- Served as leader of the Character Based Education Taskforce as well as the founder of a school based mentoring program for students at risk of educational failure.

**The Levine Museum of the New South**  
*Educator, Curriculum Specialist*

Charlotte, North Carolina  
*June 2005 – February 2006*

The Levine Museum of the New South is an award-winning museum located in Downtown Charlotte. Duties included training staff and developing curriculum for 11<sup>th</sup> Grade Advanced Placement and 8<sup>th</sup> grade Social Studies classes based upon current and past exhibits.

**Colegio Internacional de Caracas**  
Classroom Teacher, 2<sup>nd</sup> Grade

Caracas, Venezuela  
*August 2003 – June 2004*

Colegio Internacional de Caracas is an international school following IB and American curriculum standards. My classroom consisted of 17 students from 11 countries on five continents. Instruction in all subject areas was in English, with the majority of students being learners of English as a second language. All students exhibited growth of more than two grade levels, as demonstrated by End of Grade testing.

**Cross County Elementary School**  
Classroom Teacher, 2<sup>nd</sup> Grade

Baltimore, Maryland  
*August 2001 – June 2003*

Placed in Baltimore City Public School system as a member of *Teach For America*. Dramatic growth exhibited, with all students showing more than two grade levels of growth in both reading and mathematics and all regular education students passing year-end proficiency tests. Served as Second Grade Team Leader as well as Teach For America School Site Coordinator.