

Amy L. Hawn Nelson

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Education

PhD	University of North Carolina at Charlotte <i>Doctor of Philosophy, Curriculum & 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

Certificates & Licensure

Certificate of Law, University of Pennsylvania Law School, est. completion Fall 2021
North Carolina, K-12 Educational Administration, Principal
North Carolina, K-12 Curriculum / Instructional Specialist; North Carolina, K-6 Teaching License

Current Professional Position

University of Pennsylvania, School of Social Policy & Practice
Actionable Intelligence for Social Policy
Research Faculty, Director of Training and Technical Assistance

Philadelphia, Pennsylvania
September 2017 - present

Actionable Intelligence for Social Policy (AISP) is an initiative of the University of Pennsylvania School of Social Policy & Practice that helps state and local governments collaborate and responsibly use data to improve lives. We convene and advocate on behalf of communities that are sharing and using cross-sector data for good; connect to innovations, best practices, and research and funding opportunities that support ethical data sharing; and consult with data sharing collaborations to build the human and technical capacity to share data and improve lives. 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. In this role since 2017, I have supported the growth of our network from 13 to 36 sites, providing in-depth technical assistance to more than 30 cross-sector data integration efforts across the US. This includes the development and implementation of 100+ data sharing agreements to support cross-sector data integration. I've also served as an investigator on 25+ studies using integrated data to evaluate program and policy outcomes.

Honors

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 Alumnus in North Carolina, 2009, 2011, 2012, 2016, 2020
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

Selected Sponsored Research and Awards

The Bill & Melinda Gates Foundation <i>Integrated Data System Landscape Analysis</i>	National 2019-2021
King County Metro <i>Data Landscape Scan, PI</i>	King County, WA 2020-2021
The Data Funders Collaborative and The Annie E. Casey Foundation <i>Centering Racial Equity Within Cross-Agency Data Integration Efforts, PI</i>	National 2019-2021
The Annie E. Casey Foundation <i>AISP Learning Community Initiative, Year 1-5</i>	National 2017-2022
The George Kaiser Family Foundation <i>Technical Assistance to Support Cross-Sector Data Sharing, PI</i>	Tulsa, OK 2019-2020
North Carolina Department of Health and Human Services <i>Technical Assistance to Support Cross-Agency Data Sharing, PI</i>	North Carolina 2019-2022
Connecticut Data Collaborative <i>Support for the Hartford Data Collaborative, PI</i>	Hartford, CT 2019-2022
Rhode Island Executive Office of Health and Human Services <i>RI EOHHS Data Ecosystem Technical Assistance, PI</i>	Rhode Island 2019
Georgetown University <i>Administrative Data Research Initiative</i>	National 2019
The Hartford Foundation for Public Giving <i>Hartford Data Sharing Needs Assessment and Feasibility Study, PI</i>	Hartford, CT 2018-2019
Knight Foundation and Google <i>Charting the Civic Landscape in 2016</i>	Charlotte, NC 2016-2017

Habitat for Humanity <i>Describing the Social Service Usage of Habitat Served Families</i>	Charlotte, NC 2016-2017
Magnet Schools of America <i>White paper and Directory Development, PI</i>	National 2016
ReEmprise Fund <i>The Chatter Matters: Better Understanding School Choice Mechanisms, PI</i>	Charlotte, NC 2016
Mecklenburg County Support Services <i>Housing and Homelessness Reports, Year I, II, and III</i>	Charlotte, NC 2015-2017
Augustine Literacy Project <i>Program Evaluation, PI</i>	Charlotte, NC 2015-2016
United Way of Central Carolinas <i>Collective Impact for Children and Youth</i>	Charlotte, NC 2013-2015
McClintock Partners in Education <i>McPie Program Evaluation</i>	Charlotte, NC 2014-2015
Davidson College <i>MOOC Qualitative Research Study, PI</i>	Charlotte, NC 2014-2015
Freedom School Partners <i>Summer Program Evaluation</i>	Charlotte, NC 2013-2014
UNC Charlotte Provost Funded Research Project <i>Describing Pathways to Student Engagement and Success</i>	Charlotte, NC 2013-2015

Books and Book Chapters

Hawn Nelson, A. (forthcoming). Magnet Schools: Existing Literature, Research Gaps, and Prioritized Needs. In Magnet Schools: Public Schools of Choice in a Changing Educational Landscape.

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

Hawn Nelson, A. & Zanti, S. (2020). *A Framework for Centering Racial Equity Throughout the Administrative Data Life Cycle*. International Journal of Population Data Science. 5(3). Special Issue: Public Involvement & Engagement. <https://doi.org/10.23889/ijpds.v5i3.1367>

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

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/aisp-toolkit_5-27-20/

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/aisp-intro/>

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.

Berkowitz, E., Jenkins, D., Culhane, D., Zanti, S., Hawn Nelson, A., Burnett, T., et al. (2020). *IDS landscape analysis: Models, motivations, and capacity for cross-agency data sharing*. Unpublished report.

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.

Gavarkavich, D., Zachary, L., Hawn Nelson, A., & Hill, D. (2015). *Program evaluation: McClintock Partners In Education, 2007 - Present*. UNC Charlotte Urban Institute.

http://ui.uncc.edu/sites/default/files/pdf/McPIE_FinalReport.pdf

Selected Publications

Hawn Nelson, A. (April 20, 2021). *What Swann v. Charlotte Mecklenburg teaches us 50 years later*. *The Charlotte Observer*. <https://www.charlotteobserver.com/opinion/article250785269.html>

Zanti, S., Katz, M., Hawn Nelson, A. (August 2020). *Centering Racial Equity Across the Data Life Cycle*. Policy & Practice, Magazine of the American Public Human Services Association.

<https://www.aisp.upenn.edu/resource-article/applying-a-race-equity-lens-to-build-thriving-communities-centering-racial-equity-across-the-data-lifecycle/>

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

Hawn Nelson, A. (2020, December). Centering Racial Equity Across the Administrative Data Life Cycle. International Population Data Linkage Network (IPDLN), virtual convening. <https://www.youtube.com/watch?v=GZ4uLFVvEpM>

Hawn Nelson, A. (2020, November). Centering Racial Equity Across the Administrative Data Life Cycle. Association for Public Policy Analysis & Management (APPAM) National Conference, virtual convening.

Hawn Nelson, A. (2020, October). *Centering Racial Equity Across the Data Life Cycle*. Data Across Sectors of Health (DASH) Annual Conference, virtual convening.

Hawn Nelson, A. (2020, August). *Centering Equity Across the Administrative Data Life Cycle*. National Association of Health Data Organizations (NAHDO) Annual Conference, virtual convening.

Hawn Nelson, A. & Tenenbaum, J. (2020, August). *Developing Enterprise Level Infrastructure and Governance for Data Sharing*. National Association of Health Data Organizations (NAHDO) Annual Conference, virtual convening.

Hawn Nelson, A. (2020, June). *Centering Racial Equity Across the Data Life Cycle*. Community Indicators Impact Summit, virtual convening.

Hawn Nelson, A. (2019, October). *Mapping Evictions in Charlotte*. Community Indicators Impact Summit, Denver, CO.

Jenkins, A. & A. Hawn Nelson (2019, December). *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 21st 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

Hawn Nelson, A. (2021, May). *Racial Equity and Data*. Midwest Big Data Summer School Data Science for Public Good, Virtual convening.

Hawn Nelson, A. (2021, May). *Centering Equity Across the Administrative Data Life Cycle*. American Public Human Services Association (APHSA), Third Thursday, Virtual convening.

Hawn Nelson, A. (2021, May). *Centering Racial Equity in Data Strategies*. My Brother's Keeper Leadership Forum, Virtual convening.

Hawn Nelson, A. (2021, April). *Racism and Anti-Racism in Contemporary America – Cultural and Media Systems: Voice, Representation and Collective Memory in Mass Media, Digital Media, and Technology*. Virtual Panel. SNF Paideia Program, Preceptorials. University of Pennsylvania, Virtual convening.

Hawn Nelson, A. (2021, March). *Centering Racial Equity Throughout Data Integration*. SAMHSA's GAINS Center's DEI Community of Practice, Virtual convening.

Hawn Nelson, A. (2020, December). *Centering Racial Equity Throughout the Data Life Cycle*. Chapin Hall Youth Data Collaborative Data Summit, Virtual convening.

Hawn Nelson, A. (2020, October). *How integrated data can support COVID-19 crisis and recovery*. American Association of Health and Human Services Attorneys (AAHSA) National Meeting, Virtual convening.

Hawn Nelson, A. (2020, September; rebroadcast 2021, January). *Removing Bias and Building Trust in Your Data*. Canada School of Public Service, Digital Academy Event. Virtual convening.

Hawn Nelson, A. (2020, September & October). *Racial Equity Throughout Data Integration Webinar Series, Part 1, Part 2, & Part 3*. All In: Data for Community Health and The Network for Public Health Law. Virtual convening.

Hawn Nelson, A. (2020, September). *Data and Information Sharing: Addressing Racial Equity in Data and Information Sharing Systems*. Substance Abuse and Mental Health Services Administration (SAMHSA). Virtual convening.

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 20th 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 NC*. 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. (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

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	Fall 2013
Co-taught with Professor Susan Harden	

Student Engagement

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.

Professional Memberships

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

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, 2014-2016.
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

Charlotte Mecklenburg Library, Board of Trustees
Racial Equity Taskforce
Customer & Community Impact Committee Chair, 2020-present
Inlivan Public Engagement Advisory Board, 2019-present
CharlotteEAST Education Committee, 2017-present
Arts Impact Charlotte Advisory Group, 2019-2021
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

Charlotte East Language Academy, President, 2020-present, PTA Treasurer, 2019-2020
Charlotte East Language Academy, School Leadership Team 2019-present
Board of Directors, The Possibility Project, 2018-2021
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

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 Charlotte, North Carolina
Assistant Principal, School Leader for K-8th grade 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-8th 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 Charlotte, North Carolina
Dean of Students 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-5th grade first and second year teachers.
- Provide individualized support based on need and proficiency of teacher.

Beverly Woods Elementary School
Classroom Teacher, 2nd and 3rd 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 11th Grade Advanced Placement and 8th grade Social Studies classes based upon current and past exhibits.

Colegio Internacional de Caracas
Classroom Teacher, 2nd 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, 2nd 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.