

kristin m. reichmann
email: krisreichmann@gmail.com

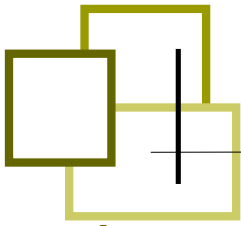
SUMMARY OF SKILLS

Accomplished professional with diverse background in schools and nonprofit agencies. Highly motivated administrator with proven success designing/delivering programs/events, building staff teams, evaluating programs, managing board development, internal operations and external partnerships. Skilled facilitator able to establish rapport and build consensus with diverse constituents to define goals that inspire action and ensure accountability. Innovative and creative within budget restrictions.

Consulting Experience: 2009-present

Selected client list: Achievement Network, Chicago Educators4Excellence; Chicago SCORES; Chicago Public Schools; Consortium for Educational Change; Educators for Excellence; Edmentum; Education First, Illinois Network of Charter Schools, IL State Board of Education; Lemont District 210; SchoolWorks; South Beloit School District CUSD 320; Multiple IL school districts; US Senatorial Candidate

- ❖ **Charter Schools:** Reviewed/provided feedback on charter school proposals. Assisted in facilitation and collection of evidence for on-site quality reviews/system assessments to determine charter renewals and utilize for organizational strategic planning.
- ❖ **Curriculum/Assessment:** Refined/developed national standards-based after-school writing curricula. Supported Achievement Network & Study Island programmatic/professional development efforts to build school capacity to use Common Core-aligned online benchmark assessments, reports and data tools to improve instruction. Conducted district assessment inventory/gap analysis for student growth evaluation planning.
- ❖ **Facilitation/Training:** Design and deliver intensive, multi-session teacher/principal professional development/training to support implementation of standards-based evaluation initiatives, after-school programming, utilization of online assessment tools. Developed and delivered presentations & keynotes related to effective teacher evaluation systems, student growth assessment measures, PERA 2010, SB16, etc. Master trainer for ISBE. Experience designing/delivering multi-day, on-site and virtual presentations and webinars.
- ❖ **Performance Management/Evaluation:** Facilitated process to work with superintendents and leadership teams to design comprehensive teacher/principal evaluation systems/tools incorporating research/best practices, student growth measures, and PERA state law. Developed calibration protocols to ensure observational/rating consistency. Coached principals on effective observation/reflection techniques. Developed rubrics/appraisal tools to evaluate and coach teachers/specialists/non-teachers. Aligned evaluation systems to district programming i.e. Common Core, School Improvement Planning, Mentoring programs, etc. Developed charter CEO/principal evaluation tools incorporating professional practice and achievement metrics.
- ❖ **Project Management/Program Design/Event Planning:** Hired/supervised teachers/artists for multi-site program for start-up organization. Provided supplemental resources and support for writing instructors. Worked with educators to facilitate development of comprehensive evaluation systems. Coordinated speaker series on educational topics for Donors Forum group of education funders. Developed strategic relationships with Chicago Public School leaders, Area Officers, principals and local funders to support Achievement Network programmatic expansion efforts. Supervised event coordination and implementation of 150+ participants; coordinated event space, catering/logistics, marketing/developed promotional material, program/speakers.
- ❖ **Organizational Growth/Strategic Planning/School Improvement:** Reviewed district turn-around applications for federal School Improvement Planning funding for lowest IL performing districts. Facilitated retreats and focus groups. Facilitated prioritization process to support school improvement/strengthen achievement. Collected evidence/prioritized goals through comprehensive, organizational system assessment protocols based on Essential Schools/Baldrige principles. Nonprofit startup advising. Developed organizational growth plans to identify potential funders, increase organizational visibility and scale national programmatic efforts.
- ❖ **Writing/Marketing/Fundraising:** Crafted language for funded grant applications including multi-million dollar Federal Teacher Incentive Fund, foundation, and corporate grant applications and reports. Identified and cultivated relationships with potential funders. Literature reviews for peer-reviewed articles and policy development. Co-developed online training module for state teacher certification process. Designed/wrote newsletters, list-serve communication, annual reports, fund-raising and event materials. Developed education policy platform for U.S. senatorial candidate and teacher policy organization. Produced detailed reports capturing findings, evidence and recommendations based on comprehensive quality review process. Designed graphics/copy for promotional materials, including taglines, website/social media marketing. Developed/delivered sales presentations to cultivate school partners.



Employment Experience: 1991-2014

- ❖ **Executive Director, Chicago Foundation for Education, Chicago, 2001-09**
Managed and oversaw all organizational operations: programs, board development/involvement, fund-raising, operations. Instituted strategic plan resulting in establishing four new programs. Managed/trained staff/interns to effectively implement programs/events. Secured nationally acclaimed speakers and oversaw planning/implementation of conferences that annually drew 500-1000 attendees. Recruited/managed a corps of 200+ active volunteers to assist with agency efforts. Worked with external partners and national affiliates to develop/scale effective program models/share best practice. Doubled agency budget/revenues; generated new funding sources to account for 25% of budget. Ensured efficient fiscal management. Created award-winning, online-lesson plan database to make effective curricular projects/instructional strategies readily available. Developed evaluation tools aligned with agency goals to measure impact on instruction/professional growth. Increased/retained partnerships with senior CPS management, Teachers Union, universities, corporate/foundation donors, other nonprofits. Programs featured in *Tribune*, *ABC Chicagoing*.
- ❖ **Founding Executive Director, North Lawndale Learning Community, Chicago, 1996-2000**
Managed/coordinated all aspects of establishing a nonprofit educational agency. Responsible for effective event coordination, program evaluation, fiscal management, fund-raising, and overall success of organization. Worked with 11 CPS schools/community agencies to assess needs and establish initiatives to advance school reform efforts and strengthen student achievement. Built partnerships to establish network priorities, maintain quality programming, expand organizational capacity. Supervised all program development/implementation. Hired/managed/trained staff of 11. Planned/implemented/staffed/oversaw community-based Teacher/Parent Resource Center. Partnered with universities, community organizations to identify/leverage resources. Increased revenues/budget from \$200K to \$1.5 million in five years. Established/maintained community partnerships to implement federally funded programming. Collaborated with education experts to develop/implement a performance-based assessment tool and teacher recognition program. Established comprehensive college preparatory and after-school arts programs.
- ❖ **Classroom Teacher, School districts: Chicago, Maywood, Houston, Los Angeles, 1991-96**
Taught PK – 8th grade Self-Contained, Language Arts; English as a Second Language; developed state-goal aligned assessments and literature based social justice and problem-based curriculum; established after-school tutoring program and student-centered community garden program, drama/cheerleading coach.

Additional Accomplishments & Activities:

- ❖ Type 75 Principal Certificate; Type 03 – K-9 Language Arts endorsement; Texas K-9; Growth Through Learning – Illinois State Board of Education Certified Teacher Evaluator
- ❖ Leadership for Educational Equity (LEE) – 2015 Regional Strategy Team Member; Co-Chair SB1 Illinois Funding Equity Organizing Committee – organizing efforts to raise awareness of SB1 to ensure equitable funding for IL schools.
- ❖ Board Member: Galapagos Charter School; Emerging Leaders of Chicago; Chicago Panel on School Policy
- ❖ Service awards/grant recipient: Chicago Metropolitan Associated for Education of Young Children; Lumity Technology Leadership; Lawndale Business & Local Development Corporation; National Teachers Policy Institute Fellow; Steans Family Foundation Community Garden Grant, National Holocaust Institute.
- ❖ Presentations: Keynote - Argosy University Women's Leadership in Education Conference; panelist LEE Policy Symposium
- ❖ Teach for America alumni
- ❖ CPS Charter School Review Committee; Hispanic Heritage Youth Scholarship Awards selection committee; Leadership for Educational Equity member
- ❖ Editor, bi-annual Millikin poetry publication
- ❖ Avid triathlete, cyclocross and backpack enthusiast

Education:

- ❖ University of Illinois, Chicago:
 - Ph.D. Education Policy (ABD); coursework completed 2010; comprehensive exams passed 2011 (emphasis on evaluation, organizational change, workforce development).
 - M.A. *cum laude*, Ed. Leadership & Administration.
- ❖ Millikin University, Decatur, IL; B.A. English/Writing.