

LISA HARMON

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EDUCATION

University of California, Berkeley, Haas School of Business **May 2019**

Master of Business Administration

- VP, MBAA; Berkeley Board Fellow at Mu Wong Charter Academy; McKinsey Emerging Scholar
- Member of Haas Consulting Club, Women in Leadership, Net Impact, and Haas Education Club

Princeton University, New Haven, CT **May 2008**

Bachelor of Arts, English and Psychology

- Graduated *magna cum laude*, Phi Beta Kappa with distinction in both majors

EXPERIENCE

Charter Middle School, San Francisco, CA	English Department Lead, English Teacher	2014-2016
Teach for America, (TFA) Richmond, CA	Director of Teacher Leadership Development	2013-2014
Teach for America, (TFA) El Cerrito, CA	Manager of Teacher Leadership Development	2011-2013
The New Charter Academy, Los Angeles, CA	Humanities Teacher, TFA Corps Member	2009-2011
Stephen Black Middle School, San Diego, CA	9 th Grade English teacher, TFA Corps Member	2008-2009

Analysis and Strategy

- Performed data analysis to develop a turnaround strategy for a school of 550 students; defined goals and assessments, managed and analyzed multiple data streams, and set priorities based on trends; department achieved the highest reading growth for English Learners in the school's history (1.41 years)
- Spearheaded process improvement of school-wide writing assessments; streamlined rubrics and leveraged technology to create a shared evaluation and data analysis platform that drove schoolwide writing instruction
- Analyzed data to identify priorities for teacher development and retention in one of the lowest performing schools in the district. Led a team to support teachers across 30 schools; region improved from 38th (of 49) to 5th nationally

Project Management

- Planned and executed multi-day professional development events for 75 teachers; designed multi-tiered programming, hired and trained facilitators, and managed team execution, resulting in 89% satisfaction from corps members
- Engaged district partners, TFA alumni, and other TFA regions to launch Richmond's first TFA learning communities, which met monthly and provided content-specific support to new teachers across the school district
- Initiated and oversaw a 40-person pilot at TFA's Summer Institute that fundamentally shifted our approach to English instruction; teacher satisfaction and student learning increased significantly, resulting in the scaling of the pilot

Systems Design

- Designed personalized curriculum and intervention systems that led students to achieve two years of reading growth in 9 months and the highest scores in the school's history on the state English test
- Forged strategic partnership with IDEO to engage staff and students in a six-week design thinking process to address key challenges; a redesigned school day and teacher evaluation systems. Programs were implemented school-wide
- Launched student learning portfolios, which are now the cornerstone of a parent engagement strategy; designed systems for portfolio assembly, storage and use and engaged key stakeholders to ensure successful adoption

Training and Development

- Conducted weekly professional development, one-on-one coaching, and performance reviews for a team of English teachers; retained 100% of teachers over 3 years (compared to schoolwide retention rate of 67% and 80%)
- Trained and coached three first year TFA managers who exceeded the average retention of first-year staff members by 3 years and went on to become the highest-performing directors across the TFA Bay Area region
- Supported learning community leaders in gathering quantitative and qualitative data from instructional coaches, synthesizing trends, and designing aligned professional development for corps members

ADDITIONAL

- Conversational in Spanish; taught beginning reading in Spanish to recently-arrived students from Central America
- Experienced in facilitating conversations around race, equity, and inclusion
- Book club founder and member; topics range from adult literature to gender in the workplace