

347.807.4147

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www.lashawnaharris.com

Improvement Strategist & Education Entrepreneur

LaShawna Harris, EdD

EXPERIENCE

OCT 2019 - PRESENT

Chief Executive Officer, Shared Talent LLC Queens, NY

- Lead an education-focused start-up that connects schools with highly skilled entrepreneurs and freelancers with schools for on-demand projects to accelerate improvement
- Facilitate all aspects of business development including marketing, finance, and operations
- Manage sharEDtalent's digital platform for vendor visibility and support with matching
- Build and maintain professional relationships with potential investors and advisors

MAY 2016 - PRESENT

President & Chief Strategist, Creative Station LLC Queens, NY

- Lead an equity-centered improvement strategy consulting firm for K-12 schools, districts and nonprofits
- Direct and manage all business operations including finance, marketing, and operations to ensure profitability and sustainability
- Support leaders and teams from beginning to end with implementing liberatory design and continuous improvement practices for innovation and problem solving
- Design and facilitate customized workshops for capacity building for high impact, large scale organizational change

MAY 2018-SEP 2018

Senior Director of School Improvement, NYCDOE Office of Field Support NY, NY

- Led efforts to improve the use of continuous improvement practices across NYCDOE schools
- Coordinated school improvement team efforts to engage in frequent analysis of school strategic plans and data to provide targeted support, resources, and progress monitoring for Rise/Renewal Schools
- Advised senior leadership and provided data-driven recommendations on innovative methods to increase system-wide capacity in support of turnaround school practices

AUG 2016-MAY 2018

New Principal Coach, NYCDOE Office of Leadership Queens, NY

- Experienced leadership coach specializing in change management, strategic planning for school improvement and the development of data-driven systems for progress monitoring
- Provided targeted leadership coaching for 10+ school leaders across 7 NYCDOE districts aligned to Quality Review Indicators, the Framework for Great Schools and Professional Standards for Educational Leaders (PSEL)
- Designed and facilitated workshops and consultancy groups for new principals to support continuous improvement practices
- Created and implemented the use of digital tools for coaches and new principals to track progress over time

JUL 2010-AUG 2016

Founding Principal, PS 330Q Queens, NY

- Founder of 24Q330 (Grades K-5) with a population of 650 students and a significant number of English Language Learners; Largest District 24 and NYC Top 10 math gains 2014-2015
- Developed multi-year strategic plans for teaching & learning, school culture, aligned staff, family & community engagement, and systems for improvement
- Successfully allocated \$5 million+ budget to meet all short-term and long-term programmatic needs
- Designed talent management processes for recruiting, hiring, and retaining 50+ highly qualified diverse educators as faculty and staff
- Formed strategic partnerships with organizations such as New York Cares and PENCIL to enhance academic and enrichment opportunities via corporate and volunteer sponsored programs and projects

JUN 2009-JUN 2010

**Founding Assistant Principal, East New York Elementary School of Excellence
Brooklyn, NY**

- Founding administrator of new elementary school with 330+ students replacing an existing school in East New York, Brooklyn
- Designed and implemented systems for teaching, learning, culture, and operations
- Oversaw budget allocations as well as scheduling of resources to meet community needs
- Supervised 20 members of the school's instructional team to achieve collaboratively-designed performance goals

AUG 2008-JUN 2009

Resident Principal, DREAM Charter School New York, NY

- Collaborated with mentor principal as a key member of school's leadership team to define, track and meet first-year start-up goals
- Created individualized professional development plans for K-1 teachers based on informal and formal classroom observations
- Developed school-wide baseline and periodic math assessments aligned to NYS standards
- Wrote action plans for student interventions as a member of the "Child Study" team

NOV 2006-JUNE 2008

Citywide Sports Coordinator, NYCDOE Public Schools Athletic League Queens, NY

- Organized, coordinated, and administered athletic programs and events in volleyball, lacrosse, swimming, girls basketball, and gymnastics for 200+ NYC high schools
- Developed strategic plans and outlined success metrics for increasing student participation and improving staff development and administrative efficiency
- Created and implemented pilots for Girls Volleyball clinics and NYC's first-ever co-educational high school Double Dutch league

SEPT 2002-NOV 2006

Math Staff Developer & Licensed Teacher CS 6X Bronx, NY

- Assessed students' learning needs and teachers professional development needs to provide appropriate support in the launch of the Everyday Math curriculum
- Analyzed quantitative and qualitative data to guide strategic planning and mapping of school improvement initiatives and communication to stakeholders
- Developed and taught lessons in all subjects to students in grades 2, 3 and 7

EDUCATION

Doctor of Education, Executive Leadership, St. John Fisher Rochester, NY (2023)
New Leaders for New Schools, Resident Principal Training, Baruch College New York, NY (2009)
Master of Science, School Building Leadership, Mercy College Bronx, NY (2006)
Master of Science, Teaching, Fordham University Bronx, NY (2004)
Bachelor of Science, Management & Technology, Rensselaer Polytechnic Institute Troy, NY (2001)

PROFESSIONAL LICENSES

New York State K-6 Teacher Professional Certificate
New York State School Administrator
New York State School District Administrator

FELLOWSHIPS & LEADERSHIP PROGRAMS

Envision Learning Partners Deeper Learning Leadership Forum Cohort 3
Communitas America Accelerator Cohort 2 Winner
NYCDOE Chancellor's Fellowship Cohort X
New Leaders for New Schools Cohort 8
NYC Teaching Fellows Cohort 5

MEMBERSHIPS & VOLUNTEERISM

Bronx Bound Books Advisory Board
Reading Partners Volunteer Tutor
Education Leaders of Color (EdLoc)

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