



ERIN KANE

SUMMARY

Proven school system chief executive, with a passion for high-quality education options for *all* students, a dedication to excellence, a heart for students and staff, and a successful track record, including:

- Improving academic performance for all students through high expectations.
- Fostering a positive culture of excellence for staff and students, developing and inspiring leaders, and retaining highly effective teachers and staff.
- Maintaining a responsible and balanced budget, even during economic downturns, promoting operational excellence, and aligning spending with organizational goals.
- Building trust and unifying school communities through genuine respect for differing views, transparent communications, collaboration, and decisive leadership.
- Keeping schools open (safely) for in-person learning throughout the pandemic while maintaining strong support from staff and parents.

EXPERIENCE

INTERIM SUPERINTENDENT, DOUGLAS COUNTY SCHOOL DISTRICT [2016-2018]

Douglas County is the third largest district in Colorado, with 63,000 students (30% minority, 11% FRL), 8600 employees (4400 licensed), and a \$839M budget.

Key Accomplishments:

- Provided leadership and direction through a difficult transition period.
- Gathered feedback from parents, leaders, and staff by visiting all 89 schools in six weeks; created and implemented an action plan to address identified issues.
- Established high expectations for achievement and growth and empowered leaders and teachers, resulting in improved academic outcomes, including:
 - a 4.2 point state accountability score increase (66.4% in [2016](#), 70.6% in [2018](#));
 - the turnaround of 14 schools on Improvement (yellow) or Priority Improvement (red) status in 2016 to Performance (green) status in 2018 ([source](#));
 - an increase in achievement and growth for English Language Learners to the top 25 percentile (for which DCSD received the [2018 ELPA Award](#)); and
 - gains in ELA and Math growth for FRL students (7 pts and 5 pts), minorities (5 pts and 7 pts), and students with disabilities (9 pts and 3.5 pts), [2016](#) to [2018](#).
- Turned around a negative culture, resulting in a reduction in turnover of teachers (from 20% to 13%), school leaders (23% to 8%), and staff (25% to 18%) ([source](#)).
- Implemented zero-based budgeting, resulting in the elimination of deficit spending and over \$20 million in annual central savings (redirected to highly impacted schools).

- Communicated district funding and needs with all stakeholders, paving the way for approval of the first bond and MLO in Douglas County in more than a decade.
- Communicated with staff, parents, and community in an honest, clear, and transparent manner, and built community trust.
- Collaborated with a politically split board steeped in controversy and conflict; built relationships and earned the trust of board members on both sides of the split.

Responsibilities included all areas of academics, operations, human resources, finance, public relations, advocacy, and board relations.

EXECUTIVE DIRECTOR OF SCHOOLS, AMERICAN ACADEMY [2009-2016, 2018-PRESENT]

American Academy is a charter system focused on academic excellence and science, technology, engineering and math (STEM) with three campuses, 3000 prek-8 students (34% minority), 300 employees, a \$31M budget, and 1000+ students on the waitlist.

Key Accomplishments:

- Provided leadership through the pandemic, including keeping schools open for full-time in-person learning with a remote option throughout the 2020-2021 school year while maintaining the full support of parents and staff with divided views ([92% of staff](#) and 95% of parents reported being comfortable with the pandemic response).
- [iReady data](#) shows 2021 ELA and Math achievement is equivalent or better than 2019 for most grades and winter data indicates 2022 will exceed 2019.
- Maintained a positive culture and climate with low [turnover](#) (8% teacher and 9% staff turnover from 2020-21 to 2021-22) and high retention of highly effective teachers.
- Balanced the 2020-21 budget despite significant (7%+) public funding cuts without impacting staff.
- Consolidated and refinanced the school's debt, saving over \$600K each year.
- Recipient of Colorado's [John Irwin Award for Academic Achievement](#) (2008-2014) and the [Governor's Distinguished Improvement Award](#) (2008-2013) for the years I led the organization [Colorado's accountability system skipped 2015 and 2020].
- Grew the organization from a small school to three large, thriving, campuses.
- Oversaw construction, hiring, enrollment, and opening of multiple campuses.
- Provided leadership and direction through times of intense change and growth.
- Collaborated with the board to create a strategic plan.

Responsibilities include all areas of academics, operations, human resources, finance, public relations, advocacy, and board relations.

PRESIDENT AND FOUNDER, AMERICAN ACADEMY (VOLUNTEER) [2004-2008]

Developed a vision and mission, authored a charter application, and organized over 100 volunteers to start a charter school focused on academic excellence and STEM.

	<p><i>American Academy opened in 2005 in a retail center with 391 students and a waitlist. Established all policies and governance practices and served as president of the board.</i></p>
<p>OTHER EXPERIENCE</p>	<p>PARTNER, EPSILON SOLUTIONS, LLC. [2006-2009] <i>Co-owner of a technology consulting company specializing in web and database applications; worked part-time while raising three small children and volunteering.</i></p> <p>CONSULTING PRACTICE MANAGER, MICROSTRATEGY, INC. [1998-2002]</p> <p>DATA WAREHOUSING PROJECT LEADER, NxtREND TECHNOLOGY, INC. [1996-1998]</p> <p>PROJECT MANAGER AND SOFTWARE DEVELOPER, LOCKHEED MARTIN [1994-1996]</p> <p>TEACHING ASSISTANT, UNIVERSITY OF COLORADO, BOULDER [1991-1993] <i>Responsible for teaching a math recitation for 30 college students twice a week, including lesson planning, instruction, assessments, grading, and office hours.</i></p>
<p>EDUCATION</p>	<p>MASTER OF PUBLIC ADMINISTRATION, NONPROFIT MANAGEMENT CONCENTRATION UNIVERSITY OF COLORADO, DENVER, SCHOOL OF PUBLIC AFFAIRS [2020] <i>Graduated with a 4.0 GPA.</i></p> <p>BACHELOR OF SCIENCE IN APPLIED MATHEMATICS, COMPUTER SCIENCE CONCENTRATION UNIVERSITY OF COLORADO, BOULDER, COLLEGE OF ENGINEERING [1993] <i>Graduated in 3.5 years.</i></p>
<p>AWARDS</p>	<p>COLORADO CHARTER SCHOOL LEADER OF THE YEAR [FINALIST: 2015, 2019, 2021]</p> <p>DISTINGUISHED SERVICE AWARD, DOUGLAS COUNTY SCHOOL DISTRICT [2018]</p> <p>WOMEN OF INFLUENCE, CASTLE ROCK CHAMBER OF COMMERCE [2018]</p> <p>COLORADO HOUSE OF REPRESENTATIVES COMMENDATIONS AWARD [2010]</p> <p>CHANNEL 7 (DENVER) EVERYDAY HERO [2010]</p>
<p>ARTICLES</p>	<p>AUTHORED:</p> <ul style="list-style-type: none"> – “COVID-19 set our students back. Tests will tell us how much,” Denver Post, 2020 – “Bipartisanship of School Choice,” Center for Education Policy Analysis, 2020
<p>BOARDS AND ASSOCIATIONS</p>	<p>COLORADO DEPARTMENT OF EDUCATION COVID-19 ADVISORY COMMITTEE [MEMBER]</p> <p>COLORADO LEAGUE OF CHARTER SCHOOLS [BOARD MEMBER]</p> <p>THE ALLIANCE OF DOUGLAS COUNTY CHARTER SCHOOLS [FOUNDING MEMBER]</p> <p>COLORADO ASSOCIATION OF SCHOOL EXECUTIVES</p> <p>THE SCHOOL SUPERINTENDENTS ASSOCIATION</p>