

Sarah Morrill

EDUCATION / NONPROFIT LEADER: Experienced education leader with over 10 years experience designing and managing large, complex programs to exceed goals. Performance management of 5-7 direct reports and teams of 50-100 people. Specialize in developing vision and strategic priorities, program design, change management, and program evaluation. Recognized for excellent strategic and systems thinking, ability to balance big picture and details, leadership development, data-driven problem solving, and making the work fun along the way.
MBA from Haas School of Business and Certification in Education Finance from Georgetown.

Expertise

Program Design & Program Management
Adult Learning & Development
Coaching & Managing Leaders

Creative Problem Solving & Solutions
Structuring & Delegating Workflow
Diverse Stakeholder Management

Talent Acquisition & Talent Strategy
Quantitative Program Evaluation
Equity Focused Culture Creation

Experience

EDUCATION FOR CHANGE PUBLIC SCHOOLS 2015-2020

PRINCIPAL, LAZEAR CHARTER ACADEMY

Program Design & Change Management

- Designed new vision, values, and research aligned instructional program leveraging wide stakeholder engagement, resulting in wide investment in the new program by staff, families, and students.
- Orchestrated program turn around in resource constrained environment using change management leadership practices of data-driven program analysis and adult learning and development resulting in 59 and 57 points increases in ELA and Math respectively as measure by the state assessment.

Leadership Coaching & Culture Creation

- Coached and cultivated seven leadership team members by building strong relationships and executing staff development plans for all members leading to 94% of direct reports responding that coaching significantly facilitated their professional growth.
- Created inclusive, equitable staff culture by instituting diversity and inclusion programming resulting in an increase staff culture from 4th quartile to 1st quartile of Bay Area schools based on national culture and climate survey in order to retain diverse, high performing staff members.

System Design: Operations & Human Resources

- Implemented top to bottom operations overhaul redesigning all systems for day to day operations management leading to a 60% increase in staff satisfaction with site operations.
- Redesigned systems for recruiting, hiring, and on-boarding for staff of 50 contributing to increase in retention of vision aligned staff to 90% and 55% staff identify as BIPOC.

TEACH FOR AMERICA 2012-2015

SENIOR MANAGING DIRECTOR, LOS ANGELES TEACHER TRAINING PROGRAM

Program Design & External Partnerships

- Instituted new program vision and strategy by engaging diverse stakeholders leading to increased satisfaction by external partners, staff, and participants.
- Collaborated with 6 external partners including Loyola Marymount University to design the summer program, resulting in 100% renewing the partnership each year due to strong relationships and trust.

Leadership Coaching & Human Resource Strategy

- Facilitated recruitment, selection, and development over 100+ diverse part time staff annually, where 52% identified as people of color and resulting in fully staffed program each year for start of program.
- Coached 5 person full time remote team by executing staff development plans for all members resulting in 95th percentile on Gallup organizational strength measure of engagement with no gaps by subgroup.

Operations System Design & Budget Management

- Supervised logistical operations for 600 people living full time on university campus for 6 weeks including all risk management.
- Managed resources to exceed goal and fall within 3% of grant funded 2.2 million dollar budget saving the organization funding long term.

TEACH FOR AMERICA 2010-2012

MANAGING DIRECTOR, LOS ANGELES TEACHER TRAINING PROGRAM

Program Design & Strategy

- Designed a new vision and aligned program for K-12 student summer school through close collaboration with external partners resulting in 12% increase in student achievement.

Leadership Development & Coaching

- Developed and facilitated training for new teacher coaches resulting in 87% of teachers feeling their coaches provided strong support in their development with no gaps in sub groups.
- Coached and developed school leaders resulting in 100% of reporting being effectively developed.

TEACH FOR AMERICA 2009, 2010

SCHOOL DIRECTOR, ATLANTA TEACHER TRAINING PROGRAM

Culture Creation & Leadership Development

- Created inclusive environment for 70 new teachers resulting in 85% rating the environment as welcoming, with focus on student achievement, and a sense of partnership with staff as exceptional.
- Coached new teacher coaches resulting in 80% of teachers reporting that their instructional coach provided strong support of their development.
- Developed operational and instructional staff resulting in 13 out of 15 met or exceeded all their goals through daily feedback and tailored learning opportunities to address any gaps in performance

TEACH FOR AMERICA 2008-2010

MANAGER, TEACHER LEADERSHIP DEVELOPMENT, ATLANTA

Culture Creation & Leadership Development

- Coached new teachers on foundational teaching skills and mindsets resulting in 80% of second years making significant gains and 65% of first years making 1-1.5 years academic growth surpassing regional goals for all coaches.
- Developed supportive relationships with all teachers leading to retention of 100% of teachers, surpassing regional goal of 90%, organization average of 80%, and 60% profession wide.

ATLANTA PUBLIC SCHOOLS 2006-2008

THIRD GRADE TEACHER, ATLANTA

Data Analysis & Program Execution

- Used rigorous data-driven and responsive practice to support students in averaging 1.9 years of reading growth in one year.
- Implemented new math program responding to student gaps in understanding resulting in 80% of class meeting and 30% exceeding standards on state math assessment.

Education, Skills, & Other Interests

MBA, Haas School of Business, UC Berkeley - Dec 2020.

Certificate in Education Finance- McCourt School of Public Policy, Georgetown- June 2020

BA, Colorado College, Colorado Springs, CO - May 2006

Languages: Intermediate Spanish

Other Professional Learning & Training:

Design Thinking- dSchool School Retool Design Fellow, Agency by Design Fellow, Innovation Design & Advanced Innovation Design (Haas)

Leadership & Coaching- Art of Coaching & Art of Coaching Teams Training, ILPA Coaching Framework, Leading at TFA, UnboundED, NGSS Statewide Science Conference, EL Framework Training, BeGLAD foundation training

Mindfulness- Trained in Mindfulness Based Stress Reduction, Mindfulness in Schools, Mindful Birthing

Personal Interests:

Avid Gardener- remodeled yard and received \$2000 grant from EBMUD for low water usage; now produce 100 lbs of fruits and vegetables each season, regularly consult on vegetable gardening and fruit tree upkeep for neighbors.

Board Game Lover: plan monthly game nights focusing on strategy and negotiation games. Building my repertoire of 2 player cooperation games in the time of COVID.

Outdoor Enthusiast: by no means an extreme athlete, but can be found every weekend on hikes, bike rides, snowshoeing, camping, often with a 3 year old strapped on my back for added resistance.