

MACKENZIE AYERS

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EXPERIENCE

KIPP PUBLIC SCHOOLS NORTHERN CALIFORNIA

OAKLAND, CA

2021 - Present

Associate Director – Strategic Initiatives & Governance

- Responsible for a multi-pronged strategy to ensure KIPP's 19 school charters are renewed – includes building relationships with districts, mobilizing community members, engaging families, writing charter petitions, developing a compelling data story, and galvanizing regional and local school team support
- Founded the advocacy advisory council, convening 10 board members quarterly to educate them on state legislation and to organize legislative outreach; resulted in 9 board members engaging with 5 elected officials YTD
- Oversee KIPP's growth initiatives in Stockton, CA – ensure strong collaboration across ~60 regional staff members, driving buy-in and utilizing a community-based model to launch 5 schools in 5 years. Support ongoing partnerships development – have overseen the execution of 3 contracts with local CBOs
- Manage authorizer engagement – developed a system to keep the executive team updated on high-risk authorizer activity. Own relationships for 3 authorizers – track board activity and implement engagement strategy
- Board governance lead – work with 23 board members, 18 DSOs, and 15+ regional staff members to ensure meetings are in compliance. Designed the process to recruit 2 KIPP parents to the board, increasing board equity

SUCCESS ACADEMY CHARTER SCHOOLS

NEW YORK, NY

2020 - 2021

Regional Director – Network Operations Management

- Managed a cohort of 13 schools – oversaw 56 school leaders, 5,330 students, and \$3.9 million in annual budgets
- Led cohort to be the highest performing group in operational metrics out of 47 schools/5 cohorts. Schools in cohort achieve the highest retention rate (95% of ops staff retained) through 1:1 coaching and development plans
- Partnered with cross-functional departments to launch remote education for over 20,000 students for SY 20-21; organized distribution of 5,000 remote learning kits and ensured staff adhered to the city and state COVID policies

Business Operations Manager – Success Academy Hudson Yards

2018 – 2020

- Responsible for all non-instructional components of a 380-student elementary school, including operations and extracurricular staff (8 direct reports), advisory committees, external audits, safety programs, and 3rd-party vendors
- Ranked in the top percentile of KPIs network-wide; only person to receive a 4/4 EOY review out of 47 colleagues
- Led the school to be the highest operationally performing elementary school based on completed deliverables, quarterly audits, staff retention, and family satisfaction
- Member of the school's leadership team, with experience as acting principal on 30+ occasions

Community Relations Manager – Success Academy Hudson Yards

2017 – 2018

- Managed the Education Reform Council, working with local politicians to promote Success Academy's learning model
- Promoted parent engagement through the Parent Council Executive Committee, class parent system, and online communication channels (Facebook, Shutterfly), ultimately boosting parent council meeting attendance by 50%

Community Relations Coordinator – Success Academy Harlem 4

2015 – 2017

- Served as the main office point of contact for 450 families in West Harlem. Executed 30 student trips, assemblies, and family events accommodating up to 850 children and parents

EDUCATION

COLUMBIA UNIVERSITY, TEACHERS COLLEGE

NEW YORK, NY

Master of Arts in Education Policy

2018 – 2020

- GPA: 3.9; Emphasis on K-12 policy and statistical analysis of educational outcomes

UNIVERSITY OF CALIFORNIA, LOS ANGELES

LOS ANGELES, CA

Bachelor of Arts in Political Science (International Relations Concentration) and Psychology

2011 – 2015

- Major GPA: 3.7; Cumulative GPA: 3.4

ADDITIONAL

- Skills: Microsoft Office, Google Suite, Stata, ParentSquare, SharePoint, Salesforce, proficient in ASL
- Interests: Hiking (summitted Mt. Kilimanjaro), Cooking, Yoga, and Horticulture (proud mother of 15 plants)