



Re-envisioning School Staffing

A GLR Learning Tuesdays Funder-to-Funder Conversation
Co-sponsored by Overdeck Family Foundation

September 20, 2022 | 12:30–2 pm ET/9:30–11 am PT

Presenter Bios

MODERATOR



Karen Hawley Miles

President & CEO

Education Resource Strategies (ERS)

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Karen Hawley Miles is the president and CEO of Education Resource Strategies. She has worked intensively with school systems nationwide to analyze and improve their funding systems, school-level resource use, and human capital and professional development systems. This work has two major components: partnering with system leaders to deeply analyze their resource use and working with them to change their resource strategies to improve school performance. ERS helps systems redesign their funding systems; create new schools that organize talent, time, and technology to maximize learning; restructure teaching to encourage individual and team effectiveness; and develop powerful school turnaround strategies.

Karen has taught school leaders at Harvard University, in school districts, and for New Leaders for New Schools. She has authored numerous articles and co-authored *The Strategic School: Making the Most of People, Time and Money* with Stephen Frank. She serves as a Senior Advisor to the Aspen Institute Education and Society Program, and she served as a Commissioner on the Equity and Excellence Commission for the U.S. Department of Education.

Karen has a B.A. in Economics and Political Science from Yale University and a Doctorate in Education from Harvard University, specializing in school organization, change, and finance.

PRESENTERS



Stephanie Banchemo

Education & Economic Mobility Program Director

The Joyce Foundation

@sbanchemo | @JoyceFdn

Stephanie Banchemo is the Director of the Education & Economic Mobility program at the Joyce Foundation in Chicago. The program aims to close race- and income-based gaps in post-secondary attainment and economic mobility. It works to advance public policies to ensure young people of color and those in marginalized communities have effective, diverse K-12 educators, and smooth pathways from high

school through college and into the workforce. Stephanie directly manages investments focused on ensuring students, especially students of color and those from underserved communities, have effective, diverse teachers and principals.

Before coming to Joyce, Stephanie was national education reporter for the Wall Street Journal and, before that, spent 13 years covering K-12 education for the Chicago Tribune. Her nationally recognized reporting has received first-place awards from the National Education Writers Association and the Missouri School of Journalism. She also received the Harry Chapin Media Award and an honorable mention from the Casey Journalism Center on Children and Families. She was awarded a prestigious one-year Knight Fellowship in journalism at Stanford University.

Stephanie holds a bachelor's degree in Communications from the University of Utah and a master's degree in Journalism from Columbia University Graduate School of Journalism. She is a past president of the National Education Writers Association and is a member of the Spencer Education Journalism Fellowship Board.



Irene Chen

**Associate Program Officer, Exceptional Educators
Overdeck Family Foundation**

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Irene Chen, Associate Program Officer, is responsible for supporting and sourcing grantee organizations for the Exceptional Educators portfolio.

Previously, Irene was an account director with a technology startup, Panorama Education, where she partnered with K-12 schools and districts to utilize data in making critical decisions to support successful student outcomes. Her experiences in the non-profit education sector and as a Teach for America 5th grade classroom teacher also informs her work in supporting the Foundation's grantees.

Irene holds her Master's in Education from the Harvard Graduate School of Education and graduated from Brown University with a B.A. in Literatures and Cultures in English and Education Studies.



Bryan C. Hassel

**Co-President
Public Impact**

@BryanHassel | @publicimpact | @oppculture

Bryan Hassel consults nationally with leading public agencies, nonprofit organizations, and foundations working for dramatic improvements in K-12 education. He co-leads the Opportunity Culture initiative and is a recognized expert on teacher and principal effectiveness, school turnarounds, school funding systems, and charter school excellence. His work has appeared in *Education Next*, *Education Week*, and numerous other publications. He was named to the spring 2015 class of the Pahara-Aspen Education Fellows Program, designed to support exceptional leaders reimagining U.S. public schools. Dr. Hassel received his Ph.D. in public policy from Harvard University and his master's degree in politics from Oxford University, which he attended as a Rhodes Scholar. He earned his B.A. at the University of North Carolina at Chapel Hill, which he attended as a Morehead-Cain Scholar. He is a senior research affiliate with the Center on Reinventing Public Education.



Kira Orange Jones
CEO
Teach Plus
@KOJTeachPlus | @teachplus

Kira Orange Jones is the Chief Executive Officer of Teach Plus. She sets the organization's vision and impact strategy and leads its work to develop and advance teachers as leaders in education policy and practice, build a more equitable and excellent education for students through change and innovation, and elevate the teacher leadership movement and the profession. Prior to joining Teach Plus, Kira served as a Senior Vice President at Teach for America. In 2019, she founded the TFA Systems Impact Lab, managing ten regions across the Midwest and South while advising TFA regions nationwide on strategy and systems change. Kira spent the decade prior at the helm of Teach for America's Greater New Orleans region, leading it through one of TFA's most ambitious growth and impact efforts and expanding the organization's presence from 100 to over 1,000 alumni. In 2011, Kira was elected to her first term on Louisiana's Board of Elementary and Secondary Education (BESE), and was subsequently re-elected in 2015 and 2019. As a state policymaker, she has helped increase teacher pay, strengthened the state's public charter schools, expanded quality early childhood education for families, and grown the number of students prepared for post-secondary success. Kira is one of Time Magazine's 100 Most Influential People In The World and last year, was honored by her alma mater, Wesleyan University, as a Distinguished Alumna.



Brent W. Maddin, Ed.D.
Executive Director, Next Education Workforce
Arizona State University's Mary Lou Fulton Teachers College
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As Executive Director of the Next Education Workforce, Brent collaborates with colleagues across ASU, P12 educators, and the community to redesign models of schooling based on teams of educators with distributed expertise who are better able to deliver on the promise of deeper and personalized learning for ALL students. Additionally, these team-based models help address many of the reasons educators leave the profession by creating more equitable and sustainable ways to enter and advance in the profession. Prior to coming to ASU, Brent was a co-founder and Provost at the Relay Graduate School of Education where he set the curricular vision for the institution and managed teams focused on curriculum design, institutional research, and programmatic innovation. While at Relay, Brent also founded TeacherSquared--a national center dedicated to increasing collaboration among teacher preparation institutions. Prior to helping launch TeacherSquared and Relay, Brent earned a doctorate from the Harvard Graduate School of Education, served as a founding staff member at IDEA College Prep, and was a National Board Certified Teacher in secondary science.



Shayne Spalten

Senior Director, Education Grantmaking

Charles and Lynn Schusterman Family Philanthropies

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Shayne Spalten supports Charles and Lynn Schusterman Family Philanthropies' efforts to improve K-12 education across the U.S. Shayne leads Schusterman's support to school systems, with a particular focus on K-8 literacy, and teacher pipeline efforts.

Prior to joining Schusterman, Shayne served as the Chief Human Resources Officer for the Denver Public Schools. As a member of the senior leadership team, she was responsible for the creation of new pathways into teaching and school leadership, including the Denver Teacher Residency and Lead in Denver Residency Programs, the district's nationally-recognized systems for feedback and growth, new teacher leadership career pathways and enhanced compensation structures for teachers and school leaders.

She has served on the boards of Alder Graduate School of Education, Urban Teachers, Relay Graduate School of Education, TeachingWorks and Generation Teach. Shayne is a graduate of Stanford University and the Harvard Law School. She studied higher education reform in eastern Germany as a William J. Fulbright Scholar and taught education law and policy at Harvard University and the University of Denver.