



CITY AND COUNTY OF DENVER

Privileged and Confidential Work Product

Michael B. Hancock
Mayor

To: Mayor Michael B. Hancock
From: Romaine Pacheco, Director
Date: June 5, 2023

BOARD: Denver Preschool Program

STAFF: Elsa Holguin

BACKGROUND:

Members – 11 not more than 15
Terms – 3 Years
Confirmation – Yes

The Denver Preschool Program makes quality preschool possible for all Denver families with 4- year-old children through a dedicated sales tax first approved by the voters in 2006 and renewed and extended in 2014.

RECOMMENDATIONS:

Nathaniel Cradle, Aurora (M)(AA) for a term expiring December 31, 2026, appointed;

Andrea Albo, Westminster (F)(H) for a term expiring December 31, 2026, appointed.

ACTION NEEDED:

 Appoint Cradle and Albo

Please provide additional candidates to consider.

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BAC-8878

Contact Information

Contact Name	Nathaniel Cradle	Home Address	5944 N. Perth Street
Preferred Phone	720-400-3519	Home City	Aurora
Preferred Email	ncradl01@yahoo.com	Home State	CO
Other Phone		Home Zip	80019
Other Email	vfsprep@gmail.com	County	Adams
DOB	[REDACTED]	Hispanic or Latino origin or descent?	No
SSN	[REDACTED]	Race/Ethnicity	African American
Gender	Male	Other Ethnicity	
Other Gender		Salutation	Mr.

Board Information

Board Name	Denver Preschool Program Board of Directors	Other boards or commissions served	
Status	New	Resigned	
Term Start Date			
Term End Date			

Work Information

Employer	Venture for Success Prep	Work Address	12900 Albrook Dr.
Position	CO-Founder	Work City	Denver
Business Phone #	393-373-124	Work State	CO
Work Email	vfsprep@gmail.com	Work Zip	80239

Additional Information

Are you a registered voter?	Yes	Objection to appointment?	No
If so, what county?	Adams	Special Information	
Denver City Council District No	11		

Education and General Qualifications

Name of High School	Montbello High	Name of Graduate School	Regis University
Location of High School	5000 Crown Blvd. Denver, CO. 80239	Location of Graduate School	3333 Regis Blvd. Denver, CO 80221
# of Years Attended High school	4	# of Years Attended Graduate School	2

Did you Graduate High School Yes

Did you Graduate Yes

Graduate Major Master in Business Administration

Name of College Regis University

Location of College 3333 Regis blvd, Denver, CO 80221

of Years Attended College 4

Did you Graduate College Yes

Undergrad Major Business Administration

Reference Details

Reference Name #1 Jane Walsh

Reference Email #1 jwalsh@dpsk12.net

Reference Phone #1 720-423-2672

Reference Address #1 1860 Lincoln St. Denver, CO. 80203

Reference Name #2 Maegan Lokteff, Phd

Reference Email #2 maegan@ecclacolorado.org

Reference Phone #2 720-588-2841

Reference Address #2 4891 Independence St. Suite 140, Wheat Ridge, CO 80033

Reference Name #3 Julio Alas

Reference Email #3 jalas@earlymilestones.org

Reference Phone #3 720-282-0051

Reference Address #3 1536 Wynkoop Street, Suite 902 | Denver, CO 80202

Agree to a background check

Owner Romaine Pacheco

Created By Denver Integration, 4/20/2023 12:04 PM

Last Modified By Denver Integration, 4/20/2023 12:04 PM

Notes & Attachments

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Subject: Nathaniel R. Cradle: Biography and Application for Denver Preschool Program Board Position

Dear Board Review Committee ,

I hope this email finds you well. I am writing to express my interest in applying for a board position at the Denver Preschool Program. As an advocate and innovator in early childhood education, I believe my extensive experience and dedication make me an ideal candidate to contribute to the betterment of early childhood education in Colorado.

Attached to this file, you will find my biography, which details my accomplishments in the field of early childhood education. Some of my notable achievements include:

1. Founding Venture for Success Preparatory Learning Center (VFS Prep) in Northeast Denver.
2. Establishing the first ECE Professional Training Center in Northeast Denver (Montbello).
3. Serving as Chairman of the Board of the Colorado Association for the Education of Young Children (COAEYC).
4. Securing funding from the Buell Foundation to support conferences outlining public policy forums in 2021.
5. Successfully advocating for Prop EE in Colorado, which provided significant funding for early childhood education.

In addition to these accomplishments, I have served on several boards and committees that align with the Denver Preschool Program's mission. These include the Denver Office of Economic Development (Colorado Workforce Committee), the Denver Pre-School Program (DPP) Quality Initiative Committee, and the T.E.A.C.H. Advisory Committee, among others.

My background in business administration, strategic management, and marketing, along with my experience in nonprofit organizational management, strategic partnership development, and advocacy, have prepared me to effectively contribute to the Denver Preschool Program's objectives.

Please find my biography attached to this file, which outlines my experience, education, and board memberships in greater detail. I would appreciate the opportunity to discuss my qualifications further and explore how I can contribute to the Denver Preschool Program. I look forward to hearing from you.

Thank you for considering my application.

Sincerely,

Nathaniel R. Cradle
ncradl01@yahoo.com
720-400-3519

Nathaniel R. Cradle: Advocate and Innovator in Early Childhood Education (Biography)

Nathaniel R. Cradle, a distinguished entrepreneur with a B.A. in Business and an MBA in Strategic Management from Regis University, has devoted his career to promoting early childhood education. His most significant accomplishment is founding Venture for Success Preparatory Learning Center (VFS Prep) in 2013, a non-profit ECE program in Northeast Denver. By addressing systemic issues related to low-quality care and economic marginalization, Nathaniel filled a critical gap in early education support for the community.

In 2018, Nathaniel raised funds and played a pivotal role in designing the first ECE Professional Training Center in Northeast Denver (Montbello). This training center has since been used to train more than 100 adult learners, helping to reduce the teacher employment gap and ultimately decrease the education inequality gap.

With over 17 years of experience in program strategy, educational solutions, leadership, and public administration, Nathaniel is recognized for his innovative and visionary approach to team and process development. As an alliance-building executive, he has displayed exceptional skills in nonprofit organizational management, catering to the specific needs of children and families through careful partnership selection.

Nathaniel's leadership in the public administration sector led to his nomination as Secretary on the board of the Colorado Association for the Education of Young Children (COAEYC) in 2019. He was later elected Chairman of the Board of COAEYC in 2020, where he focused on providing affordable and accessible professional development opportunities, participating in advocacy efforts at the

state and federal level, fostering a supportive network of early childhood professionals, and amplifying the voices of teachers. As Chairman of the Board of COAEYC, Nathaniel made a significant impact by creating a proposal that was accepted by the Buell Foundation, a prominent organization dedicated to supporting the positive development of children and families in Colorado through grants, partnerships, and strategic initiatives. This proposal secured funding to support conferences outlining public policy forums in 2021, hosted by the National Association for the Education of Young Children (NAEYC).

Nathaniel Cradle's extensive experience and dedication to early childhood education are evident through his numerous achievements, including his work as Chairman of the Board of COAEYC, his successful collaboration with the Buell Foundation, the creation of the ECE Professional Training Center, and his innovative approach to professional development.

As an advocate for Prop EE in Colorado, Nathaniel demonstrated his commitment to improving the lives of families and children. Prop EE, a statewide ballot initiative, aimed to provide significant funding for early childhood education through a tax on tobacco and nicotine products. Under Nathaniel's leadership, COAEYC played a crucial role in rallying support for the proposal, which ultimately passed and helped secure essential resources for Colorado's early education programs.

By championing Prop EE and collaborating with the Buell Foundation, Nathaniel has shown his ability to unite stakeholders, influence public policy, and create meaningful change for young children and their families. His record of accomplishments, along with his skills in nonprofit organizational management, strategic partnership development, and advocacy, make him an ideal candidate for a board position at the Denver Preschool Program. With his experience and passion, Nathaniel is well-equipped to

drive the organization's mission and contribute to the betterment of early childhood education in Colorado.

[Education]

- Master of Business Administration (MBA) in Strategic Management (Honors) • Regis University, Denver, CO
- Bachelor of Science in Business Administration, Honors (Cum Laude) • Regis University, Denver, CO
- Associate of Applied Science in Marketing • Community College of Aurora, Aurora, CO

[Board and Committee Memberships]

- Denver Office of Economic Development (Colorado Workforce Committee) - 2017-Present
- Denver Pre-School Program (DPP) Quality Initiative Committee - 2018-Present
- Colorado Association for the Education of Young Children (COAEYC) - Board Chair - 2019-2021
- T.E.A.C.H. Advisory Committee - 2020-Present
- Energize Colorado (Providing Business Guidance for systemic change during pandemic) - 2020-Present
- CPP Community Site Advisory Committee - 2021-Present

Nathaniel R. Cradle
ncradl01@yahoo.com
720-400-3519

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BAC-8874

Contact Information

Contact Name	Andrea Albo	Home Address	13074 Harmony Parkway
Preferred Phone	720-276-9222	Home City	Westminster
Preferred Email	aalbo27@gmail.com	Home State	CO
Other Phone		Home Zip	80234
Other Email		County	Adams
DOB	[REDACTED]	Hispanic or Latino origin or Descent?	Yes
SSN	[REDACTED]	Race/Ethnicity	Hispanic
Gender	Female	Other Ethnicity	
Other Gender		Salutation	

Board Information

Board Name	Denver Preschool Program Board of Directors	Other boards or commissions served	
Status	New	Resigned	
Term Start Date			
Term End Date			

Work Information

Employer	City and County of Denver - Denver International Airport	Work Address	8500 Pena Blvd
Position	Deputy Chief of Staff	Work City	Denver
Business Phone #	303-330-5047	Work State	CO
Work Email	andrea.albo@fydenver.com	Work Zip	80249-6205

Additional Information

Are you a registered voter?	Yes	Objection to appointment?	No
If so, what county?	Adams	Special Information	
Denver City Council District No	N/A		

Education and General Qualifications

Name of High School	Denver Public School - John F. Kennedy	Name of Graduate School	
Location of High School	2855 S. Lamar St. - Denver, CO 80227	Location of Graduate School	
# of Years Attended High school	4	# of Years Attended Graduate School	

Did you Graduate High School Yes

Did you Graduate

Graduate Major

Name of College University of Colorado at Denver

Location of College 1201 Larimer St. - Denver, CO 80204

of Years Attended College 2

Did you Graduate College Yes

Undergrad Major BA - Psychology

Reference Details

Reference Name #1 Erin Brown

Reference Email #1 ebrown@coloradohealth.org

Reference Phone #1 303-263-2360

Reference Address #1 1780 Pennsylvania - Denver, CO 80203

Reference Name #2 Penny May

Reference Email #2 penny.may@flydenver.com

Reference Phone #2 720-232-5208

Reference Address #2 8500 Pena Blvd - Denver, CO 80249

Reference Name #3 Elias Diggins

Reference Email #3 ellas.diggins@denvergov.org

Reference Phone #3 303-435-2191

Reference Address #3 490 W. Colfax - Denver, CO 80204

Agree to a background check

Owner Romaine Pacheco

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Notes & Attachments

Andrea Albo_resume_2023.pdf

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Description

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ANDREA L. ALBO

EXECUTIVE LEADER, PUBLIC SERVANT, COLLABORATIVE STRATEGIST

P 720-276-9222

E Aalbo27@gmail.com

A 13074 Harmony Parkway
Westminster, CO 80234

W [linkedin.com/in/andrea-albo](https://www.linkedin.com/in/andrea-albo)

PROFESSIONAL OVERVIEW

Dynamic, purposeful public service professional with over 20 years of accomplished leadership navigating in complex environments. Visible achievements in developing, implementing, and sustaining performance-based management models across a wide spectrum of programs and service delivery models. Innovative visionary public servant with a dedicated passion to serve with excellence.

EXECUTIVE HIGHLIGHTS

- Built and implemented organizational vision with performance-based management models across large-scale staffing, to include implementation of key performance indicator data modeling and technology solutions.
- Developed and led complex system reforms resulting in dramatic service delivery improvements for under-resourced communities with an equity, diversity, and inclusion focus.
- Nationally and locally recognized as a champion of change and advocate for integrating and advancing systems to cross-promote community programs and customer experience.

CAREER PROGRESSION

Deputy Chief of Staff December 2021 - Present
Denver International Airport – Executive Office

- Lead the first-of-its-kind Center of Equity and Excellence in Aviation (CEEA) effort that administers future workforce development through career pathway programs, training to increase generational wealth for small businesses, and designs aviation industry innovations with a focus on improving outcomes for marginalized communities.
- Manage the SVP of Culture and Strategy and divisional programming that supports airport wide business development, strategic planning, innovation, wellness, process improvement, employee engagement, equity, diversity, inclusion, and accessibility.
- Serve as a strategic advisor to the executive and senior leadership team in a variety of macro level projects and initiatives that support global impacts within the aviation industry including operations, finance, and support functions.

KEY COMPETENCIES:

- Executive Leadership
- Equity, Diversity, and Inclusion Practitioner
- Policy, Budget, and Legislation
- Systems Strategist
- Data-Driven Performance Management
- Process Improvement Innovator

EDUCATION:

AA Behavioral Sciences
Community College of Denver
- 2001

BA Psychology
University of Colorado at
Denver – graduated with
honors – 2005

President, Psi Chi Honor
Society University of Colorado
at Denver Chapter 2003-2005

Black Belt
Denver Peak Academy
Cohort 2 - 2012

University of Denver
Latino Leadership Institute
Executive Workshop Series -
2019

Deputy Executive Director April 2014 - January 2017
Denver Human Services – Executive Office

- Provided executive level leadership to department division directors managing a combined six hundred staff, spanning three large divisions and administration of ten city, state, and federal program areas.
- Directed large complex budgets operating within three annual cycles and providing fiscal responsibility for multiple federal, state, local and grant funded programs.
- Served as a subject-matter-expert informing and participating in policy development, legislation, enterprise technology initiatives.
- Governed the Denver Welfare Reform Board to include bylaws, membership, board business, policy development and fostering strong community engagement.

Director January 2011 – April 2014
Denver Human Services – Public Assistance Division

- Managed program operations for three office locations to include four hundred staff providing public assistance program administration to 250K Denver residents.
- Directed fiscal management for the division's \$49M operating budget, functioning within the city, state, and federal fiscal years.
- Maintained a working knowledge and understanding of city, county, state, and federal rules/regulations, laws, and legislation, in alignment with the departmental and city-wide strategic objectives.
- Lead division's senior management team, develop short- and long-term objectives while implementing strategies, managing ongoing improvement plans, and monitoring program integrity.

**PROFESSIONAL
REFERENCES:**

Erin Brown,
Chief Impact Officer
Colorado Health Foundation
Former Deputy Chief of Staff to
Mayor Michael B. Hancock
(303) 263-2360

Brendan Hanlon,
VP University Operations/Chief
Financial Officer –
CO State University
(720) 258-5046

Dr. Aisha Rousseau,
Chief Equity Officer –
City and County of Denver
(720) 417-3340

Derek Okubo,
Executive Director
Office of Human Rights and
Community Partnerships
City and County of Denver
(720) 369-5097