

Keith Hayes Jr

Professional Summary

Dedicated and results-driven recovery program leader with a strong background in trauma-informed student support. Proven expertise in strategic planning, staff supervision, student mentorship, and program evaluation within an educational setting. Committed to supporting a safe, empowering environment for young people in recovery through comprehensive intervention and community collaboration.

Key Skills & Competencies

- Program Development & Strategic Oversight
- Trauma-Informed Student Support
- Staff Supervision & Training
- Crisis Response & Intervention
- Community Outreach & Advocacy
- Data Collection & Program Evaluation
- Restorative Practices

Professional Experience

Director of Recovery
5280 High School– Denver, CO | July 2020 – Present

- **Program Leadership & Strategic Oversight**
 - Develops, manages, and evaluates the school's recovery support program.
 - Sets long-term goals for recovery initiatives in alignment with the school's mission.
 - Leads the creation of a trauma-informed, student-centered recovery environment.
- **Staff Supervision & Collaboration**
 - Supervises and supports recovery coaches, licensed addiction counselors and peer mentors.
 - Facilitates professional development and training for staff around addiction, trauma, and recovery practices.
 - Works closely with educational staff, counselors, and administration to integrate recovery principles across school culture.
- **Student Support & Case Management**
 - Provides individualized support and mentorship to students in recovery.
 - Conducts intake and assessments for new students entering the program.
 - Helps students set recovery goals, manage relapse triggers, and access external treatment resources as needed.
- **Facilitation of Recovery Programming**
 - Leads daily group meetings focused on recovery, personal growth, and accountability (e.g., BOAT sessions—Being Open and Authentic Together).
 - Oversees the planning and execution of recovery-related events and peer support activities.
 - Creates and maintains a safe space for students to share openly and build community.

- **Crisis Response & Intervention**
 - Responds to student crises related to substance use, mental health, or trauma.
 - Coordinates with clinical partners and families for crisis stabilization and treatment referrals.
 - Acts as a consistent, trusted support figure during moments of relapse or emotional distress.
- **Community & External Partnerships**
 - Builds and maintains relationships with outside organizations, including treatment centers, community mentors, and advocacy groups.
 - Advocates for the recovery high school model and student needs at local and national events.
 - Promotes awareness of teen recovery issues in public forums and media engagements.
- **Data & Reporting**
 - Tracks student progress in recovery, including attendance, sobriety milestones, and academic performance.
 - Reports program outcomes to school leadership and community stakeholders.
 - Uses data to adjust and improve programming.

Leadership & Recognition

Board Member
Caring for Denver
March 2023-Current

- Participated in funding and policy discussions related to mental health and substance use services
- Helped guide community investment strategies and priorities

Champion for Change Honoree
Selected by Dr. Sanjay Gupta, CNN

- National recognition for leadership and impact in recovery advocacy and youth substance use support

Education

Clearfield Job Corps
Graduation: 1999