

THERESA K. PEÑA

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Experience

- 2015 - **Denver Public Schools** Denver, CO
Regional Coordinator of Outreach and Engagement
- Develop marketing plan to increase awareness and support for food services.
 - Increase average participation rates for school meals.
 - Cultivate grass-tops and grass-roots advocates for school meals.
- 2014 **Hunger Free Colorado** Centennial, CO
Breakfast Partner
- Hired by Hunger Free Colorado to work with Denver Public Schools to implement Breakfast After the Bell legislation in (90+) schools.
- 2012–2013 **Colorado Children’s Campaign** Denver, CO
Senior Education Fellow
- Hired by the Campaign to lead community outreach in thirteen pilot school districts so that local communities understand and advocate in support of key educational reforms around educational effectiveness, common core standards and new assessments.
 - Work with the Colorado Legacy Foundation, the Colorado Department of Education and other Gates grantees and educational organizations to identify and share best practices, build resources and plan for effective implementation of the educational reforms across all 178 school districts in Colorado.
- 2011–2012 **City of Denver** Denver, CO
Executive Director, Denver Education Compact
- Appointed by Mayor Hancock to create and lead a cradle to career initiative to accelerate educational outcomes for Denver youth in order to enhance the economic success of the City.
- 2003-2011 **Denver Public School Board of Education** Denver, CO
At-Large Representative
- Elected in 2003 and reelected in 2007 in city-wide contest to serve four-year term, as one of two at-large members on the DPS Board of Education.
 - Selected to serve two, two-year terms as Board President.
 - Worked with the District staff and Board of Education to establish strategic priorities for the district’s annual budget of \$1B and 10,000 employees.
 - District accomplishments:
 - From 2006-2011 graduation rates increased by 28%
 - From 2005-2012 DPS achieved double digit growth proficiency in CSAP scores
 - Since 2003 DPS passed two mill levies (\$20M and \$25M) and two bond packages (\$310M and \$454M)
 - In 2011 DPS had the highest student enrollment in 30 years
- 2000-2004 **MMR&T Consulting** Denver, CO
Business Consultant
- Performed the bookkeeping and financial accounting for a veterinary practice with \$1M annual revenues.
 - Directed the operations and financial performance for retail, clothing business with revenues of \$350K annually.

- 1990-2000 **US WEST Communications**
- 1998-2000 **Audit Director** Littleton, CO
- Directed 50% of annual operations audits for four business segments, comprising 75% of the Company, and identified \$2M potential savings.
 - Managed team of nine employees who participated in self-directed work teams on consistent basis.
 - Selected for the highest award given to employees, President's Club.
- 1997-1998 **Engineering Director** Littleton, CO
- Managed engineering operation, local and field, for three states. Organization consisted of 100+ employees and \$100M capital.
 - Sponsored process improvements to facilitate 10% improvement in flow through orders.
 - Improved performance on key service objectives by 25% within 12-month period.
 - Reduced expense objectives by 30% and capital objectives by 25% on year-to-year basis.
- 1993-1997 **Tactical Planning Manager** Littleton, CO
Network Strategic Planner
- Managed team of twenty-three managers responsible for network planning and deployment of facilities in four states and four technical disciplines.
 - Implemented proactive plans to build \$79M of capital investment in four states. Improved planning cycle time and capital efficiency.
 - Reduced capital overrun of \$20M on base budget to \$7M, an improvement of 65%.
 - Developed annual operation plans, strategies, and tactics for organization of 26,000 employees and \$1.0B capital budget.
 - Successfully managed plan to decrease expenses and headcount by 7%.
 - Selected for the highest award given to employees, President's Club.
- 1990-1993 **University Relations Manager** Denver, CO
Market Manager
- Instituted plan to recruit interns and hires from fourteen universities in eight states. Increased placement rate within Company by 10%.
 - Directed team effort to increase participation of senior officers and line managers from 5% to 15% in campus recruitment activities.
 - Developed key human resource skills: interviewing, job design, benefit/salary negotiation, and client consultation.
 - Directed primary market research for new customer segment to develop market plan and advertising campaigns.
 - Managed market trial, with cross-functional team, that resulted in 10% increase in sales.
 - Led marketing team process to develop key market initiatives, which resulted in new revenue growth of \$20M.
- 1989-90 **IBM – Federal Sector Division** Owego, NY
Financial Analyst
- Managed financial performance of \$66M contract. Increased profit margin from 14% to 17%, a gain of \$1M revenue.
 - Led inter-departmental team to develop new processes to monitor asset management policies for division. New processes resulted in savings of \$250K.

1984-87 **Pomona College** Claremont, CA
Assistant Director of Admissions

- Led the recruitment effort to increase enrollment of Latino and African American students, increased enrollment by 25% over three-year period.
- Served as five-college chairperson to address institutional policies that would facilitate increased retention and graduation rates of minority students.
- Managed key student volunteer groups, campus tours and overnight hosts, which supported the admission efforts of the College.

Education **CORNELL UNIVERSITY** Ithaca, NY
MBA, Finance/Marketing

POMONA COLLEGE Claremont, CA
BA, Sociology

Volunteer Activities

- Board Member, Vice-Chair, Prosperity Denver Fund, 2019-
- Board Member, Chair, A+ Colorado, 2017-2019
- Board Member, Colorado Opportunity Scholarship Initiative, 2014-2018
- Board Member, Denver Community Health Services, 2012-2018
- Board Member, Colorado Community College System, 2012-2019
- Board Member, Chair, Denver Preschool Program, 2011-2015
- Board Member, Latino Community Foundation of Colorado, 2012- 2013
- Board Member, Public Education and Business Coalition, 2010- 2014
- Board Member, Denver Scholarship Foundation, 2006-2012
- Executive Committee Member, Council of Great City Schools, 2007-2011
- Member, Colorado Governor's Higher Education Strategic Planning Committee, 2010
- Member, Colorado Governor's P20 Council, 2007
- Representative, Mayor's Latino Advisory Council, 2004-2006

Awards

- Denver Public Library, Cesar Chavez Leadership Hall of Fame, 2012
- West Denver Prep, Education Champion Award, 2011
- Colorado Athletics Directors Association, Outstanding School Board Member, 2011
- Democrats for Education Reform, Brian Bennett Education Warrior Award, 2011
- ADL, Torch of Liberty Award, 2009
- LARASA, Lena Archuleta Education Service Award, 2008
- Hispanic Contractors of Colorado, Community Advocate of the Year, 2007