TE-CHIN CARA ENG

[redacted]

EDUCATION

YALE SCHOOL OF MANAGEMENT — **New Haven, CT**
Master of Business Administration (MBA) — **2010**
- Academic Distinction (top 10%; Data and Decision Analysis and Employee (Human Relations) courses

RICE UNIVERSITY — **Houston, TX**
Bachelor of Arts, Psychology, Summa Cum Laude — **2005**

PROFESSIONAL EXPERIENCE

ROCKY MOUNTAIN PREP — **Denver, CO**
Chief Operations and Finance Officer — **2019 - Present**
- Managed a $30 million dollar budget with ESSER and other pandemic funding to strategically use funds to raise teacher salaries to living wage and highest in Denver metro along with PEAK Teacher Pay Pilot (top 10% teachers get paid $80-100K for two years) culminating in green ratings for all 4 schools in the network.
- Reorganized Operations, Finance, and Human Resources teams to redistribute roles and responsibilities to improve KPI for all departments to meet or exceed industry wide norms.
- Led attendance initiatives to achieve network high for attendance at 95.3% for FY21-22, exceeding district attendance by 5% while maintaining high COVID safety in schools.
- Redesigned student recruitment strategy to improve external brand marketing while maintaining community centered focus which lead to exceeding student recruitment budget targets.

KIPP TEXAS — **Dallas, TX**
Managing Director of Operations - Dallas — **2015 - 2019**
- Led operational expansion of KIPP DFW; opened 5 campuses in 3 physical locations increasing overall operational efficiency with each opening.
- Created and executed a community-based student recruitment plan that increased enrollment by 315%
- Created regional plans for improving attendance and enrollment that improved revenue by $500,000
- Created a shared understanding of progress towards goals with first operations dashboard at KIPP DFW
- Led KIPP DFW operations through merger process with KIPP Texas

YES PREP PUBLIC SCHOOLS — **Houston, TX**
Director of Operations — **2010 - 2015**
- Managed a campus operations team of six toward individual professional improvement goals – a first for operations staff at YES Prep
- Created a class coverage system that incentivized staff to distribute leaves and plan meaningful student coverage assignments through feedback from on-staff substitutes trained by Teaching Excellence
- Led Lottery Task Force to create new district-wide lottery system, revised YES student lottery procedures, and trained campus staff to execute the lottery with minimal district support.

TEACH FOR AMERICA — **Camden, NJ**
Special Education Math Teacher, Camden's Promise Charter School — **2005 - 2008**
- Designed and implemented a modified special education math curriculum for grades 5-8 that improved student skill level by 1.5 grade levels in one year and proficiency on standardized tests by 500%
- Authored 20 lesson plans and 40 student deliverables per week

ADDITIONAL INFORMATION

- Fox Fellowship for Operational and Finance Leaders – Inaugural Class
- KIPP Regional leader Development Program – Internal Leadership Development Program
- YES Prep Leading Excellence Fellow 13-14 – Internal Leadership Development Program
- Obama Campaign Team Lead – Dayton, OH, Summer 2008
- Avid board game enthusiast and dragon boat paddler