

# KATHLEEN T. HAYES, ED.D. (SHE/HER/HERS)

🏠 Chicago, IL 60618 📞 773.505.8537 ✉ [kathleen.t.hayes@gmail.com](mailto:kathleen.t.hayes@gmail.com) <https://www.linkedin.com/in/kthayes/>

Integrity-driven, equity-focused education leader and policy expert with demonstrated record of successfully developing and directing strategies and initiatives that have taken programs and organizations to the next stage of growth and impact. Skilled learning designer and facilitator. Superb communicator with knack for building mutually beneficial partnerships. Seeking to contribute my expertise and energy toward ensuring equitable educational access and outcomes for students who the public education system has marginalized.

## AREAS OF EXPERTISE

PK12 education policy analysis | Innovative program design and implementation | Strategic planning  
Teacher preparation | Writing & reporting | Strategic partnerships  
Stakeholder engagement | Qualitative research & program evaluation  
Curriculum design | Youth development | Professional learning design & facilitation

## RELEVANT EXPERIENCE

**KT HAYES CONSULTING, LLC**, Chicago, IL | 2012-present

**Owner & Principal Consultant**

[www.kthayesconsulting.com](http://www.kthayesconsulting.com)

Clients include media, youth-serving nonprofits, education nonprofits, institutions of higher education, and education policy organizations.

### **VARIOUS MEDIA OUTLETS**

**Freelance Reporter**, Chicago, IL | 1995-1997 and 2023-present

[The Hechinger Report](#) – 2024

The New Physician magazine – 1995-1996

[Gateway Journalism Review](#) – 2023

Healthcare Purchasing News/OR Purchasing News – 1995-1996

[Block Club Chicago](#) – October 2023

Snack Food magazine – 1995-1997

[Chicago Sun-Times](#) – July 2023

**NORTHWESTERN UNIVERSITY TEACHER EDUCATION PROGRAM**, Evanston, IL | 2016-2020

**Director, School Partnerships**

- Directed program strategy, design and implementation for enhanced program-school/district partnership structure to facilitate enhanced student teaching experiences.
- Championed, piloted, co-designed and directed innovative mentor teacher professional learning system.
- Collaborated on strategic planning to center equity in program vision and curriculum.

**Outcomes:** Increased program cohesion; 90 percent school and district partnership renewal rate; 90 percent of mentor teachers reported increased coaching self-efficacy; 80 percent annual mentor teacher retention.

**NATIONAL CENTER FOR TEACHER RESIDENCIES**, Chicago, IL | 2015-2016

**Director of Research & Evaluation**

Directed creation of a research agenda for the organization, collaborated on design and facilitation of program evaluations, conducted survey data analyses and authored annual reports and case studies.

**Outcomes:** Facilitated deeper analysis of efficacy of teacher residencies, assisted residencies in revamping curricula and measures of success, and provided external relations advocacy tools for gaining Congressional and state support for teacher residency model.

**UCHICAGO CONSORTIUM ON SCHOOL RESEARCH/NONCOGNITIVE FACTORS PROJECT**, Chicago, IL | 2013-2015

**Research Assistant/Project Manager**

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Conducted interviews, focus groups and literature reviews, and collaborated with research team to refine research framework for young adult success and produce final research report on foundations of young adult success.

**Outcomes:** Report continually guides districts, schools and nonprofit organizations to help ensure strong social-emotional learning for K12 students and has launched subsequent studies on factors in young adult success.

**SCENARIOS USA**, Chicago, IL | 2013-2015

## Chicago Manager

Directed all aspects of Chicago launch of Brooklyn-based youth-serving nonprofit, including developing and executing strategy for recruitment, outreach, partnership cultivation, stakeholder engagement and teacher professional development.

**Outcomes:** Working remotely and part-time, exceeded school and classroom engagement goals to successfully launch program in multiple CPS schools over the next two academic years, enhancing the SEL of hundreds of CPS students.

**LEARNING POINT ASSOCIATES/NATIONAL COMPREHENSIVE CENTER FOR TEACHER QUALITY**,

Chicago, IL | 2008-2009

## Policy Associate

Provided technical assistance and created policy briefs to support state boards of education and regional education offices in implementing the teacher quality provisions of No Child Left Behind.

**Outcome:** Regional education agencies and state boards of education used technical assistance to coherently implement NCLB teacher quality provisions.

**CHICAGO PUBLIC SCHOOLS**, Chicago, IL | 2008

## High School Transformation Project Manager

Led implementation support efforts for the district's citywide high school curriculum and instruction improvement initiative.

**Outcome:** Teachers and school programmers reported a greater sense of efficacy when implementing various provisions of the initiative in classrooms and schools.

## TEACHING EXPERIENCE

**LOYOLA UNIVERSITY SCHOOL OF EDUCATION**, Chicago, IL | 2021-2023

## Part-time Faculty

Designed and facilitated both in-person and asynchronous student learning and engagement in courses for teacher candidates and graduate education policy students. Courses: American Education History, Education Policy Analysis, American Schooling & Social Policy, Urban Education Policy

**CHICAGO PUBLIC SCHOOLS**, Chicago, IL | 2010-2012 | 2001-2005

## High School English Teacher

Facilitated rigorous and robust student learning by backward-designing standards-aligned units, lessons and assessments and building safe, affirming classroom environments for my students. Engaged parents through clear, inviting communication and partnered with them to support their students. Managed an advisory team of 4 teachers. Coached cross-country.

## Early Career

Conceptualized, wrote for and edited a range of corporate and trade publications & materials on an array of topics and for a variety of audiences.

**Communications Associate, Horace Mann Insurance**

Springfield, IL

**Independent Journalist/Writer/Editor**

Chicago, IL

**Graduate Assistant/Editor, UIC Neighborhoods Institute**

Chicago, IL

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## EDUCATION

### Teachers College, Columbia University, New York, NY

Ed.D., Education Policy

*Dissertation focus: Teacher sensemaking about an urban district curricular initiative and the influence of sensemaking on implementation*

### University of Illinois at Chicago, Chicago, IL

M.Ed., Secondary Education, English + middle school endorsement

### Northwestern University, Evanston, IL

M.S., Journalism

### Quincy College, Quincy, IL

B.A., Communication

## RESEARCH & PUBLICATIONS

Hayes, K.T. (2016). *Making sense: A case study of teacher sensemaking about Chicago Public Schools' Instructional Development Systems*. Dissertation, Teachers College.

Nagaoka, J.K., Farrington, C.A., Ehrlich, S.B., Johnson, D.W., Cureton, A., Hayes, K.T., Heath, R., Mayo, A. (2015). *Foundations for young adult success: A developmental framework*. Chicago, IL: Consortium on Chicago School Research.

National Center for Teacher Residencies. (2015). *Innovations in Teacher Preparation: Boettcher Teacher Residency Rural Expansion* (investigator and author)

Behrstock, E., & Hayes, K.T. (2009). *Teacher recruitment: Strategies for widening the pool in a shrinking economy*. Washington, D.C.: National Comprehensive Center for Teacher Quality.

## SERVICE & LEADERSHIP

Local School Council Parent Representative, Peirce School of International Studies (2022-2024)

Chair, Local School Council Equity Committee, Peirce School of International Studies (2023-2024)

Cohort member, Peirce Elementary Racial Equity Group/Next Steps Antiracism Learning Studio (2022)

Cohort member, Crossroads Fund Giving Project (2021)

Completed 2-day Raise Your Hand for Illinois Public Education White Parents Antiracism Workshop (2020)

Chair, Chicago Area Directors of Student Teaching (2018-2020)

Completed TeachingWorks Summer Institute on Coaching to Interrupt Normative Teaching Practice (2020)

Completed NU Seat at the Table (4-workshop series on centering equity in higher ed) (2020)

Completed NU LGBTQ Ally Training (2019) and NU Crucial Conversations Training (2018)

Co-led CPS Teacher Preparation Clinical Experience Working Group (2018)

Elected Representative School Board canvasser, Raise Your Hand for Illinois Public Education (2013)