

CITY OF OAKLAND



CITY HALL • 1 FRANK H. OGAWA PLAZA, 3rd FLOOR • OAKLAND, CALIFORNIA 94612

Office of the Mayor
Honorable Libby Schaaf
Mayor

(510) 238-3141
Fax (510) 238-4731

Letter of Appointment

June 2, 2022

The Honorable City Council
One Frank H. Ogawa Plaza, Second Floor
Oakland, CA 94612

Dear President Bas and members of the City Council:

Pursuant to City Charter Section 601, the Mayor has appointed the following persons as members of the following board or commission, subject to City Council confirmation:

CHILDRENS' INITIATIVE OVERSIGHT COMMISSION (MEASURE AA)

Kareem Weaver, as an Oakland worker with professional expertise in TK-12 education, to serve a two-year term that begins August 1, 2022 and ends July 31, 2024;

Lange Luntao, as an Oakland worker with professional expertise in early childhood education policy, TK-12 education, college completion, and budgeting to serve a two-year term that begins August 1, 2022 and ends July 31, 2024;

Melanie Moore, as an Oakland resident and homeowner with professional expertise in early childhood education policy, budgeting to serve a two-year term that begins August 1, 2022 and ends July 31, 2024;

Kym Johnson, as an Oakland resident with professional expertise in early childhood education policy, early education, and budgeting, to serve a three-year term that begins August 1, 2022 and ends July 31, 2025;

Deltrina Johnson, as an Oakland resident with professional expertise in early childhood education policy and early childhood education and who has at least two years of experience teaching in early childhood education, to serve a three-year term that begins August 1, 2022 and ends July 31, 2025;

Tiffany Rose Lacsado, as an Oakland resident with professional expertise in early childhood education policy and early asset building and who has had within five years a child of preschool age who attended a preschool program benefiting from public subsidy, to serve a three-year term that begins August 1, 2022 and ends July 31, 2025;

Jorge Lerma, as an Oakland resident and homeowner who has professional expertise in early childhood education and has at least two years of experience teaching in early childhood education and TK-12, to serve a four-year term that begins August 1, 2022 and ends July 31, 2026;

Cynthia Adams, who has professional expertise in college access and college completion, to serve a four-year term that begins August 1, 2022 and ends July 31, 2026;

Clarissa Doutherd, as an Oakland resident who has professional expertise in early childhood education and budgeting, to serve a four-year term that begins August 1, 2022 and ends July 31, 2026;

Jessica Jung, as an Oakland resident and homeowner with at least two years of experience teaching TK-12, is a member of a union, and is employed by the Oakland Unified School District, to serve a three-year term that begins August 1, 2022 and ends July 31, 2025;

Julissa Perez Lima, as an Oakland resident with professional expertise in early childhood education, with at least two years of experience teaching in early childhood education, and who is the first in their immediate family to graduate from College, to serve a three-year term that begins August 1, 2022 and ends July 31, 2025;

Dana Cilono, as an Oakland resident with professional expertise in early childhood education policy, early childhood education, TK-12 education, and budgeting, to serve a three-year term that begins August 1, 2022 and ends July 31, 2025;

Priya Jagannathan, as an Oakland worker with professional expertise in early childhood education policy and budgeting, to serve a three-year term that begins August 1, 2022 and ends July 31, 2025;

Edgar Rodriguez-Ramirez, as an Oakland worker with professional expertise in early childhood education policy and TK-12 education who is a member of a union and is employed by the Oakland Unified School District to serve a three-year term that begins August 1, 2022 and ends July 31, 2025;

Bernadette Zermeno, as an Oakland resident with professional expertise in early childhood education policy and early childhood education and who has at least two years of experience teaching in early childhood education and TK-12 education, to serve a three-year term that begins August 1, 2022 and ends July 31, 2025;

Thank you for your assistance in this matter.

Sincerely,

A handwritten signature in blue ink, appearing to read "Libby Schaaf", with a stylized flourish at the end.

Libby Schaaf
Mayor

Profile

Lange

First Name

Luntao

Middle Initial

Last Name

Email Address

Street Address

City

Suite or Apt

State

Postal Code

Home: ()

Primary Phone

Home: ()

Alternate Phone

The Education Trust-West

Employer

Director of External Relations

Job Title

Which Boards would you like to apply for?

Children's Initiative Oversight Commission: Submitted

Interests & Experiences

Please tell us how your qualifications and participation will relate to the requested board and/or commission's mission.

I am a former high school ethnic studies teacher (4 years of service) and the co-founder of a college promise initiative (Stockton Scholars, based at the Reinvent Stockton Foundation) which was inspired and modeled off of the cradle-to-career work currently happening in Oakland. I now work at the Education Trust-West, based out of our Oakland office in Jack London Square, and focus on research, policy, and advocacy around what it takes to ensure that students of color and/or low income students have access to abundant financial aid and the support needed to get to and through college. I am interested in contributing any insight I might have as a former college access professional and now as a team member of a statewide research organization to helping inform the decisionmaking of the Children's Initiative Oversight Commission. I work in Oakland full-time. While I moved to the Bay Area (SF) last year, I have deep family, personal, and professional ties in the East Bay and hope to be supportive in a tangible way to supporting Oakland young people in accessing high-quality early childhood education and college access resources.

Please submit your resume or curriculum vitae. You may upload a document. (A Word format is preferred.) Alternatively, you may paste the text of your resume in the field provided below.

[Luntao Resume - AA.pdf](#)

Upload a Resume

Please paste the text of your resume or curriculum vitae below.

Please click the acknowledgement below.

Service on City of Oakland boards, commissions, and committees may require filings of the FPPC's Statements of Economic Interest (Form 700). Upon appointment and determination of filing status, I will comply with all filing obligations.

☒ I Agree *

LANGE PARKS LUNTAO

EXPERIENCE

THE EDUCATION TRUST - WEST

Oakland, CA, USA

Director of External Relations

June 2021 - Present

- Lead statewide collective impact initiatives to promote high academic achievement of all California students at all levels—pre-kindergarten through college.
- Engage and mobilize a diverse group of advocates, at the state and local level, who are working on educational justice issues to forever close gaps in opportunity and achievement.

REINVENT STOCKTON FOUNDATION

Stockton, CA, USA

Senior Advisor to the Board

Mar. 2021 – June 2021

Executive Director & Director of Stockton Scholars

Jan. 2017 – Mar. 2021

- Co-founded Stockton Scholars (in partnership with Mayor Michael Tubbs), a city-wide college access program funded by a \$20 million seed donation from the Spiegel Family Foundation. To date, this initiative has distributed 1,500+ scholarships to Stockton students and helped increase financial aid completion rates in Stockton USD by over 14%.
- Coordinated the launch of Stockton Service Corps, a first-of-its-kind place-based initiative to place 100+ fellows in student support roles at the city's highest needs schools. Developed a collective impact structure among six independent nonprofit organizations to implement this \$12 million project funded by California Volunteers.
- Built team of 16 FTEs to manage education, civic engagement, and guaranteed income (UBI) programs and led fundraising efforts which to date have yielded approx. \$42 million in charitable pledges and \$30+ million received.

STOCKTON UNIFIED SCHOOL DISTRICT

Stockton, CA, USA

President of the Board of Trustees (2019); Area 4 Representative

Nov. 2016 – Dec. 2020

- Elected from field of four candidates to set vision and policy for our district of 40,023 students, working with superintendent to set and approve budget of over \$400 million a year (first out gay man elected to office in our county).
- Led successful efforts to establish a district-wide college & career ready graduation requirement ('A-G for All'), double the number of K-12 counselors in our system, and hire over 30 licensed clinical social workers (LCSW).
- Authored and implemented 8 board policy resolutions, which strengthened formal protections for undocumented students and families, college access programming, and Ethnic Studies programs in our school system.

BILL & MELINDA GATES FOUNDATION

Seattle, WA, USA

Education Pioneers Fellow

June – Sept. 2017

- Facilitated a mixed methods research project on the university/K-12 district divide which resulted in the development of a local teacher training program built around the need for special educators in CA's San Joaquin Valley.

ASPIRE LANGSTON HUGHES ACADEMY

Stockton, CA, USA

Teach for America Corps Member - Sociology and Economics; Cross Country Coach

Sept. 2014 – May 2017

- Led Early College Sociology program, which allows students to earn advanced credit before graduation (over 96% of our graduating seniors earn at least 20 college units); developed curriculum and taught over 140 students per year.

MALAYSIAN-AMERICAN FULBRIGHT COMMISSION

Kuala Lumpur, Malaysia

Fulbright Fellow in English Teaching

Jan. 2013 – Jan. 2014

- Fostered students' English language skills by teaching over 600 students a week at a government high school.

EDUCATION

STANFORD UNIVERSITY

Palo Alto, CA, USA

Master of Arts in Education – Policy, Organization, and Leadership Studies

Sept. 2020 – May 2021

- Recipient of the Graduate School of Education Dean's Scholarship.

HARVARD UNIVERSITY

Cambridge, MA, USA

Bachelor of Arts, Social Studies, June 2012

Sept. 2008 – May 2012

- Graduated with departmental honors; Center for American Political Studies Undergraduate Fellow.

ADDITIONAL INFORMATION

Memberships: Gubernatorial appointee to California Cradle-to-Career Data System Advisory Group; Board Member of the Harvard Asian American Alumni Association, Northern CA College Promise Coalition, Little Manila Rising, Stockton Urban Revitalization Fellowship (SURF), and Reinvent South Stockton Coalition.

Certifications: Secondary Social Studies Teaching Credential (*Clear*), California Department of Education.

Languages: Spanish (proficient); Arabic and Bahasa Malaysia (conversational).

Profile

Deltrina

First Name

Johnson

Last Name

Middle Initial

Email Address

Street Address

City

Suite or Apt

State

Postal Code

Home: (

Primary Phone

Home: (

Alternate Phone

**Oak Center Cultural Center -
Little People Academy**

Employer

Administrative Director

Job Title

Which Boards would you like to apply for?

Children's Initiative Oversight Commission: Submitted

Interests & Experiences

Please tell us how your qualifications and participation will relate to the requested board and/or commission's mission.

My mother who has just turned 100 years old, and has over 70 years experience in early education. Child care has been a family business in the City of Oakland for decades, serving thousands of children. Child development, and supports for families has been my passion since I became a early educator in 1979. I have run several businesses that service our community in West Oakland including the Oaks Cultural Center, which has become a critical institution in our neighborhood. I bring distinct knowledge of the needs of administrators, the fiscal realities of our early care and education system, and experience developing a strong work force in the field. As an administrator, I have also overseen facilities improvements and maintenance. It would be an honor to support the program planning, budgeting and community engagement necessary to ensure the commission's mission is realized.

Please submit your resume or curriculum vitae. You may upload a document. (A Word format is preferred.) Alternatively, you may paste the text of your resume in the field provided below.

[Deltrina_Johnson_Resume.docx](#)

Upload a Resume

Please paste the text of your resume or curriculum vitae below.

Please click the acknowledgement below.

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☒ I Agree *

DELTRINA JOHNSON



d [REDACTED]



[REDACTED]



Oakland, CA 94610

PROFESSIONAL SUMMARY

Driven Child Care Administrator oversees the operation and instructional leadership at daycare and preschool facilities. Trains and supervises staff, sets instructional objectives and builds rapport with parents. Bring 40 plus years of experience in roles of similar capacity.

Organized and dependable candidate successful at managing multiple priorities with a positive attitude. Willingness to take on added responsibilities to meet team goals.

Dedicated and devoted leader professional with history of meeting company goals utilizing consistent and organized practices. Skilled in working under pressure and adapting to new situations and challenges to best enhance the organizational brand.

SKILLS

- Flexible and Adaptable
- Flexible & Adaptable
- Collaboration
- Conflict Resolution
- Self-motivated professional
- Active Listening
- Teambuilding
- Decision Making

ACCOMPLISHMENTS

My accomplishments are centered around my passion to assist low income families, single moms and dads in communities that are effected by poverty. Growing up in low income housing project as a child, facing hardships with poor education, racism, violence and so forth gave me the heart to assist young children and there families as I was fortunate to receive and give back.

EDUCATION

Merritt College

Oakland, CA • 06/2004

Associate of Arts: Child Development

- High School Graduation June 1973
- Associate of Arts Degree, Peralta Colleges
- Child Development Teacher

WORK HISTORY

Diamond Little People-West-LLC - Preschool Administrator

Oakland, CA • 10/2020 - Current

- Maintained high-quality child care standards based on developmentally appropriate practices.
- Supervised childcare workers and oversaw facility to meet state requirements for education and training.
- Oversaw safety requirements, inspection and

Permit completed 2003,
California Commission on
Teacher Credentialing

- Child Development Site
Supervisor Permit 2004,
California Commission on
Teacher Credentialing

certification procedures to facilitate annual licensing
review.

- Attended professional meetings and conferences to
maintain and improve professional competence.
- Reviewed and evaluated new and current programs to
determine success and compliance with state, local
and federal regulations and recommended necessary
modifications.
- Reviewed curriculum to evaluate success and
recommend and implement changes.
- Implemented school policies, procedures and systems
to promote safe and healthy environment in
compliance with state standards.

**Oak Center Cultural Center Little People Academy -
Preschool Administrator**

Oakland, CA • 01/2018 - Current

- Maintained high-quality child care standards based on
developmentally appropriate practices.
- Supervised childcare workers and oversaw facility to
meet state requirements for education and training.
- Oversaw safety requirements, inspection and
certification procedures to facilitate annual licensing
review.
- Attended professional meetings and conferences to
maintain and improve professional competence.
- Developed budget for center and established controls
to adhere to budget.
- Reviewed and evaluated new and current programs to
determine success and compliance with state, local
and federal regulations and recommended necessary
modifications.
- Reviewed curriculum to evaluate success and
recommend and implement changes.
- Monitored students' progress and provided students and
teachers with assistance in resolving problems.
- Implemented school policies, procedures and systems
to promote safe and healthy environment in
compliance with state standards.
- Collaborated on strategies to enhance student learning
and behavior alongside parents and teaching staff.

Boulevard Academy, LLC - Preschool Administrator-

Director

Oakland, CA • 03/2008 - Current

- Maintained high-quality child care standards based on developmentally appropriate practices.
- Supervised childcare workers and oversaw facility to meet state requirements for education and training.
- Oversaw safety requirements, inspection and certification procedures to facilitate annual licensing review.
- Attended professional meetings and conferences to maintain and improve professional competence.
- Implemented school policies, procedures and systems to promote safe and healthy environment in compliance with state standards.
- Reviewed and evaluated new and current programs to determine success and compliance with state, local and federal regulations and recommended necessary modifications.

AFFILIATIONS

My affiliations are centered around meeting the needs of the communities primarily in West Oakland. I served as a long term board member of the Oak Center Cultural Center, from 1988 to 2018.

The Oak Center enabled me to utilize my heart, passion and skills to assist youth and young adults with resources in education, the arts, tutoring, mentoring, drug prevention, community childcare, health, fitness, life skills, job training, and more. Throughout the years I was able lead collaborating with other non profits and businesses to annually have a Thanksgiving banquet to feed homeless and low income families as well as a toy drive to give away toys, gift cards, clothing and more during the holidays. I have been able to help and support DeFremery Youth Center in West Oakland to assure their children receive toys and gift cards during the holidays along with other preschools in the area.

Throughout the pandemic I was able to collaborate with

Oakland Food Works, Joes foods, King Family, World Kitchen, Flo's Friendly Foods and The Bay Area Christian Church to provide meals on our grounds at the center as well as distribute them to the community in need.

I have served and met with Merritt College Childcare Advisory Board to discuss matters concerning quality childcare.

I am on the Board of Parent Voices and have been affiliated with them for 25 plus years.

I am a dedicated member of the Bay Area Christian Church, a professional music artist and assist my family who are primarily involved owning and opening childcare programs.

Profile

Clarissa

First Name

Doutherd

Last Name

Middle Initial

Email Address

Street Address

City

Suite or Apt

State

Postal Code

Home:

Primary Phone

Home:

Alternate Phone

Parent Voices Oakland

Employer

Executive Director

Job Title

Which Boards would you like to apply for?

Children's Initiative Oversight Commission: Submitted

Interests & Experiences

Please tell us how your qualifications and participation will relate to the requested board and/or commission's mission.

I have dedicated the last 10 years to ensuring that families have the supports they need to nurture and provide for their children, including expanding access to quality, affordable, accessible child care and early education. I have engaged in policy advocacy and led teams of community members to design programs for families with young children. As a parent, community leader, and long-time Oakland resident, it will be my priority to align with the commission's mission of bringing equity, fiscal oversight and integrity to the commission. As a two-term, 6 year Steering Committee member appointed to the Alameda County Early Care and Education Planning Council, I have gained field specific knowledge of early childhood systems and their funding. I have experience navigating Oakland's family and youth services with agency partners and community leaders to strengthen housing, head start, and after school programs. I bring a unique perspective as the Executive Director of an organization that supports parent leadership and can provide insight into the complexities of service delivery.

Please submit your resume or curriculum vitae. You may upload a document. (A Word format is preferred.) Alternatively, you may paste the text of your resume in the field provided below.

Upload a Resume

Please paste the text of your resume or curriculum vitae below.

Clarissa Doutherd is the Executive Director of Parent Voices Oakland, an East Bay chapter of Parent Voices California. Clarissa has been a strong advocate for mothers like herself who were caught in the crosshairs of ineffective public policy. As a collaborative movement builder, Clarissa has forged deep partnerships with large local government agencies including the Alameda County Social Services Agency, Public Health, and Behavioral Health Services. After stepping into leadership as the Co-Chair on the Alameda County Early Childhood Policy Committee with First 5 of Alameda County, Clarissa led efforts to refocus the group to become a cross sector collaborative which brings together community based organizations, parents and service providers to advance innovative strategies for County-wide systems change; and works to elevate parent leadership in public policy. Clarissa resides in Oakland, California with her son Xavier who is now 14 years old. **EDUCATION • BERKELEY CITY COLLEGE • CITY COLLEGE OF SAN FRANCISCO EXPERIENCE** December 2013 - Current Executive Director, Parent Voices Oakland March 2012 – December 2013 Bookkeeper and Community Organizer, Parent Voices Oakland December 2007 – May 2012 Staff Accountant, Youth Radio **FELLOWSHIPS & COMMITTEES** 2020-2021 California Fellowship for Leaders in Early Care, Learning, and Health, Rockwood Leadership Academy 2016-2017 Women's Policy Institute–State (WPI) Fellowship, Child Care Team, Womens Foundation California 2012-2018 Early Care and Education Planning Council, Alameda County **KEY SKILLS • COMMUNITY ORGANIZING • PUBLIC SPEAKING • GRANT WRITING • FUNDRAISING • POLICY ANALYSIS • NONPROFIT MANAGEMENT AWARDS • GLORIA STEINEM "WOMAN OF VISION" AWARD • EAST BAY WOMEN'S POLITICAL ALLIANCE'S "ADVOCATE OF THE YEAR" • FIRST 5 OF ALAMEDA COUNTY "PARENT OF THE YEAR" AWARD • AWARD FOR EXCELLENCE IN HUMAN RELATIONS FROM THE ALAMEDA COUNTY HUMAN RELATIONS COMMISSION • COMMUNITY CHANGE “EMERGING LEADER” AWARD • LIVING JAZZ “OAKLAND CITIZEN HUMANITARIAN AWARD” HON BARBARA LEE • CITY OF OAKLAND DISTRICT 4 LOCAL HERO AWARD 2016, HON ANNIE CAMBELL WASHINGTON • CITY OF OAKLAND DISTRICT 4 LOCAL HERO AWARD 2020, HON SHENG THAO**

Please click the acknowledgement below.

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☒ I Agree *

Profile**Cynthia**

First Name

M

Middle Initial

Adams

Last Name

Email Address

Street Address

City

Suite or Apt

State

Postal Code

Home:

Primary Phone

Mobile:

Alternate Phone

Oakland Unified School District

Employer

Retired educator

Job Title

Which Boards would you like to apply for?**Children's Initiative Oversight Commission: Submitted**

Interests & Experiences

Please tell us how your qualifications and participation will relate to the requested board and/or commission's mission.

Over 35 years in education

Please submit your resume or curriculum vitae. You may upload a document. (A Word format is preferred.) Alternatively, you may paste the text of your resume in the field provided below.

Upload a Resume

Please paste the text of your resume or curriculum vitae below.

Please click the acknowledgement below.

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☒ **I Agree ***

Profile

Edgar

First Name

Rodriguez-Ramirez

Last Name

Email Address

Street Address

City

Suite or Apt

State

Postal Code

Mobile:

Primary Phone

Home:

Alternate Phone

Oakland Unified School District

Employer

Principal - Garfield Elementary School

Job Title

Which Boards would you like to apply for?**Children's Initiative Oversight Commission: Submitted**

Interests & Experiences

Please tell us how your qualifications and participation will relate to the requested board and/or commission's mission.

Over the last 15 years, I've dedicated my work to serving the children of Oakland, in the after-school space, as a teacher, and school leader. Through the work, I've come to understand the immense potential and drive that our Oakland youth carry with them, and the hunger that they and their family have to maintain college as a choice. As an Oakland educator and school leader, I've come to understand the importance of eliminating the kinder readiness gap, and the importance of partnering with families and parents to work as team to support their students, a critical work of this initiative and Comission. I'm a first-generation latinx-American, an uncle, a brother, and a son who loves his mom. I moved to the Bay Area 10 years ago when I started attending UC Berkeley and found my home away from home in Berkeley/Oakland. Like many of our migrant families in Oakland, my parents met in a small town in Mexico and came to Los Angeles, CA for a better life for themselves and their future children. At a very young age, I found a love for books and learning. I also got energy from seeing others learn and would spend my summers in preschool classrooms volunteering in elementary school, learning from community college professors in high school, and developing leadership skills in high school students during my college years. I've come to deeply understand that education is the tool towards true liberation--especially in communities of color that continue to be farthest from opportunity. I do this work because I'm deeply motivated by seeing others learn and transform into better versions of themselves, and it would be an honor to continue to serve our Oakland community--students and families--through this Comission.

Please submit your resume or curriculum vitae. You may upload a document. (A Word format is preferred.) Alternatively, you may paste the text of your resume in the field provided below.

[RODRIGUEZRAMIREZ.EDGAR.RESUME.doc](#)

Upload a Resume

Please paste the text of your resume or curriculum vitae below.

Please click the acknowledgement below.

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☒ I Agree *

Edgar Rodriguez-Ramirez

Education/ Development

| | | |
|-----------|--|---------------------|
| 2017-2020 | NEW LEADERS/REACH INSTITUTE <i>Emerging Leaders Program/Aspiring Principals Program; Tier 1 Administrative Services Credential</i> | OAKLAND, CA |
| 2016-2017 | NEW LEADERS <i>Leading Instruction Fellowship</i> | OAKLAND, CA |
| 2015-2016 | NEW LEADERS. <i>Instructional Leadership Fellowship</i> | OAKLAND, CA |
| 2013-2015 | LOYOLA MARYMOUNT UNIVERSITY <i>Master of Arts in Urban Education: Policy and Administration, Clear Multiple Subjects Teaching Credential</i> Activities: Kappa Delta Pi Honors Society in Education | OAKLAND, CA |
| 2008-2012 | UNIVERSITY OF CALIFORNIA, BERKELEY <i>Bachelors of Arts in Spanish and Portuguese</i> | BERKELEY, CA |

Experience

| | | |
|----------------------------|--|-----------------------------|
| July 2018- present | GARFIELD ELEMENTARY OAKLAND UNIFIED Principal. Effectively supervises a team of 50+ educators and support staff and over 670 students; consistently monitored staff performance to maintain high standards for all adults and students; oversee PLCs through data-driven cycles of inquiry; develops and facilitates professional development cycles of inquiry alongside instructional coaches; coordinates school operations, oversees safety, and coordinates 504 plans. | OAKLAND, CALIFORNIA |
| July 2016- June 2018 | REACH ACADEMY-OAKLAND UNIFIED SCHOOL DISTRICT Teacher On Special Assignment. PBIS/Culture Lead; School Redesign Team Member; School Site Council; manages school-wide data and technology. Restructured PBIS behavior matrix and school wide expectations. Member of Instructional Leadership Team. Develops yearly theory of action for school-wide instruction and professional learning. Supports teachers with classroom behavior management using PBIS/No-nonsense nurturer model. 2 nd and 3 rd grade PLC team lead; co-creates yearly professional learning arc. | OAKLAND, CALIFORNIA |
| Summer 2016 Summer 2017 | TFA Bay Summer Training Manager of School Operations and Culture. Developed and oversaw operations, data, and systems at the school site in order to maximize school-site efficiency. Cultivated strong partnerships with school administration, advisors, students, families, corps members, and staff in order to coordinate their efforts on the summer campus. Assisted with general institute support, including clerical, administrative, logistical, and manual tasks | BAY AREA, CALIFORNIA |
| Oct2013- May2016 | TEACH FOR AMERICA OAKLAND Alumni Community Organizer. Part of an alumni leadership team that set vision for alumni engagement and is seeing demonstrated progress in shifting culture among our recent alumni community. Helped set strategy for engaging a community of alumni educators and recent alumni. Designed facilitation materials for adult learning and reflection at events. Executed a number of strategies to build investment and drive attendance among target engagement groups. Organize and execute community events to support educators. Collaborate biweekly to analyze data, key trends, and adjust strategy as relevant. Utilized social media and multimedia to strengthen our coalition at the 25 th Anniversary Summit | OAKLAND, CALIFORNIA |
| 2013-2016 | REACH ACADEMY 3rd Grade Teacher. Created a rigorous and student-centered environment for students to tap into their brilliance. Grade-level teacher leader. Created theory of action alongside ILT and redesigned school culture plan/school-wide expectations; Implemented standards-based units across content areas; piloted blended learning program and small- | OAKLAND, CALIFORNIA |

group instruction in all content areas; administered home visits throughout the year.

| | | |
|-------------------------------|--|--------------------------------|
| Summer 2013 | GABRIELLA CHARTER SCHOOL Summer School Teacher. Selected from more than 45,000 applicants nationwide to join national teacher corps who commit two years to teach in under-resourced public schools. Taught in a summer school program for students in Los Angeles area public schools, under the supervision of a faculty of experienced teachers. Engaged in a full schedule of professional development, including: seminars, workshops, individual and group reflections, readings, and 'learning teams' specific to teaching license area. | LOS ANGELES, CALIFORNIA |
| 2009-2012 | UC BERKELEY PUBLIC AFFAIRS Campus Ambassador. Represented university on behalf of students to visiting middle school, high school, community college, and international visitors. Led 25-50-person group tours around campus grounds and focused content on university admissions, academics, financial aid, and student life. Served as support for year-round university programs, including but not limited to Homecoming/Parent's Weekend, CalDay, and Visitor Info Booths. Assisted in the yearly hiring process for incoming Visitor Services employees assessing their qualifications along Visitor Services leadership team and staff directors. | BERKELEY, CA |
| Summers 2008,2011, 2012 | C5 YOUTH FOUNDATION OF SOUTHERN CALIFORNIA Camp Counselor. Influenced leadership development of 72 high-achieving youth through high-adventure/experiential activities over the course of two months. Served as <i>en loco parentis</i> for campers, ensuring their mental, physical, and emotional well being throughout camp experience. Managed health and safety in high-adventure activities: horseback riding, rappelling/rock climbing, white-water rafting, and hiking. Directed Social Awareness Program and Camp Music program for campers, delegating and appointing tasks to other staff. Assisted leadership staff and designed development of leadership and social-awareness programming for the foundation. | LOS ANGELES, CA |
| 2010-2012 | COLLEGE TRACK OAKLAND Brotherhood Workshop Instructor. Facilitated workshop for 20 high-risk, high-performing high school males from the Oakland area. Developed curriculum for workshop topics and provided a safe space for youth to explore healthy academic and social topics through peer-to-peer conversation/support and self-exploration. Mediated and discussed topics focused on gender roles, male privilege, STD/STIs, social stereotypes, college transition, money budgeting, etc. over the course of 12 weeks per academic semester. | OAKLAND, CA |
| Community 2015-2017 | GO PUBLIC SCHOOLS OAKLAND Senior Teacher Policy Fellow. The teacher policy fellowship provides teachers with the opportunity to get a boarder view of the system and learn, listen, think, and lead to help the OUSD come up with solutions to the issues before us. I support the fellowship through the fellow's learning arc to learn about the educational landscape (local, state, and national), listen to other educators about the issues affecting their students, think about best practices in order to write policy, and lead the community through organizing to change the status quo in Oakland. | OAKLAND, CA |
| 2014-present | INNER EXPLORER Advisory Board. I support in the implementation of mindful awareness practices in schools and classrooms; analyze user data to enhance experience and set goals to scale program; record daily lessons and provides feedback on lesson series and school-wide implementation best-practices; support teachers deepen their practice in mindful awareness and classroom implementation; develop languages to support mindful awareness practices in the classroom; provide feedback in technology integration and community impact. | NATIONAL |
| 2008-Present | C5 LOS ANGELES Alumnus/Volunteer. Provide support for pathway events and serve as mentor for over 280 high school youth from the greater Los Angeles Area—advising them in their development as members of the foundation with the goal of having them graduate from high school and making college their choice. | LOS ANGELES, CA |
| 2009-2012 | CHICAN@/LATIN@ STUDENT DEVELOPMENT Caucus Director. Advised and administered communication between 52+ Latino-based student organizations on the UC Berkeley campus. Facilitated bi-monthly meetings with student leaders and provided leadership development for their membership. Served as liaison for student organizations and planned yearly meeting with campus Chancellor. | BERKELEY, CA |
| Personal | Teach for America Alumnus; Fluent in Spanish; some Portuguese. Adult/Child First-Aid/CPR Certified. Avid reader. News enthusiast. Member, Lambda Theta Phi Latin Fraternity, Inc., Teach to Lead (DOE initiative) Fellow; School Retool Fellow | |

Profile**Julissa**

First Name

Perez Lima

Middle Initial

Last Name

Email Address

Street Address

City

Suite or Apt

State

Postal Code

Mobile:

Primary Phone

Mobile:

Alternate Phone

Indira

Employer

Caregiver/ Nanny

Job Title

Which Boards would you like to apply for?**Children's Initiative Oversight Commission: Submitted**

Interests & Experiences

Please tell us how your qualifications and participation will relate to the requested board and/or commission's mission.

3. After I graduated from college, I was a child daycare provider in which I took care of toddlers and assisted in the infant room. I also taught toddlers motor and social skills. Their curriculum consisted of colors, numbers, shapes and basic manners. 5. During my last two years of college, I was a CREWS Leader for Oakland Promise in which I assisted incoming Bay Area college freshmen with class schedule, college resources, & assisted them in their transition from high school to college.

Please submit your resume or curriculum vitae. You may upload a document. (A Word format is preferred.) Alternatively, you may paste the text of your resume in the field provided below.

[Julissa_PerezLima.Resume.pdf](#)

Upload a Resume

Please paste the text of your resume or curriculum vitae below.

Please click the acknowledgement below.

Service on City of Oakland boards, commissions, and committees may require filings of the FPPC's Statements of Economic Interest (Form 700). Upon appointment and determination of filing status, I will comply with all filing obligations.

☒ I Agree *

Julissa Perez Lima

EDUCATION

University of California, Davis, Davis, CA

September 2017 - June 2021

Human Development, Gender, Sexuality, and Women Studies and Chicano/a Studies

Peralta Community Colleges

August 2015 - June 2017

General Education

EXPERIENCE

Independent Caregiver

December 2021- Current

- Maintain sanitary area for toddler
- Provide early education lessons for motor and social skills
- Provide and prepare nutritional meals

Smalltrans Daycare Depot

June 2021- May 2022

Toddler Teacher

- Maintain a sanitary clean changing area while replacing 20 diapers a day to meet strict cleanliness guidelines.
- Create a safe & nurturing space while overseeing the childcare of 20 children ranging from 4 months- 3 years among 7 fellow nursery practitioners.
- Create a fun and interactive environment planning activities that both entertained and stimulate the children
- Communicate a child's daily activities and behavior to parents as well as providing daily progress reports on the child's growth.
- Planned & executed curriculum of 20 lessons for toddlers while maintaining an accurate record of their learning goals.
- Administer 3 meals daily meet nutritional needs outlined by parents ensuring their safety & development of their kids

UC Davis Undergraduate Admissions

January 2021- June 2021

Undergraduate Admissions Peer Advisor

Davis, CA

- Calling 500 hundred newly-admitted students to welcome them and offer guidance, and outreaching to 250 schools in all counties of Northern California
- Empowering student success through high school and community college outreach, creating informational materials, facilitating workshops and student panels, and event-planning for 5k people.

Gender, Sexuality, & Women's Studies Peer Advisor

August 2020-June 2021

Academic Community Counselor

Davis, CA

- Advising students about the GSW major & minor
- Tracking university databases for relevant deadlines and disseminating the information through various marketing channels, including the university GSV listserv, social media, and other peer advisors.
- Designing informational posters using CANVA

Oakland Promise

August 2019- June 2021

CREW Leader

Oakland, CA

- Coordinating activities for 50+ Oakland students to ensure their success at UCD, including delivering presentations on career development and financial aid and conducting 1:1 counseling
- Advocating for students during difficult process of living situations

UC Davis Bridge Program

December 2018-June 2020

Mentor and Language Arts & Math Tutor

Davis, CA

- Tutored students in English, Math, and Science.

Health Education and Promotion

September 2019- June 2020

Volunteer (Health Educator and Promoter)

- Assist Student Coordinators to make buttons for Health Well Being departments and campaigns
- Assist on setting up and breaking down events held on campus

Rising Sun Center for Opportunities

June 2019-September 2019

Energy Specialist

- Phone banking to make and confirm appointments with clients
- Perform water and energy assessments in client's house with permission
- Make the appropriate energy efficiency measures such as light bulbs, a smart power strip, showerhead, sink aerator and more

Profile**Tiffany Rose**

First Name

N

Middle Initial

Lacsado

Last Name

Email Address

Street Address

City

Suite or Apt

State

Postal Code

Mobile:

Primary Phone

Mobile:

Alternate Phone

The Unity Council

Employer

**Director of Economic
Development**

Job Title

Which Boards would you like to apply for?**Children's Initiative Oversight Commission: Submitted**

Interests & Experiences

Please tell us how your qualifications and participation will relate to the requested board and/or commission's mission.

As a mother raising her three young children in Oakland, I am a prime example of what success can look like when families and parents are supported. I have utilized every resource available in the City of Oakland and Alameda County for families, and because of that investment, I have lifted my family out of poverty and am now a leader at the forefront of solving poverty's volatile and complex problems for other families like mine. It would be an honor and my chenchule/kuleana to serve on the Children's Initiative Oversight Commission. Saina ma'ase, thank you for your consideration of this appointment.

Please submit your resume or curriculum vitae. You may upload a document. (A Word format is preferred.) Alternatively, you may paste the text of your resume in the field provided below.

[TLacsado_Resume2022.docx](#)

Upload a Resume

Please paste the text of your resume or curriculum vitae below.

Tiffany Rose Naputi Lacsado | Oakland, CA **PROFESSIONAL SUMMARY** • Proven ability to vision/conceptualize, design and lead private and public sector equity initiatives and implement short- and long-term data driven organizational initiatives that weighs competing interests but stays true to vision, mission, and social, cultural, environmental and economic aspirations. • Proven ability to cultivate interdependent collaborative relationships, illicit and direct internal/external stakeholder engagement and lead strategic planning and evaluation, advocacy and public relations, budget management – budget development, expense monitoring and budget forecasting. • Currently directs a

Tiffany Rose N Lacsado

\$6.2M economic development portfolio that includes workforce, housing, digital and financial literacy, tax preparation, small business and commercial real estate development, transportation, city/urban planning and the former special financing district – The Fruitvale Business Improvement District. Multi-faceted community development executive with expertise in: Equitable Community Development – Environmental Literacy - Collaboration - Team Leadership Program Design - Negotiation - Fundraising - Customer Service

RELEVANT EXPERIENCE

DIRECTOR OF ECONOMIC DEVELOPMENT October 2021 – Present

The Unity Council, Oakland The Unity Council (TUC) is a nationally recognized Social Equity Development nonprofit organization with a 56-year history serving East Oakland communities. TUC's mission is to promote social equity and improve the quality of life by cultivating and building vibrant communities where everyone can work, learn and thrive.

- Lead all aspects of employment, career and small-business programs and initiatives, with emphasis on local sectors, and supporting BIPOC and immigrant job seekers, workers and business owners.
- Contribute to visioning, planning and execution of organization-wide initiatives; contribute to fundraising goals, DEI goals, and be proactive in limiting liability for the organization.
- Develop and maintain deep relationships with businesses, workforce partners and stakeholders to develop sustainable strategies and programs that address the needs of local businesses, employers and job seekers, to improve economic stability and upward mobility for adults and small businesses.
- Participate in systems change/alignment advocacy and planning, to increase social equity, and economic and career opportunities for under-represented communities in growing sectors and careers.
- Provide effective supervision to staff, and foster teamwork; monitor staff morale and wellness.
- Ensure that staff remain current in their field, receive needed training, and provide effective services and resources related to employment, career development and business development.
- Ensure creation or adoption of curricula and program models that result in accessible, culturally appropriate successful programs; monitor progress towards contractual goals.
- Lead collaboration with other departments and programs to build cross-program initiatives that benefit shared clients and entry-level staff; and maintain integrated service delivery model.
- Work with a team to manage and analyze data for supervised programs to identify program successes and gaps, establish impact and submit reports; ensure staff capture needed data.
- Lead in conceptualizing economic development proposals, participate in fundraising, and sharing impact and best practices.
- Lead budget management, expense monitoring and budget forecasting for programs in portfolio.
- Participate in community engagement initiatives that advance The Unity Council's mission and goals.
- Participate in leadership and department meetings, supervision, agency events, and staff-led committees.

ASSOCIATE DIRECTOR OF ECONOMIC DEVELOPMENT October 2019 – October 2021

The Unity Council, Oakland The Unity Council (TUC) is a nationally recognized Social Equity Development nonprofit organization with a 56-year history serving East Oakland communities. TUC's mission is to promote social equity and improve the quality of life by cultivating and building vibrant communities where everyone can work, learn and thrive.

- Spearheaded the creation of the Fruitvale Economic Resiliency Plan that developed a localized, equity and permaculture-based framework that set TUC's trajectory for the next 5 years in economic development programming and residential and commercial real estate acquisition.
- Developed TUC's Pandemic Response and Economic Recovery program that 1) Transitioned workforce, social services, housing, financial literacy, small business and Census 2020 operations virtually 2) Disbursed \$886k in rental assistance and \$420k in commercial rental assistance. 3) Provided Unemployment, PPP/EIDL loan and grant application assistance, and PPE distribution in English, Spanish, Mam, Khmer and Tagalog to thousands of newly unemployed workers and over 500 BIPOC businesses across East Oakland at the height of COVID-19 surges.
- Served as TUC's 2020 Census Director. TUC was an integral partner to the US Census Bureau and Alameda County's Latinx Hard-to-Count strategy.
- Led the Fruitvale Business Improvement District (FBID) renewal process. The FBID is a property based special financing district where by ballot initiative property owners levy a special assessment onto themselves which is then used by TUC to privately underwrite street cleaning, façade improvement, public safety, promotional, and community development and arts activities. The FBID has been in existence for over 20 years and has been an integral strategy to mitigate gentrification and attract neighborhood investment.
- Created new programming in workforce, housing, digital access, financial literacy, tax preparation, ITIN services and small business development that attracted significant public and private investment which grew TUC's Economic Development portfolio from \$1.4M in November 2019 to \$3.4M and counting in October 2021.
- Recruited, developed and mentored employees hired directly from the community to become change agents who are solving VUCA (volatile, uncertain, complex and ambiguous) problems that plague our community.
- Managed and directed the work of 10 professional consultants that provide expert level services to projects and staff in areas such as trauma informed clinical supervision and coaching for direct services staff, immigration, tenant and business legal services, business development, community real

estate acquisition, marketing, ecommerce and accounting and tax services. **FOUNDER AND SEASONAL CHIEF EXECUTIVE OFFICER** June 2017 – Current The Lei Company Cooperative Inc., Oakland, CA The Lei Company Cooperative Inc. is the first Pacific Islander – Melanesian, Micronesian, Polynesian owned and operated worker owned cooperative in the United States. The mission of The Lei Company is to close the racial wealth gap by returning the economic benefit of graduation lei to the people whose culture it is appropriated from. • Founded a floral design company – The Lei Company Cooperative Inc. as a California Worker Owned Cooperative • Raised over \$100k in seed funding from private equity investors and through private offerings and Regulation Crowdfunding. Regulation crowdfunding is an equitable vehicle for small businesses to raise capital from non-accredited [everyday] investors. • As a Kiva small business trustee, The Lei Company has funneled over \$50k and counting in capital to other California based Pacific Islander owned companies. • Designed and standardized lei (flower garland) for mass handcrafted production and sale. • Led the company to be authorized graduation vendors for the Oakland Unified School District, The University of San Francisco and Mills College. Organizational customers include The City of Oakland, Alameda County Social Services, The Alameda County Labor Alliance, The San Francisco Foundation, Facebook Inc, the Gay Asian Pacific Alliance and the Asian Pacific Islander Queer Women and Transgender Coalition. • Currently pursuing an opportunity be placed as a graduation seasonal item in Island Pacific grocery store chain. • Consultant to aspiring Pasifika women's worker cooperatives in Hawai'i, Fiji, Guam and the Federated States of Micronesia – State of Yap. • Awarded the 2018 Mayor's Small Business Week Award by Mayor Libby Schaaf. **WIC PEER BREASTFEEDING COUNSELOR** December 2014 – July 2017 Marin County WIC, San Rafael, CA The Marin County Women, Infants, and Children (WIC) Supplemental Nutrition Program is a supplemental food and nutrition program for low-income pregnant, breastfeeding, postpartum women and children under age five who have nutritional risk. Marin County WIC's mission is to safeguard the health of low-income women, infants, and children up to age 5 who are at risk by providing nutritious foods to supplemental diets, information on healthy eating, and referrals to health care. • Led World Breastfeeding week activities which included the production of an inter-department Breastfeeding festival held on the Kerner Campus that included community resource booths from other Health and Human Services Departments and Marin Community Clinic. • Managed a 75 mother/infant duo (150 persons) caseload that successfully educated mothers on the benefits of breastfeeding and provided breastfeeding support by issuing breast pumps, developing return to work pumping plans and making referrals to Marin Community Clinic's lactation clinic. • Provided support to Marin General Hospital's postpartum ward by working twice weekly to ensure immediate post-partum mothers had appropriate referrals to WIC's lactation consultant and to the Marin Community Clinic. **FINANCE AND OPERATIONS DIRECTOR** December 2002 – July 2015 The Sexual Minority Alliance of Alameda County, Oakland, CA The Sexual Minority Alliance of Alameda County (SMAAC) Youth Center was the first LGBTQ Youth Center in the City of Oakland whose mission was to provide a safe space for LGBTQ youth ages 14-24. SMAAC served over 100 LGBTQ youth a day on average and 80% of its participants were extremely low income African American youth from Oakland's most economically marginalized and violent neighborhoods. Opened in the mid 1990's, the Center closed in 2017. At this organization I held several roles in my 13-year tenure in both direct services and as executive staff. • Served as their Finance & Operations Director from 2007-2015. Provided direction and oversight for \$1M+ portfolio of youth HIV AIDS prevention education and educational enrichment programming. Funders included The City of Oakland's Oakland Fund for Children & Youth (OFCY), Alameda County Behavioral Health Services, Alameda County Health Care Services Agency, Alameda County Office of AIDS, The Centers for Disease Control, Substance Abuse Mental Health Services Agency and various private foundations. • Managed a three story 15,000 square foot youth center that had programming 6 days a week. • Certified in 5 HIV/AIDS public health prevention case management modalities and one community level prevention program at the intersections of sexual and reproductive health, mental health, substance abuse and the workforce development of community health outreach workers and peer mental health counselors. **EDUCATION, CERTIFICATIONS & APPOINTMENTS** Master of Business Administration / Meridian University, Petaluma, CA Bachelor's of Arts Humanities – Activism & Social Change / New College of California, San Francisco, CA Concentration in Social Enterprise Certified Trainer, Roots of Success – Environmental Literacy Pre-Apprenticeship Program / The Ecology Center CA State Breastfeeding Peer Counselor Program / Alameda County Social Services Lactation Educator Counselor / University of California San Diego Anti-Retroviral Treatment & Access to Services / Centers for Disease Control & Prevention Choosing Life, Empowerment, Action & Results / Centers for Disease Control & Prevention MPowerment Project Model for HIV Prevention / Centers for Disease Control & Prevention Botvin LifeSkills Training for Trainers / Botvin LifeSkills Prevention Case Management for HIV Prevention / Substance Abuse Mental Health Services Agency **GRANT PROPOSAL**

REVIEWER January 2021 – Current San Francisco Office Economic & Workforce Development / Community Reviewer Pilot The Office of Economic and Workforce Development (OEWD) advances equitable and shared prosperity for San Franciscans by growing sustainable jobs, supporting businesses of all sizes, creating great places to live and work, and helping everyone achieve economic self-sufficiency. TRANSIT SECURITY ADVISORY COMMITTEE (TSAC) December 2019 – Current Bay Area Rapid Transit / At-Large Appointment The TSAC committee ensures anti-discrimination in the administration of prohibition orders issued by BART Police and recommends to BART staff the type and the extent of training that should be undertaken by those responsible for issuance and enforcement of prohibition orders. EARLY CARE AND EDUCATION PLANNING COUNCIL November 2017 – November 2021 Alameda County Office of Education / Appointed by L. Karen Monroe, AC Superintendent of Schools The Early Care and Education Planning Council provides a forum for the recommendation of local priorities for child care funding and the development of policies to meet the needs identified within those priorities and advises the County Board of Supervisors and County Superintendent of Schools on child care program and policy issues. 7-11 COMMITTEE May 2019 – December 2019 Oakland Unified School District / At-Large Appointment The 7-11 Committee ensures the public engagement process by leading multi-stakeholder engagement activities on public land use of district owned properties and makes recommendations to the school board on which of its properties is surplus and can be made available to outside developers either through long term lease or sale. OTHER RELEVANT EXPERIENCE OAKLAND PROMISE BRILLIANT BABY 2015 Family Alumnae / Parent Leader One of the first families enrolled in the Brilliant Baby program. 2 children are alumnae of the program and daughter Madison Eire was the first poster child for the program. EARLY HEAD START & HEAD START August 2013 – July 2020 The Unity Council /Family Alumnae /Parent Policy Council The Unity Council Representative to the City of Oakland Parent Policy Council Alumnae twice over of the Early Head Start Prenatal Program and all three children are alums of both Early Head Start and Head Start programs of both The Unity Council and The City of Oakland

Please click the acknowledgement below.

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☒ I Agree *

Tiffany Rose Naputi Lacsado

PROFESSIONAL SUMMARY

- Proven ability to vision/conceptualize, design and lead private and public sector equity initiatives and implement short- and long-term data driven organizational initiatives that weighs competing interests but stays true to vision, mission, and social, cultural, environmental and economic aspirations.
- Proven ability to cultivate interdependent collaborative relationships, illicit and direct internal/external stakeholder engagement and lead strategic planning and evaluation, advocacy and public relations, budget management – budget development, expense monitoring and budget forecasting.
- Currently directs a \$6.2M economic development portfolio that includes workforce, housing, digital and financial literacy, tax preparation, small business and commercial real estate development, transportation, city/urban planning and the former special financing district – The Fruitvale Business Improvement District.

Multi-faceted community development executive with expertise in:

Equitable Community Development – Environmental Literacy - Collaboration - Team Leadership
Program Design - Negotiation - Fundraising - Customer Service

RELEVANT EXPERIENCE

DIRECTOR OF ECONOMIC DEVELOPMENT

October 2021 – Present

The Unity Council, Oakland

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- Lead all aspects of employment, career and small-business programs and initiatives, with emphasis on local sectors, and supporting BIPOC and immigrant job seekers, workers and business owners.
- Contribute to visioning, planning and execution of organization-wide initiatives; contribute to fundraising goals, DEI goals, and be proactive in limiting liability for the organization.
- Develop and maintain deep relationships with businesses, workforce partners and stakeholders to develop sustainable strategies and programs that address the needs of local businesses, employers and job seekers, to improve economic stability and upward mobility for adults and small businesses.

- Participate in systems change/alignment advocacy and planning, to increase social equity, and economic and career opportunities for under-represented communities in growing sectors and careers.
- Provide effective supervision to staff, and foster teamwork; monitor staff morale and wellness.
- Ensure that staff remain current in their field, receive needed training, and provide effective services and resources related to employment, career development and business development.
- Ensure creation or adoption of curricula and program models that result in accessible, culturally appropriate successful programs; monitor progress towards contractual goals.
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ASSOCIATE DIRECTOR OF ECONOMIC DEVELOPMENT October 2019 – October 2021

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- Served as TUC's 2020 Census Director. TUC was an integral partner to the US Census Bureau and Alameda County's Latinx Hard-to-Count strategy.
- Led the Fruitvale Business Improvement District (FBID) renewal process. The FBID is a property based special financing district where by ballot initiative property owners levy a special assessment onto themselves which is then used by TUC to privately underwrite street cleaning, façade improvement, public safety,

promotional, and community development and arts activities. The FBID has been in existence for over 20 years and has been an integral strategy to mitigate gentrification and attract neighborhood investment.

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- Recruited, developed and mentored employees hired directly from the community to become change agents who are solving VUCA (volatile, uncertain, complex and ambiguous) problems that plague our community.
- Managed and directed the work of 10 professional consultants that provide expert level services to projects and staff in areas such as trauma informed clinical supervision and coaching for direct services staff, immigration, tenant and business legal services, business development, community real estate acquisition, marketing, ecommerce and accounting and tax services.

FOUNDER AND SEASONAL CHIEF EXECUTIVE OFFICER June 2017 – Current
The Lei Company Cooperative Inc., Oakland, CA

The Lei Company Cooperative Inc. is the first Pacific Islander – Melanesian, Micronesian, Polynesian owned and operated worker owned cooperative in the United States. The mission of The Lei Company is to close the racial wealth gap by returning the economic benefit of graduation lei to the people whose culture it is appropriated from.

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- Led the company to be authorized graduation vendors for the Oakland Unified School District, The University of San Francisco and Mills College. Organizational customers include The City of Oakland, Alameda County Social Services, The Alameda County Labor Alliance, The San Francisco Foundation, Facebook Inc, the Gay Asian Pacific Alliance and the Asian Pacific Islander Queer Women and Transgender Coalition.
- Currently pursuing an opportunity be placed as a graduation seasonal item in Island Pacific grocery store chain.
- Consultant to aspiring Pasifika women's worker cooperatives in Hawai'i, Fiji, Guam and the Federated States of Micronesia – State of Yap.
- Awarded the 2018 Mayor's Small Business Week Award by Mayor Libby Schaaf.

WIC PEER BREASTFEEDING COUNSELOR
Marin County WIC, San Rafael, CA

December 2014 – July 2017

The Marin County Women, Infants, and Children (WIC) Supplemental Nutrition Program is a supplemental food and nutrition program for low-income pregnant, breastfeeding, postpartum women and children under age five who have nutritional risk. Marin County WIC's mission is to safeguard the health of low-income women, infants, and children up to age 5 who are at risk by providing nutritious foods to supplemental diets, information on healthy eating, and referrals to health care.

- Led World Breastfeeding week activities which included the production of an inter-department Breastfeeding festival held on the Kerner Campus that included community resource booths from other Health and Human Services Departments and Marin Community Clinic.
- Managed a 75 mother/infant duo (150 persons) caseload that successfully educated mothers on the benefits of breastfeeding and provided breastfeeding support by issuing breast pumps, developing return to work pumping plans and making referrals to Marin Community Clinic's lactation clinic.
- Provided support to Marin General Hospital's postpartum ward by working twice weekly to ensure immediate post-partum mothers had appropriate referrals to WIC's lactation consultant and to the Marin Community Clinic.

FINANCE AND OPERATIONS DIRECTOR

December 2002 – July 2015

The Sexual Minority Alliance of Alameda County, Oakland, CA

The Sexual Minority Alliance of Alameda County (SMAAC) Youth Center was the first LGBTQ Youth Center in the City of Oakland whose mission was to provide a safe space for LGBTQ youth ages 14-24. SMAAC served over 100 LGBTQ youth a day on average and 80% of its participants were extremely low income African American youth from Oakland's most economically marginalized and violent neighborhoods. Opened in the mid 1990's, the Center closed in 2017. At this organization I held several roles in my 13-year tenure in both direct services and as executive staff.

- Served as their Finance & Operations Director from 2007-2015. Provided direction and oversight for \$1M+ portfolio of youth HIV AIDS prevention education and educational enrichment programming. Funders included The City of Oakland's Oakland Fund for Children & Youth (OFCY), Alameda County Behavioral Health Services, Alameda County Health Care Services Agency, Alameda County Office of AIDS, The Centers for Disease Control, Substance Abuse Mental Health Services Agency and various private foundations.
- Managed a three story 15,000 square foot youth center that had programming 6 days a week.
- Certified in 5 HIV/AIDS public health prevention case management modalities and one community level prevention program at the intersections of sexual and reproductive health, mental health, substance abuse and the workforce development of community health outreach workers and peer mental health counselors.

EDUCATION, CERTIFICATIONS & APPOINTMENTS

Master of Business Administration / Meridian University, Petaluma, CA

Bachelor's of Arts Humanities – Activism & Social Change / New College of California, San Francisco, CA

Concentration in Social Enterprise

Certified Trainer, Roots of Success – Environmental Literacy Pre-Apprenticeship Program / The Ecology Center

CA State Breastfeeding Peer Counselor Program / Alameda County Social Services

Lactation Educator Counselor / University of California San Diego

Anti-Retroviral Treatment & Access to Services / Centers for Disease Control & Prevention

Choosing Life, Empowerment, Action & Results / Centers for Disease Control & Prevention

MPOWERment Project Model for HIV Prevention / Centers for Disease Control & Prevention

Botvin LifeSkills Training for Trainers / Botvin LifeSkills

Prevention Case Management for HIV Prevention / Substance Abuse Mental Health Services Agency

GRANT PROPOSAL REVIEWER

January 2021 – Current

San Francisco Office Economic & Workforce Development / Community Reviewer Pilot
The Office of Economic and Workforce Development (OEWD) advances equitable and shared prosperity for San Franciscans by growing sustainable jobs, supporting businesses of all sizes, creating great places to live and work, and helping everyone achieve economic self-sufficiency.

TRANSIT SECURITY ADVISORY COMMITTEE (TSAC) December 2019 – Current

Bay Area Rapid Transit / At-Large Appointment

The TSAC committee ensures anti-discrimination in the administration of prohibition orders issued by BART Police and recommends to BART staff the type and the extent of training that should be undertaken by those responsible for issuance and enforcement of prohibition orders.

EARLY CARE AND EDUCATION PLANNING COUNCIL November 2021

November 2017 –

Alameda County Office of Education / Appointed by L. Karen Monroe, AC
Superintendent of Schools

The Early Care and Education Planning Council provides a forum for the recommendation of local priorities for child care funding and the development of policies to meet the needs identified within those priorities and advises the County Board of Supervisors and County Superintendent of Schools on child care program and policy issues.

7-11 COMMITTEE

May 2019 – December 2019

Oakland Unified School District / At-Large Appointment

The 7-11 Committee ensures the public engagement process by leading multi-stakeholder engagement activities on public land use of district owned properties and makes recommendations to the school board on which of its properties is surplus and can be made available to outside developers either through long term lease or sale.

OTHER RELEVANT EXPERIENCE

OAKLAND PROMISE BRILLIANT BABY

2015

Family Alumnae / Parent Leader

One of the first families enrolled in the Brilliant Baby program. 2 children are alumnae of the program and daughter Madison Eire was the first poster child for the program.

EARLY HEAD START & HEAD START

August 2013 – July 2020

The Unity Council /Family Alumnae /Parent Policy Council

The Unity Council Representative to the City of Oakland Parent Policy Council

Alumnae twice over of the Early Head Start Prenatal Program and all three children are alums of both Early Head Start and Head Start programs of both The Unity Council and The City of Oakland

Profile

Bernadette

First Name

P

Middle Initial

Zermeno

Last Name

Email Address

Street Address

City

Suite or Apt

State

Postal Code

Home: ()

Primary Phone

Home: ()

Alternate Phone

Chabot college

Employer

**ECE Professor/Multilingual
Specialist PreK/TK**

Job Title

Which Boards would you like to apply for?

Children's Initiative Oversight Commission: Submitted

Interests & Experiences

Please tell us how your qualifications and participation will relate to the requested board and/or commission's mission.

Thank you so much for this opportunity. I am passionate about early childhood and want to ensure that communities are given the opportunity to share their voice and thrive within Oakland, starting in womb until college. "Oakland born and grown" Our communities have so many assets and we can help cultivate them. I have been in the early childhood field for more than 15 years in multiple different capacities, mother, early childhood educator, college professor and I have established partnerships throughout Oakland.

Please submit your resume or curriculum vitae. You may upload a document. (A Word format is preferred.) Alternatively, you may paste the text of your resume in the field provided below.

[Bernadette Pilar Zermeno Resume.pdf](#)

Upload a Resume

Please paste the text of your resume or curriculum vitae below.

Please click the acknowledgement below.

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☒ I Agree *

Early Childhood Trainer and Educator

Early Childhood Trainer and Educator with 15+ years of demonstrated success creating, developing and teaching Transitional Kindergarten Programs. Multilingual educator with excellent communication and interpersonal skills. Works fluidly in English, Spanish, and French. Innovative curriculum creator with expertise in training Pre-K, Transitional and Traditional Kindergarten Teachers, and TK/K Teacher Aides. Poised and professional communicator. Builds open, trust-based relationships with students, parents, teammates, and community partners. Dedicated to helping newly arrived students and refugees with foundational social and emotional skills. Committed to student growth and advancement.

AREAS OF EXPERTISE & INFLUENCE

- | | | |
|----------------------------------|------------------------------|-----------------------------|
| · Transitional Kindergarten | · Curriculum Development | · Literacy Advancement |
| · Dual Immersion Programs | · Data Collection & Analysis | · Community Resources |
| · Cultural Diversity & Awareness | · Technology Integration | · Fostering Bilinguality |
| · Family Engagement | · Social & Emotional Skills | · Home Language Development |

PROFESSIONAL EXPERIENCE

Early Childhood and ELLMA Office, Oakland Unified School District, CA 2021–Present

Early Education Dual Language Trainer, Coach and Multilingual Specialist

Transformational position that aligns Early Childhood, Family Partnerships, TK and Multilingual Division within OUSD to collaborate, design, implement POLL strategies and build alignment between all partners to support the diverse linguistic and cultural assets of the community 0-12th grade.

- Designs and implements educational plans and strategies guided by voices of educators
- Partners with coaches, trainers, teachers, and parents to ensure student success in Oakland classrooms

SEEDS, Oakland, CA 2017 – 2021

Early Education Trainer and Coach

Conducts professional training in early literacy and language for 30-80 Pre-K, Transitional and Traditional Kindergarten Teachers, and TK/K Teacher Aides. Builds trust-based teacher relationships enabling an exchange of constructive evaluation and challenge. Provides the tools, coaching and training necessary for teachers and aids to support student success.

- Designs and implements educational plans and strategies
- Partners with coaches, trainers, teachers, and parents to ensure student success in Oakland classrooms
- Provides in-depth training and coaching to teachers and tutors aimed at increasing early student vocabulary, alphabet knowledge, and phonological awareness

Early Childhood Educator, EAST BAY MONTESSORI, Fremont, CA 2017 – Present

Adjunct Assistant Early Childhood Professor, CHABOT COLLEGE/LAS POSITAS, Hayward, CA 2018 – Present

Instructor (online and face-to-face) for early childhood education classes. Plans, designs, and facilitates new course curriculum with a focus on educating Transitional Kindergarten and Early Childhood Teachers.

- East Bay Montessori: Teaches early education classes to 20+ undergraduate students per course with an emphasis on literacy, math, and social/emotion development skills. Courses: Family Engagement and Early Childhood Observation
- Chabot College: Teaches 30+ students per course augmenting the core curriculum with real-world examples. Courses: Strategies for Working with Children with Challenging Behavior & Preschool English Language Development

Transitional Kindergarten Teacher, ASCEND COMMUNITY SCHOOL, Oakland, CA 2017 – 2019

Establishes, develops and teaches an English Transitional Kindergarten program with 20+ students. Connects the TK program with the school vision, mission and values, successfully fostering highly skilled, analytical and empathetic students and teachers across the district. Collaborates with administrators, faculty, and parents to effectively address student needs and set common goals resulting in student success.

BERNADETTE PILAR CHAUBARD ZERMEÑO

Page Two of Two

- Develops and executes a culturally-relevant, data-driven program with appropriate lesson plans and units to promote independence and success-in-learning for all types of learners
- Creates rubrics, assessments, and innovative lesson plans to heighten student engagement and progress
- Member of the Family Engagement Bridge connecting Parent Liaisons with Staff
- Instrumental in bringing healthcare/community resources to the migrant students including medical/dental services

Transitional Kindergarten Teacher, BRIDGES ACADEMY AT MELROSE, Oakland, CA

2009 – 2017

Bi-lingual Teacher. Developed original, comprehensive curricula utilizing traditional and innovative teaching methods to engage students, facilitate independence, and prepare them for the concept of school and academic learning. Worked with supervisors, teachers and parents to drive student success through common goals and programs.

- Handpicked to serve as Summer Principal, 2017
- Served as Summer Kinder Readiness Teacher for a 4-week summer program in 2016. Assisted newly arrived students/refugees with foundational social and emotional development skills
- Created and instructed culturally aware, project-based whole-child core curriculum centered on building literacy, mathematics, and social/emotional abilities
- Planned, developed and implemented English-Spanish, arts, and science learning programs

3-5th Grade Teacher, BOWMAN ELEMENTARY, Hayward, CA

2008 – 2009

Taught English, CHINA (2008), CAMBODIA (2008), VIETNAM (2008), PANAMA (2008), GUATEMALA (2007)

2007 – 2008

Teacher in Training, AMERICORP: BURBANK ELEMENTARY, Hayward, CA

2002 – 2003

EDUCATION | CERTIFICATIONS

Ed.D. Student, Mills College, Completion Date 2021

Educational Leadership with an Emphasis on Early Childhood Leadership

Master of Arts in Education, University of California, Berkeley, May 2009

Multiple Subject Teaching Credential. Spanish BCLAD Exam Passed. Developmental Teacher Education Program

Bachelor of Arts in Psychology, Minor in Education, University of California, Berkeley, May 2007

Associations of Arts, Chabot College, Hayward, June 2005

Early Childhood Generalist Certification, National Board Certification (NBPTS), 2014

“Of Course She Will Learn,” Written by Reyes & Zermeño, Published on Academia, 2018

BOARD APPOINTMENTS | FELLOWSHIPS | AFFILIATIONS

- *Board Member* (2017-Present); *Treasurer* (2019-Present), **California Kindergarten Association** 2017 – Present
- *Member*, **Lead East Bay** 2017 – Present
- *Member*, **The Alianza de Hayward** 1995 – Present
- *Leadership Fellow*, **Surge Institute** 2017 – 2018
- *Emerging Leaders Program*, **New Leaders** 2016 – 2017
- *Member*, **Educate 78 Teacher Advisory Group** 2016 – 2017

HONORS | AWARDS

- Soroptimist Founder Region Fellowship Award March 2021
- Awarded 4.0 Essentials Grant for Family Development Aug 2017

BERNADETTE PILAR CHAUBARD ZERMEÑO

Page Two of Two

| | |
|---|----------|
| Mills Newcomer Scholars | Aug 2016 |
| New Leaders Winner | May 2016 |
| Fishman Prize for Superlative Classroom Practice Honor Roll | Jan 2016 |
| Educate 78 Teacher Advisory Group Winner | Jan 2016 |
| Awarded Luna Dance Institute | Aug 2013 |
| Awarded Fund for Teachers: Mathematics in The City Training, New York | Jul 2012 |
| Awarded Hispanic Scholarship | Jun 2009 |

Profile

Kareem

First Name

J

Middle Initial

Weaver

Last Name

Email Address

Street Address

City

Suite or Apt

State

Postal Code

Home: ()

Primary Phone

Home: ()

Alternate Phone

FULCRUM

Employer

Co-Founder and Director

Job Title

Which Boards would you like to apply for?

Children's Initiative Oversight Commission: Submitted

Interests & Experiences

Please tell us how your qualifications and participation will relate to the requested board and/or commission's mission.

I have diligently supported Oakland Youth for over 25 years. I have been an award winning teacher in Oakland Unified School District I have also been an award winning principal in Oakland Unified School District Now, I am on the Education Committee of the Oakland Education Committee and working to ensure students' civil rights are protected via access to a quality education. I have coached youth sports at the East Oakland Youth Development Center, the Boys and Girls Club, and the YMCA. My qualifications and participation relates to the Children's Initiative Oversight Omission because I have decades of experience serving Oakland's children in a variety of settings and empowering them to succeed. Further, I've had to vet organizations and individuals as part of my previous roles. I will bring clarity and a focus on outcomes to the commission. I have a good understanding of the city's landscape and the needs of its' youth.

Please submit your resume or curriculum vitae. You may upload a document. (A Word format is preferred.) Alternatively, you may paste the text of your resume in the field provided below.

[Kareem Resume Weaver-2.pdf](#)

Upload a Resume

Please paste the text of your resume or curriculum vitae below.

ORGANIZATIONAL LEADER Skilled in bringing team towards supporting a common vision, identifying and supporting innovative practices, program assessment and development, community engagement, staff development and management, and

uplifting diverse stakeholders Dedicated, versatile organizational leader. Skilled in developing the climate for success, resulting in robust partnerships that take ownership of the initiative. Outstanding collaboration skills, encouraging positive relationships between stakeholders that create conditions and resources for goals to be met. Experience incorporating innovative practices. Catalyst for inspiration, encouraging excellence in academia. Expertise in advancing multi-year strategic goals. Skilled in leading diversity and inclusion initiatives and budget management. Finding and supporting grantees towards producing improved student outcomes. Demonstrated commitment to improving education opportunities for all students and supporting an expanded definition of student success. Award-winning teacher, principal, and non-profit leader.

AREAS OF EXPERTISE Literacy State Standards Educational Research Stakeholder Collaboration Community Building School Leader Selection, Development, & Training Professional Development Data-driven Analysis Diversity, Equity, and Inclusion Change Management and Innovation Bilingual Education

CAREER EXPERIENCE

Co-Founder and Director 2019-current Fulcrum OAKLAND, CA Ensure Oakland students are literate. Work with universities to teach evidence-based research methods, work with K12 students, vet curriculum, provide support for teachers, provide workshops and support for parents along with direct service to students to learn to read.

Strategic Consultant 2018-2019 Honors Pathway OAKLAND, CA Secure and maintain buy-in from Oakland school sites and district staff. Cultivate community support and buy-in. Increase college graduation rates for students by providing greater access for student and families to attend their first year of college at no cost. Work with district, county, and universities to align program goals. Create community awareness and expectation regarding the importance of early literacy on college readiness.

Managing Director 2017-2018 NewSchools Venture Fund OAKLAND, CA Identify and support innovative school models, develop staff expertise, develop support system for schools that would lead to improvement within an expanded definition of student success to assess effectiveness, manage \$11 million annual budget. Find, invest in, and support mission-aligned grantees. Identify cutting-edge practices regarding literacy acquisition and numeracy that could support better opportunities for trauma-impacted youth.

Executive Director 2012-2017 NEW LEADERS BAY AREA, CA Create strategy and build relationships with external partners to build an effective, scalable, innovative model for developing educators (teachers, leadership teams, and administrators). Continually monitor program effectiveness and innovate as needed to ensure long-term goals are met. Build, manage, and leverage Advisor Board. Nurture a comprehensive ecosystem of support across various stakeholder groups. Produce events which generate awareness, momentum, and buy-in.

Administrator 2009-2012 OAKLAND UNIFIED SCHOOL DISTRICT OAKLAND, CA Developed Leadership Team; researched and incorporated adaptive technology; designed and delivered professional development; observed, and coached teachers; spearheaded Science Explorer Expedition; drove increase in academic achievement: double digit growth each year (Math, ELA, Science). Science from 6% to 81% proficient/Advanced; provided intensive change management support

EARLY CAREER (1994-2009)

- Bilingual Teacher: 2nd - 5th grades, Oakland Unified
- School administrator: Department of Juvenile Justice, Columbia, SC
- Al Wilkes Society for Boys

CONSULTING, LEADERSHIP, & PRESENTATIONS

NAACP: Education Committee Help the community engage with school systems related to programs, data, instruction, and culture. Community liaison. Bridge gaps that arise between and within cultural groups within the school context.

Executive Council Member OAKLAND ALLIANCE OF BLACK EDUCATORS OAKLAND, CA Create an Early Literacy Commission. Serve as children's advocate for securing quality education opportunities, develop and provide Adult Education program, oversee professional development opportunities for educators. Serve as children's advocate in terms of securing quality education opportunities, oversee professional development opportunities for educators

Speaker VANGUARD, LEAPFROG SCHOOLHOUSE, MOONSHOT VENTURES, ED PIONEERS, OUSD, A BETTER CHANCE, NAACP, Ed MATTERS Presenting themes that promote literacy and overall academic achievement, promote effective use of personalized learning, help parents understand the state standards and their reporting, support African-American and Latino achievement, share best practices and encourage innovation.

Data Driven Instruction Co-facilitator NEW YORK STATE DEPARTMENT OF EDUCATION NEW YORK, NY Provided training to superintendents and BOCES Directors, focusing on data-driven instruction implementation at district- and site-levels over a 3-day course

Board Member SEEDS of Literacy EDUCATION National Superintendent's Academy: Instruction and Systems SUPERINTENDENT ACADEMY SAN FRANCISCO, CA CA Administrative Credential Program

PROGRAM REACH INSTITUTE OAKLAND, CA CA Multiple Subject Credential Program, CLAD & BCLAD PROGRAM PATTEN COLLEGE OAKLAND, CA Master of Science (MS): Clinical-Community Psychology UNIVERSITY OF SOUTH CAROLINA COLUMBIA, SC Bachelor of Arts (B.A.): Psychology, Spanish MOREHOUSE COLLEGE ATLANTA, GA

References: Cynthia Adams: Oakland

NAACP Education Chair c[REDACTED].com; Cell: 510.[REDACTED] Dr Juanita Reynolds:
Regional Vice President, Honors Pathway: jrey[REDACTED].org, Cell: 916.[REDACTED]

Please click the acknowledgement below.

Service on City of Oakland boards, commissions, and committees may require filings of the FPPC's Statements of Economic Interest (Form 700). Upon appointment and determination of filing status, I will comply with all filing obligations.

☒ I Agree *

Kareem Jabbar Weaver Sr



ORGANIZATIONAL LEADER

Skilled in bringing team towards supporting a common vision, identifying and supporting innovative practices, program assessment and development, community engagement, staff development and management, and unifying diverse stakeholders

Dedicated, versatile organizational leader. Skilled in developing the climate for success, resulting in robust partnerships that take ownership of the initiative. Outstanding collaboration skills, encouraging positive relationships between stakeholders that create conditions and resources for goals to be met. Experience incorporating innovative practices. Catalyst for inspiration, encouraging excellence in academia. Expertise in advancing multi-year strategic goals. Skilled in leading diversity and inclusion initiatives and budget management. Finding and supporting grantees towards producing improved student outcomes. Demonstrated commitment to improving education opportunities for all students and supporting an expanded definition of student success. Award-winning teacher, principal, and non-profit leader.

AREAS OF EXPERTISE

Literacy I State Standards I Educational Research I Stakeholder Collaboration I Community Building I School Leader Selection, Development, & Training I Professional Development I Data-driven Analysis I Diversity, Equity, and Inclusion I Change Management and Innovation I Bilingual Education I

CAREER EXPERIENCE

Co-Founder and Director 2019-current Fulcrum I OAKLAND, CA

Ensure Oakland students are literate. Work with universities to teach evidence-based research methods, work with k12 systems, vet curriculum, provide support for teachers, provide workshops and support for parents along with direct service to students to learn to read.

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Executive Director 2012 - 2017 NEW LEADERS I BAY AREA, CA

Create strategy and build relationships with external partners to build an effective, scalable, innovative model for developing educators (teachers, leadership teams, and administrators). Continually monitor program effectiveness and innovate as needed to ensure long-term goals are met. Build, manage, and leverage Advisory Board. Nurture a comprehensive ecosystem of support across various stakeholder

groups. Produce events which generate awareness, momentum, and buy-in.

**Administrator 2009 - 2012 OAKLAND UNIFIED SCHOOL DISTRICT I
OAKLAND, CA**

Developed Leadership Team; researched and incorporated adaptive technology; designed and delivered professional development; observed, and coached teachers; spearheaded Science Exploratory Expedition; drove increase in academic achievement: double digit growth in proficiency each year (Math, ELA, Science). Science from 6% to 81% proficient/Advanced; provided intensive change management support

EARLY CAREER (1994-2009)

- **Bilingual Teacher: 2nd - 5th grades, Oakland Unified**
- **School administrator: Department of Juvenile Justice, Columbia, SC • Alston Wilkes Society for Boys: Counselor and tutor for Group Home • Epworth Children's Home: Critical Care Unit (Early Lit for traumatized youth)**

CONSULTING, LEADERSHIP, & PRESENTATIONS

NAACP: Education Committee

Help the community engage with school systems related to programs, data, instruction, and culture. Community liaison. Bridge gaps that arise between and within cultural groups within the school context. Executive Council Member

OAKLAND ALLIANCE OF BLACK EDUCATORS I OAKLAND, CA

Create an Early Literacy Commission. Serve as children's advocate for securing quality education opportunities, develop and provide Adult Education program, oversee professional development opportunities for educators. Serve as children's advocate in terms of securing quality education opportunities, oversee professional development opportunities for educators

Speaker

VANGUARD, LEAPFROG SCHOOLHOUSE, MOONSHOT VENTURES, ED PIONEERS, OUSD, A BETTER CHANCE, NAACP, Ed MATTERS

Presenting themes that promote literacy and overall academic achievement, promote effective use of personalized learning, help parents understand the state standards and their reporting, support African-American and Latino achievement, share best practices and encourage innovation.

Data Driven Instruction Co- facilitator

NEW YORK STATE DEPARTMENT OF EDUCATION I NEW YORK, NY

Provided training to superintendents and BOCES Directors, focusing on data-driven instruction implementation at district- and site-levels over a 3-day course

Board Member

SEEDS of Literacy

EDUCATION

National Superintendent's Academy: Instruction and Systems
SUPERINTENDENT ACADEMY I SAN FRANCISCO, CA

CA Administrative Credential Program PROGRAM REACH INSTITUTE I
OAKLAND, CA

CA Multiple Subject Credential Program, CLAD & BCLAD PROGRAM
PATTEN COLLEGE I OAKLAND, CA

Master of Science (MS): Clinical-Community Psychology UNIVERSITY OF
SOUTH CAROLINA I COLUMBIA, SC

Bachelor of Arts (B.A.): Psychology, Spanish MOREHOUSE COLLEGE I
ATLANTA, GA

References:

Cynthia Adams: Oakland NAACP Education Chair

██████████@hotmail.com; Cell: 510.██████████

Dr Juanita Reynolds: Regional Vice President, Honors Pathway

████████████████████.org, Cell: 916.██████████

Profile

Kym

First Name

R

Middle Initial

Johnson

Last Name

Email Address

Street Address

Suite or Apt

City

State

Postal Code

Primary Phone

Business:

Alternate Phone

BANANAS, Inc

Employer

CEO

Job Title

Which Boards would you like to apply for?

Children's Initiative Oversight Commission: Submitted

Interests & Experiences

Please tell us how your qualifications and participation will relate to the requested board and/or commission's mission.

In 2016, I assumed the executive leadership of BANANAS and have been deeply involved in the early care and education (ECE) ecosystem that supports our youngest learners in Oakland. In my role, I have had the privilege of working with and supporting early learning educators as they work tirelessly to instill the love of learning in young children, despite the lack of resources and inadequate compensation. The pandemic amplified the need for reform and better support for early educators, which includes better compensation, benefits and professional development. In my role, I see how early care and education influences the trajectory of a family's life. Without quality, reliable and affordable child care, parents cannot work, thus threatening their economic stability. ECE provides children with enriching experiences in these early years when their brain development is most active. Parents and educators have reported their observation of developmental delays in many children in the last two years. It lays bare the importance of education in the early years and how an interruption like we have experienced impacts development in the young brain. I sit on several ECE policy and advocacy tables where pedagogies and strategies have been piloted and proven to ensure good outcomes for our students, especially those furthest from opportunity. Funding is needed to scale these initiatives. Oakland learners - from our youngest to those at the cusp of adulthood - deserve more. I am excited and encouraged about the revenue stream Measure AA funds will do for Oakland students. My love of early education was sparked decades earlier by my mother who taught elementary school for 35 years. I witnessed how a dedicated educator could inspire any student to increase their confidence, enhance their skills and thrive. In the years since, I have observed how the level of investment in schools and education experiences has an impact on its students and families. If appointed to this oversight commission, I will leverage and weave my lived and observed experiences and skills to optimize the use of this funding stream. As Chair of the Alameda Early Care and Education Planning Council, I work in collaboration with its members to amplify the priorities and needs of our children, recommend strategies, educate policymakers and advocate for resources and legislation. The Planning Council has representation from Alameda County systems, LEAs, CBOs, educators and parents. I will bring this lens to the oversight committee. At Oakland Starting Smart and Strong, we have piloted successful strategies to enhance the experiences of our ECE teachers and their students. These initiatives are candidates for scaling with Measure AA support. My personal experiences as an Oakland Promise mentor will provide a perspective of how we can support our young adults as they embark upon higher educational pursuits. The BANANAS CARE program supports unhoused families with young children and has highlighted to me the need for resources to support the children, families, and the educators that teach and interact with them so students can reach their full potential. I have a very diverse background and set of experiences that will inform my thought process and collaboration with fellow commissioners. I am grateful for the opportunity to support our youngest to those on the threshold of adulthood so they can reach their full potential and make Oakland a wonderful place for all types of families. As a homeowner in District 4 for 30 years and parent of an adult daughter who wants Oakland to be her home and to raise a family here, this is a very important responsibility. Thank you for your consideration. Kym Johnson

Please submit your resume or curriculum vitae. You may upload a document. (A Word format is preferred.) Alternatively, you may paste the text of your resume in the field provided below.

[Kym R Johnson Resume - 2022.docx](#)

Upload a Resume

Please paste the text of your resume or curriculum vitae below.

Please click the acknowledgement below.

Service on City of Oakland boards, commissions, and committees may require filings of the FPPC's Statements of Economic Interest (Form 700). Upon appointment and determination of filing status, I will comply with all filing obligations.

☒ I Agree *



Experienced Non-Profit Executive

A motivational and passionate professional with extensive experience in the corporate and nonprofit sectors skilled in business development, revenue generation and management. Successful working in large and small organizations, leading diverse, multi-disciplinary teams to garner cooperation and collaboration to attain shared goals. Work and communicate adeptly with all stakeholders – executive and senior management, funders, knowledge workers and core constituents.

Core Knowledge & Proficiency

- Strategic Planning & Execution
- Business Development
- Fund Development & Grant Writing
- Written & Verbal Communications
- Management & Leadership
- Board Engagement & Management
- Budget Management
- Contract Negotiation

Professional Experience

BANANAS, Inc

DECEMBER 2016 – PRESENT

Chief Executive Officer

Provide executive and organizational leadership for BANANAS, a 48 year old Oakland nonprofit supporting families in their parenting journey. Responsibilities include management of a 54 person, fiscally sound organization, a 12 member board of directors, and an operating budget of \$28 million. Work collaboratively with a leadership team of four directors and seven managers to ensure BANANAS programs reflect our values, address community needs, support families and early educators and create a supportive and appreciative environment for our staff team members.

● **Developed a diverse 12 member Board of Directors**

- 9 identifying as female
- 7 Black/PoC
- 2 Early Educator Providers
- 2 Early Care & Education experts
- 1 CCPU Union member
- 1 PVO parent advocate.

- **Lead a collaborative management team to develop new community programs and increase revenue**
 - Launched the Havenscourt Cub House
 - Head Start partnership with family child care settings
 - CARE program supporting unhoused families with young children
 - Doubled operating budget from \$12M in FY 2016 to \$28M in FY2021
- **Active participant in early care and education advocacy and the ecosystem**
 - Chair, Alameda County Early Care and Education Planning Council
 - Executive Committee member, Oakland Starting Smart and Strong
 - Core Partner, Healthy Havenscourt Collaborative
 - Convener of the Alameda County CARE Collaborative
 - Member - Oakland Family Resource Network

HARAMBEE COMMUNITY SERVICES

2014 – 2016

CEO/Executive Director

Worked collaboratively with the Founder/Clinical Director to be a Day Program of choice for developmentally and intellectually disabled adults.

REBUILDING TOGETHER OAKLAND

2008 – 2014

Executive Director

Led an organization of five staff and over 2,000 volunteers that repaired over 90 homes and facilities during tenure.

ALVERNA CONSULTING

2006 - 2007

Consultant & Grant Writer

Secured funding for organizations that support emancipated foster youth, developmentally disabled youth and adults

UNISYS CORPORATION

1986 - 2006

Sales Executive

Sold and managed the successful development and launch of the voicemail product suite offered by SBC under the brand names of *The Message Center* and *Pacific Bell Voice Mail*. (SBC was formerly Pacific Bell and is now AT&T.) Forged the relationship between SBC and Unisys and developed it into a \$100 million technology infrastructure.

Education

CALIFORNIA STATE UNIVERSITY EAST BAY -Certificate Program, Non-Profit Management

UNIVERSITY OF SAN FRANCISCO -Masters of Business Administration

SAN FRANCISCO STATE UNIVERSITY -BACHELOR OF ARTS, BUSINESS ADMINISTRATION – MARKETING

Professional Affiliations & Recognition

ASSOCIATION OF FUNDRAISING PROFESSIONALS - GOLDEN GATE CHAPTER, Board Member 2014-2017

LEADERSPRING FELLOW, East Bay Cohort 2010-2012

LEADERSHIP OAKLAND, 2008-2009 Cohort

SAN FRANCISCO BUSINESS TIMES, Nonprofit Profile – April 20, 2012

Volunteer Affiliations (Partial List)

MISSEY - CHAIR, BOARD OF DIRECTORS (2019 - PRESENT)

**OAKLAND ROTARY CLUB #3 - KINDERPREP COMMITTEE, OAKLAND ROTARY ENDOWMENT COMMITTEE
(2017 - PRESENT) LEADERSPRING CENTER - CHAIR, ADVISORY COUNCIL (2016 - PRESENT)**

AUTISM SOCIETY OF SAN FRANCISCO, BOARD MEMBER

**(2015 - 2016) EAST BAY COLLEGE FUND MENTOR (2013 –
2017)**

BOARD OF TRUSTEES, HEAD-ROYCE SCHOOL

Head-Royce School is an independent K-12 college preparatory school located in Oakland

Board Trustee: 2006 – 2013

Fund Development Committee: 2006 – 2012

Diversity & Student Life Committee: 2004 – 2013, Committee Chair 2010-2011

HEADS UP PROGRAM, HEAD-ROYCE SCHOOL (HRS)

A 25 year collaboration between HRS and Oakland Unified providing educational enrichment to over 100 students annually.

Advisory Board: 2003 – 2011 & Chair, Advisory Board: 2005 – 2011

NIA ENDOWED SCHOLARSHIP FUND, HEAD-ROYCE SCHOOL ~ Founding Member: 2003 - 2013

Nia is a grassroots program that provides need-based scholarships for students of color at Head-Royce.

BIG BROTHERS BIG SISTERS OF THE EAST BAY

Board of Directors: 1989 – 1999, Board President: 1998-1999

Profile

Priya

First Name

Jagannathan

Last Name

Email Address

Street Address

City

Suite or Apt

State

Postal Code

Business:

Primary Phone

Mobile:

Alternate Phone

**Oakland Starting Smart and
Strong/Oakland Public Education
Fund**

Employer

Director

Job Title

Which Boards would you like to apply for?

Children's Initiative Oversight Commission: Submitted

Interests & Experiences

Please tell us how your qualifications and participation will relate to the requested board and/or commission's mission.

I have 20 years of non-profit and public sector leadership roles, with a commitment to supporting effective, high quality programs and systems change efforts. Currently, I lead an Oakland collaborative focused on amplifying community-driven solutions and advocating for changes in policy and resources to create an early childhood ecosystem that effectively serves children 0-5, their families, caregivers and educators. I have experience working in the non-profit and local government sectors, including 11 years in the City of Oakland Human Services Department with Head Start and violence prevention programs serving at-risk youth and adults. I have a broad range of expertise and experience, including early childhood and family program administration, policy development, collaborative engagement, data analysis, budgeting, report writing, grant making, fund development, program development, and evaluation.

Please submit your resume or curriculum vitae. You may upload a document. (A Word format is preferred.) Alternatively, you may paste the text of your resume in the field provided below.

[PJresume2022.docx.pdf](#)

Upload a Resume

Please paste the text of your resume or curriculum vitae below.

Please click the acknowledgement below.

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☒ I Agree *

SUMMARY OF QUALIFICATIONS

- 20 years of non-profit and public sector leadership roles, with a commitment to supporting effective, high quality programs and systems change efforts
- Broad range of expertise and experience includes early childhood and family program administration, policy development, collaborative engagement, data analysis, budgeting, report writing, grant making, fund development, program development, and evaluation
- Strong analytical, writing, interpersonal, collaboration, and problem solving skills

PROFESSIONAL EXPERIENCE

Oakland Starting Smart and Strong. Oakland, CA. 8/16-present

Director: Lead a cross-sector early childhood collaborative improving early care and education in Oakland.

- Develop systems of accountability and coordination
- Provide collaborative and adaptive leadership through direct staff supervision and convening of Committees and Task Forces
- Provide direction and support to partner organizations in aligning their work
- Build and maintain relationships with community and system partners.

City of Oakland Human Service Department, Administration. Oakland, CA. 8/13-7/16

Executive Team Member: Work with Dept Managers to improve administrative functioning

- Develop and implement department-wide administrative policies and procedures
- Manage grant related activities: coordinate progress and funding reports; coordinate grant development activities for federal grant applications
- Analyze policy issues related to Human Services, and prepare quantitative and qualitative summary analysis reports. Write and review Council agenda reports and resolutions.
- Developed, implemented, and monitored budget with Budget and Division Managers.

City of Oakland Department of Human Services, Violence Prevention Unit. Oakland, CA. 7/08-07/13

Lead Program Planner, Interim Manager: Responsible for program planning, administration, monitoring and evaluation of over \$10 million in annual funding for violence prevention programs.

- Manage a team of 11, overseeing grant funding and services related to violence prevention.
- Oversee federal and state grant reporting, including programmatic and fiscal information.
- Develop and present funding recommendations to City Council and Oversight Committee.
- Work with other public entities, such as Alameda County Probation, Oakland Police Department, Oakland Unified School District, and Alameda County Health Care Services Agency, to develop programs and coordinate efforts to address violence in Oakland communities.

City of Oakland Department of Human Services, Head Start. Oakland, CA. 1/05-06/08

Program Planner: Perform complex policy and program planning, research, analysis and development in the areas of early childhood development and family support.

- Manage the Even Start Family Support Program, providing programmatic and personnel oversight
- Develop program planning recommendations for early childhood programs including Head Start and Even Start, through analysis of census data, federal, state and local legislation, recommendations from citizen advisory boards, needs assessments, and program evaluations.
- Research and identify funding opportunities and develop grant application packages.

Alameda Alliance for Health. Alameda, CA. 5/03 – 1/05

Cultural and Linguistic Program Manager: Address disparities in access and health outcomes for public, not-for-profit managed care health plan serving low-income and diverse populations.

- Developed bi-lingual “I Speak” cards, a patient language access empowerment tool, for distribution in 12 languages to over 27,000 non-English speaking patients in Alameda County
- Appointed Co-Principal Investigator for research collaboration with Kaiser Permanente to develop language proficiency standards for health care providers
- Conducted language access technical assistance trainings for health care providers

Planned Parenthood Golden Gate. Oakland, CA. 1/ 02 – 4/03

Program Manager, WomenFirst Case Management Program: Responsible for start-up, implementation, management, evaluation, reporting, and on-going operations of a pilot program for low-income women and their families.

- Successfully created case management clinical and documentation protocols, data collection systems, and program staffing structure
- Held a leadership position in Family Support Network collaboration of social service agencies
- Researched funding opportunities, resulting in the initiation of a new funding reimbursement source for prenatal case management services

Glide Foundation. San Francisco, CA. 9/97 – 9/01

Family Youth & Childcare Program Manager, Integrated Services Program Director, Women’s Services Coordinator: Held several program management positions of increasing responsibility at a faith-based, non-profit social service agency.

- Served on 8-member Management Team, responsible for agency re-structuring & policy decisions
- Managed over \$1 million operating budget and 30 staff for family, youth and licensed childcare facility
- Wrote successfully funded grant proposals, ranging from \$10,000 to \$200,000, and created program and budget progress reports for funders
- Coordinated program development activities for Integrated Services project, designed to improve communication and strengthen internal collaborations among Glide’s many programs

EDUCATION

University of California at Berkeley, School of Public Health

MPH, Behavioral Sciences

University of California at Los Angeles

BS, Biology

LEADERSHIP AND COMMUNITY INVOLVEMENT

- BANANAS Child Care Resource and Referral Board, Member, April 2021-present
- City of Alameda, Social Services and Human Relations Board, Member, 2020-present
- City of Oakland Head Start Advisory Board, Member, 2020-present
- Blue Skies for Children, Board Secretary, 2014-2017
- Intergovernmental Management Training (IGMT), Cohort Member, 2015-2106 program year
- Refugee Transitions, Tutor/Mentor, 2004-2006
- San Francisco Women Against Rape, Board Member, 1999-2002

Profile

Jessica

First Name

Jung

Last Name

Middle Initial

Email Address

Street Address

City

Suite or Apt

State

Postal Code

Home: (310)

Primary Phone

Mobile: (310)

Alternate Phone

Oakland Unified School District

Employer

**Elementary SIFE Newcomer
Specialist**

Job Title

Which Boards would you like to apply for?**Children's Initiative Oversight Commission: Submitted**

Interests & Experiences

Please tell us how your qualifications and participation will relate to the requested board and/or commission's mission.

I am interested in participating in the Children's Initiative Oversight Commission because it overlaps with many of my personal and professional interests and expertise. As an Oakland resident, I want to serve our city and community to make sure all children here get access to the most resources so they can thrive. Per the member qualifications listed, I believe I fit as someone who has worked in early childhood education for at least 2 years, supported incoming college students as an orientation counselor, have over 15 years experience teaching in OUSD with a passion for educating students about college and career access, a current member of OEA, and am an Oakland resident and homeowner with a child in an OUSD elementary school. I have also served a term on the City of Oakland's Library Advisory Commission so I have experience as a part of a city oversight commission.

Please submit your resume or curriculum vitae. You may upload a document. (A Word format is preferred.) Alternatively, you may paste the text of your resume in the field provided below.

[Jessica Jung -
Resume 2022.02_2_.pdf](#)

Upload a Resume

Please paste the text of your resume or curriculum vitae below.

Please click the acknowledgement below.

Service on City of Oakland boards, commissions, and committees may require filings of the FPPC's Statements of Economic Interest (Form 700). Upon appointment and determination of filing status, I will comply with all filing obligations.

☒ I Agree *

Jessica S. Jung

Professional Summary

Collaborative, efficient, dedicated educator with extensive experience working with multilingual students and families from diverse backgrounds. Clear, precise, prompt communicator with strong organizational skills. Effectively creates short and long term plans for students and school by thinking strategically about standards-based goals and priorities. Reliable and solution-oriented. Engages with students, staff, families, and community members. Experienced in training, mentoring, and supporting teachers while coordinating various school-wide projects.

Certification & Education

National Board Certified Teacher, 2012-2022

Middle Childhood Generalist

M.A. Education and Multiple Subject Teaching Credential, 2007

University of California, Berkeley

B.A. Sociology, Asian American Studies, 2003

University of California, Los Angeles

Experience

Sheltered English Immersion (SEI) Teacher - 3rd Grade

2020-2022

Bridges Academy at Melrose - OUSD (2006-Present), Oakland, CA

- Adapting curriculum, planning, and implementing standards-based instruction in crisis distance learning for 26 students, including 6 newcomers
- Participating member of our school's Equity and Culture Team to examine our vision and goals for better serving our students, families, and communities through an anti-racist lens
- Mentoring student teachers from UC Berkeley's BE3 credential program

ELD Teacher Leader/Coach (TSA)

2017-2020

- Created school-wide 3-year plans for designated and integrated ELD and implemented PD cycles in collaboration with ELLMA Specialist
- Taught 1st grade for 3 months while classroom teacher was on leave, 2nd grade for 3 months until teacher hired, and newcomer intervention classes for 2nd-5th graders
- Site Testing Coordinator - SBAC, ELPAC, CELDT, PFT
- Created and managed new school website and Facebook page
- Certified GLAD (Guided Language Acquisition Design) Trainer for OUSD

Intervention Teacher

2016-2017

- Created and implemented newcomer intervention program for 2nd-5th grade students
- Coordinated reading intervention groups for 4th and 5th graders using Leveled Literacy Intervention program
- Participated in OUSD GLAD TnT program, piloted GLAD units

Teacher on Special Assignment (TSA)

2015-2016

- Taught technology prep course to all students TK-5th grade, based on CA CCSS Technology Scope and Sequence
- Coordinated all district and state testing for school including SBAC, CELDT, PFT

Sheltered English Immersion (SEI) Teacher

2007-2015

- 5th grade - planned and implemented curriculum based on CA and Common Core State Standards
- Incorporated technology with blended learning for differentiation in addition to providing individual and small group support
- Taught puberty unit to all 5th graders according to the CA Health Standards
- Created and managed school website, coordinated fundraising account with Oakland Schools Foundation, participated in Literacy Leadership Team, Faculty Council, and School Site Council

Instructional Associate

2006-2012

UC Berkeley Academic Talent & Development Program, Berkeley, CA
Summer Enrichment Classes for Gifted and Talented Students

Program Associate & Scholarship Coordinator

2003-2005

Asian Pacific Fund, San Francisco, CA

- Designed and coordinated college scholarship programs for private donors
- Developed budgets, recruited applicants, managed relationships with scholars and donors, monitored scholars' academic progress, and planned program events

Orientation Counselor; Phone Coordinator

2001-2003

UCLA Orientation Program, Los Angeles

- Advised over 320 freshmen and transfer students on academic requirements, college rules and regulations, scholarship and degree requirements, and course selections.
- Addressed student transition concerns during individual counseling sessions and facilitated discussions related to diversity, health, and wellness; planned and presented workshops on major requirements and academic planning.

Teacher Assistant

2001-2003

UCLA Early Care & Education, Los Angeles, CA

- Assisted two lead teachers in a class of 24 children between the ages of 3 and 5
- Engaged children in activities following the science-based curriculum through whole class and small group instruction; facilitated conflict resolution

Contributions, Qualifications, & Trainings

Coaching & Mentoring

- Cooperating Teacher for UC Berkeley DTE/BE3 Program 2012-2015, 2020-2022
- CalTeach Mentor Teacher 2015
- National Equity Project - Leading with Equity, Coaching with Equity
- Mills Teacher Scholars - Creating the Conditions for Adult Learning

Literacy

- Benchmark Advance
- Balanced Literacy
- Step Up to Writing
- Guided Reading
- Leveled Literacy Intervention

- SIPPS

- Open Court Reading

English Language Development (ELD)

- Guided Language Acquisition Design (GLAD) 2007, TnT 2017, Certified Agency Trainer 2018
- Systematic ELD
- Results: Academic Language and Literacy Instruction (RALLI)
- Frontloading for English Learners (ELs)
- A Developmental English Proficiency Test (ADEPT)

Technology

- OUSD Data & Technology Lead Teacher 2014-2018

Jessica S. Jung

- **Mathematics**
 - OUSD Math Textbook Adoption Committee 2013-2014
 - OUSD Mathematics Common Core Curriculum Production Team 2011–2013
- **Science**
 - Practicum Academy to Improve Science Education (PRACTISE): Argumentation
- **School Climate**
 - Positive Behavioral Intervention & Supports (PBIS)
 - Caring Schools Communities
 - Second Step
- **Languages**
 - Korean (conversational)
 - Spanish (conversational)
- **Grant Writing / Fundraising**
 - \$76748 COVID-19 Relief Funding for Bridges Family via GoFundMe
 - \$161,000 Educate78 Transformation Schools Fellowship Grant
 - \$5000 NEA Foundation Envision Equity Grant
 - \$6500 Oakland Education Fund A-Z Fund
 - \$6000 Oakland Literacy Coalition Family Reading Night Grants 2015-2021
 - \$30694 DonorsChoose Classroom Grants: Enhancing student learning through 31 classroom Projects
 - \$1000 California Foundation for Agriculture in the Classroom (CFAITC) Specialty Crop Taste Test Grants

Honors & Awards

- 2022 Finalist - California Teacher of the Year
- 2021 Alameda County Teacher of the Year
- 2021 Oakland Unified School District Teacher of the Year
- National Endowment for the Humanities Summer Scholar 2013

Volunteer/Community Involvement

Commissioner - Library Advisory Commission

2018-2021

City of Oakland / Oakland Public Library

- Reports and makes recommendations to the Oakland City Council on Oakland Public Library policies
- Provides citizen oversight of Measure Q and Measure D tax funds
- Advocates on behalf of OPL programs and services, liaison to Melrose Branch Library

Catalyzing Team Member - California Coalition for Empowered District Schools

2020-2021

- Diverse coalition of educators, advocates, labor partners, researchers, policy makers, nonprofits, public schools and districts joined together to support the growth and success of empowered district school communities and school systems across the state of California

Leadership Team Member - OUSD School Site Empowerment Team

2018-2020

Formerly Redesign Team/Fall Call (2018) / Oakland Learning Lab Network Design Team (2018-2019)

- Conducted research and inquiry to build a framework of empowering OUSD school sites to make important decisions and control/direct their resources related to money, people, time, and program
- Developed and presented a recommendation and plan to the OUSD Superintendent and Board about how the district can improve student outcomes and close equity gaps by empowering school sites to make important decisions about their resources
- Facilitated collaborative meetings with a multi-stakeholder group including K-12 educators and school leaders, parents, central office leaders, board members, and community members to continue refining the plan (work was halted in March 2020)

Profile

Melanie

First Name

A

Middle Initial

Moore

Last Name

Email Address

Street Address

City

Suite or Apt

State

Postal Code

Mobile:

Primary Phone

Home:

Alternate Phone

Oakland Thrives

Employer

CEO

Job Title

Which Boards would you like to apply for?

Children's Initiative Oversight Commission: Submitted

Interests & Experiences

Please tell us how your qualifications and participation will relate to the requested board and/or commission's mission.

My 30+year career has been dedicated to improving the well-being of children, youth, and families in the Bay Area, with over half of those years spent working in Oakland. With a doctorate in child & adolescent development from the Stanford School of Education, I have developed expertise in strategy and impact assessment of philanthropic and public sector investment specifically in Oakland in the areas of early care and education, youth development, education persistence and college access, family economic mobility, food security, and cross-sector, cross-agency collective impact work. Over a 25 year span, I consulted with Alameda County's First 5 Commission, Alameda County's Interagency Children's Policy Council, and the Oakland Fund for Children and Youth, in addition to serving in staff roles as the founding Executive Director of All In Alameda County, Vice President for Community Relations and Executive Director of the Golden State Warriors Community Foundation, and currently as CEO of Oakland Thrives, a collective impact organization that includes the Youth Ventures Joint Powers Authority, a JPA focused on creating the conditions for Oakland's children, families, and communities to be the healthiest in the nation. While leading All In Alameda County, I worked with Supervisor Wilma Chan and her team to design and advance the County's Measure C, the complementary initiative to Measure AA. I understand the goals of both measures, and in my role leading collective impact efforts for children and families in Oakland, I can help amplify the impact of Measure AA funds through alignment and collaboration with other public and private sector resources. My past and current work is informed by an equity lens, using data, historical awareness of structural and systemic racism, and a targeted universalist approach to shape decisions about resource allocation. I believe in the promise of democratic governance systems and public participation in decision making. Our public sector systems are strongest and most effective when we engage with them, and do the long-term challenging work of shaping them to address our common interests. Finally, I am homeowner/taxpayer in Oakland, and I am a birth, adoptive, and foster parent. My children have attended schools in Oakland Unified School District as well as the Peralta Community College District.

Please submit your resume or curriculum vitae. You may upload a document. (A Word format is preferred.) Alternatively, you may paste the text of your resume in the field provided below.

[M_Moore_Resume_2022_short.pdf](#)

Upload a Resume

Please paste the text of your resume or curriculum vitae below.

Please click the acknowledgement below.

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☒ I Agree *

Melanie Moore

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

Overview

Creative, entrepreneurial social sector leader with 25-year track record of founding, developing, and leading for-profit and non-profit organizations promoting youth and community development, and significant experience working in Bay Area government. Expert in social impact strategy design. Inspiring public speaker. Caring and ethical organizational leader. Proven fund developer.

Education

Ph.D. Stanford University, School of Education. Concentration: Child and Adolescent Development.
June 1997

B.A. Yale University, Department of Psychology, May 1990

Leadership & Management In the Social Sector

11/20 to present **CEO, Oakland Thrives, Oakland**

Lead staff for Joint Powers Authority (Youth Ventures) and Oakland Thrives Leadership Council, a public/private partnership with the goal of creating the conditions for Oakland's children, families, and communities to be the healthiest in the nation. Trustees of the YVJPA include City of Oakland, Alameda County, Oakland Unified School District, Alameda County Office of Education, First Five Alameda County, and Peralta Community College District.

3/19 to 10/20 **Executive Director, Golden State Warriors Community Foundation & Vice President for Community Relations, San Francisco**

Lead strategy development and implementation of grantmaking and operational programming for the team's 501c3 foundation, and lead ongoing community relations programs for GSW, LLC. Responsible for foundation compliance, fundraising, board development, and grantmaking.

4/15 to 2/19 **Director, All In Alameda County, Oakland**

Lead cross-sector multi-stakeholder collaborative group in the design and implementation of a strategic economic development and anti-poverty initiative in Alameda County.

1/13 to 3/15 **Managing Partner, Family Independence Initiative, Oakland (now UpTogether)**

Worked directly with Founder (a MacArthur "Genius" Fellow) to translate his vision into implementation. Worked with communications team to develop compelling national messaging frameworks and a movement building strategy involving multiple stakeholders. Designed and managed evaluation approaches, and worked closely with internal data analysis team. Developed strategy for \$12.7M Growth Capital Campaign (from foundation and individual sources).

6/05 to 1/13 **Founder and CEO, See Change, Inc., San Francisco**

Founded and led 8-person research/consulting firm that designed and implemented evaluations of youth development, leadership development, community building, resident engagement, and place-based social change initiatives, using mixed method approaches, specializing in qualitative methods and videography.

9/03 to 12/07 **Director of Evaluation and Knowledge Management, Team-Up for Youth, Oakland (now Coaching Corps)**
 Worked with the staff of this youth sports intermediary organization to articulate a theory of change and design a comprehensive evaluation strategy for their grantees and organization as a whole; development, dissemination of RFP for evaluation firms; management of proposal review and evaluator selection process; ongoing project management of evaluation and translation of findings into organizational strategy

Strategic Planning and Facilitation Experience

6/00 to 6/02 **Project Director, Strategic Plan for Mayor's Children's Cabinet, A Project of the San Francisco Department of Children, Youth, and Their Families (DCYF)**
 Designed and facilitated monthly meetings of the San Francisco Mayor's Children's Cabinet to develop a citywide strategic plan for children and youth services across all city departments; Children's Cabinet consisted of Directors and Department Heads from every major government agency in San Francisco

12/99 to 12/01 **Consultant, Alameda County Interagency Children's Policy Council**
 Worked with the Executive Committee of the ICPC to design and implement a comprehensive strategic planning process for children and family budgeting and policy development for Alameda County

Community Service

2/22 to present **Member, Board of Directors, The Crucible, Oakland**

8/16 to present **Member, Evaluation Advisory Board, Oakland Promise Brilliant Baby, Oakland**

8/09 to 9/15 **Member, Board of Directors, Synergy School, San Francisco**

8/09 to 6/10 **President, Board of Directors, Community Network for Youth Development, San Francisco**

Profile

Dana

First Name

Cilono

Middle Initial

Last Name

Email Address

Street Address

City

Suite or Apt

State

Postal Code

Home:

Primary Phone

Business:

Alternate Phone

Kenneth Rainin Foundation

Employer

Education Program Officer

Job Title

Which Boards would you like to apply for?

Children's Initiative Oversight Commission: Submitted

Interests & Experiences

Please tell us how your qualifications and participation will relate to the requested board and/or commission's mission.

Oakland families need a mixed-delivery childcare system that is accessible and high quality. There are far too many children on waitlists. Too many childcare providers are struggling to make ends meet. Too many childcare programs lack the resources to ensure children's daily interactions support healthy development and school readiness. Universal TK is de-stabilizing the childcare workforce and funding. California is short 6,000 childhood educators. The pandemic set federal preschool enrollment back a decade. Measure AA funding, invested strategically, can increase access to a high quality mixed-delivery system for many Oakland families. It can offer families the care they want and need for their children. Supporting early childhood programming is investing in a thriving community and economy. I have worked in early education in Oakland for the past 15 years as an educator and systems leader. I led the planning, development, and oversight of a TK program across 5 schools. I taught preschool in a family childcare setting. I coached early childhood educators and providers in developmentally appropriate practices. I'm an Oakland homeowner and taxpayer. Currently, I am a program officer at an Oakland-based family foundation that invests in early childhood education and literacy. In this position, I assess and mitigate gaps in Oakland's childcare access and quality. I manage budgets and support sustainable impact. The access and quality gaps are so significant that local funders could collectively invest all of their funding and not make a dent. Families have been waiting on lists for too long. They are compromising their needs and wants. As a member of the committee, I can use my knowledge of the landscape and experience to ensure that families feel the impact of this funding quickly and that Oakland has a thriving childcare ecosystem.

Please submit your resume or curriculum vitae. You may upload a document. (A Word format is preferred.) Alternatively, you may paste the text of your resume in the field provided below.

Please paste the text of your resume or curriculum vitae below.

An experienced and effective community leader seeking a role to improve educational outcomes for children in marginalized communities through data, inquiry, and collaboration. **EXPERTISE** Early Literacy & Child Development Program Evaluation & Improvement Partnerships Systems Innovation **EXPERIENCE** Kenneth Rainin Foundation - Education Program Officer Manage education portfolio Assess and mitigate gaps in the early childhood ecosystem Effectively engage stakeholders to support equitable outcomes FluentSeeds - Program Director Developed evaluation and impact systems and engineered the design of literacy products to meet the diverse needs of marginalized communities. Owned impact analysis, budgeting, partnerships, systems development, grant writing and reporting, contracts, program and product development, and staff development and evaluation. Increased partnerships 54% with 83% of partners extending contracts. Education for Change - Early Literacy Director Designed and implemented an evidence-based literacy framework that currently exists 3 years after my transition. Moved from an autonomous organization of 5 schools to one vertically and horizontally aligned. In the first year of implementation, we saw unprecedented outcomes for TK-1st grade students. Facilitated framework development, budgeting, grant reporting, program adoption and implementation, community partnerships, team development, impact analysis, and hiring and evaluation. **SKILLS** Relationships | Equity Budget Management | Asset Mapping Partnerships | Liberatory Design Impact Analysis | Leader Development **ACCOMPLISHMENT** Surge Institute - 2021 Fellow Year-long fellowship liberating leaders of color. Gained invaluable development on liberatory design, strengths-based leadership, negotiation, policy, innovation, equity, and board governance.

Please click the acknowledgement below.

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☒ I Agree *

Dana Cilano

Profile

An experienced and effective community leader seeking a role to improve educational outcomes for children in marginalized communities through data, inquiry, and collaboration.

Expertise

- Early Literacy & Child Development
- Program Evaluation & Improvement
- Partnerships
- Systems Innovation

Skills

Relationships | Equity
Budget Management | Asset Mapping
Partnerships | Liberatory Design
Impact Analysis | Leader Development

Contact

8 [REDACTED]

0 [REDACTED]@gmail.com

CD dana-cilano-47bb8ba2

Q [REDACTED], Oakland

Experience

Program Officer

Kenneth Rainin Foundation

2022 - Current

- Manage education portfolio
- Assess and mitigate gaps in the early childhood ecosystem
- Effectively engage stakeholders to support equitable outcomes ;

Program Director

FluentSeeds

2019 - 2022

- Developed evaluation and impact systems and engineered the design of literacy products to meet the diverse needs of marginalized communities.
- Owned impact analysis, budgeting, partnerships, systems development, grant writing and reporting, contracts, program and product development, and staff development and evaluation.
- Increased partnerships 54% with 83% of partners extending contracts.

Early Literacy Director

Education for Change Public Schools

2008-2019

- Designed and implemented an evidence-based literacy framework that currently exists 3 years after my transition. Moved from an autonomous organization of 5 schools to one vertically and horizontally aligned. In the first year of implementation, we saw unprecedented outcomes for TK-1st grade students.
- Facilitated framework development, budgeting, grant reporting, program adoption and implementation, community partnerships, team development, impact analysis, and hiring and evaluation.

Achievements

Surge Fellow

The Surge Institute

2021

- Year-long fellowship liberating leaders of color. Gained invaluable development on liberatory design, strengths-based leadership, negotiation, policy, innovation, equity, and board governance.



Profile**Jorge**

First Name

C

Middle Initial

Lerma

Last Name

Email Address

Street Address

City

Suite or Apt

State

Postal Code

Mobile:

Primary Phone

Mobile:

Alternate Phone

Self employed/ semi-retired

Employer

**Educator / Administrator /
Community activist**

Job Title

Which Boards would you like to apply for?**Children's Initiative Oversight Commission: Submitted**

Interests & Experiences

Please tell us how your qualifications and participation will relate to the requested board and/or commission's mission.

I am presently the District 5 representative to the CPAB, appointed by Counsel person Noel Gallo. I am a member of the District 5 CDBG selection and proposal judging panel. and work with Monique Rivera the team leader.

Please submit your resume or curriculum vitae. You may upload a document. (A Word format is preferred.) Alternatively, you may paste the text of your resume in the field provided below.

Upload a Resume

Please paste the text of your resume or curriculum vitae below.

Resume for Children's initiative 5/25/22 Jorge Cantu Lerma [REDACTED] I 94602
Lifelong educator and teacher. I was born and raised in Oakland, presently I am semi-retired, and dedicated to working for social justice organizations and a safer Oakland by representing District 5 on the Community Police Advisory Board. I am presently the President of the Educational Coalition for Hispanics in Oakland (ECHO) and sit on the executive board of the Latino Education Network (L E N), both educational policy advocacy groups I am a Bilingual Bicultural Mexican American born in Oakland and attended Oakland Schools throughout my childhood and through High school I have a lifelong clear Elementary school, and administrative credential I have a master's in science from Cal State Eastbay. I am one of the founders and creators of Centro Infantil de La Raza. an early childhood development center. I additionally possess an Early Childhood education permit that I earned at UC Extension in San Francisco. I was not only a co-founder of Centro Infantil, but a teacher, administrator, and site supervisor of many Early Children Education Sites in Oaklands Early Childhood Education program from the Flatlands to the Hills and from East to West Oakland. As both a Childhood Education Supervisor and elementary school principal for over three decades, I possess knowledge and experience with large budgets of millions of dollars, hiring and evaluating staff and other faculty as well as leading for culture and school change. I am married and have two grown Biracial children. I consider myself a multicultural personality with an Oakland vibe and urban identity. I am fully committed to providing and building quality and equitable learning opportunities for all children and young people and families with a focus on the most marginalized with limited access to mainstream resources and opportunities, be they, Immigrants. People of color, or children living in poverty. As a native Oaklander and lifelong educator in Oakland and the East Bay, I have worked and collaborated with people of from all ethnicities and colors, diverse languages, and immigrant statuses to promote and build unity, ethnic access, racial representation, and gender parity. If I could create a "privileged class" it would be children and youth, surrounded by the best practices of Child development principles and resourced by instructors that look like our Oakland children and speak their home language. Jorge C. Lerma Lifelong educator and advocate for children and youth programs.

Please click the acknowledgement below.

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☒ I Agree *


CITY ATTORNEY'S OFFICE

OAKLAND CITY COUNCIL

RESOLUTION NO. _____ C.M.S.

INTRODUCED BY MAYOR LIBBY SCHAAF

RESOLUTION CONFIRMING THE APPOINTMENT OF JORGE LERMA, KYM JOHNSON, TIFFANY LASCADO, JESSICA JUNG, CYNTHIA ADAMS, CLARISSA DOUTHERD, DELTRINA JOHNSON, JULISSA PEREZ LIMA, DANA CILONO, KAREEM WEAVER, PRIYA JAGANNATHAN, EDGAR RODRIGUEZ-RAMIREZ, MELANIE MOORE, LANGE LUNTAO, AND BERNADETTE ZERMENO AS MEMBERS OF THE CHILDREN'S INITIATIVE CITIZENS' OVERSIGHT COMMISSION

WHEREAS, the Oakland Children's Initiative was a 2018 Charter Amendment passed by the citizens of Oakland to deepen early investment in children and support them through college graduation through a 30-year parcel tax; and

WHEREAS, the Oakland Children's Initiative (Oakland City Charter, Art. XVI), established the Children's Initiative Citizens' Oversight Commission to provide oversight, accountability, and analysis for the distribution of funds and execution of programming; and

WHEREAS, Section 1601(b) of the City Charter provides that the Citizens' Oversight Commission shall be composed of nine (9) to fifteen (15) members appointed by the Mayor and confirmed by the Council pursuant to Section 601 of the Charter; and

WHEREAS, Section 601 of the City Charter provides that members of City boards and commissions shall be appointed by the Mayor subject to confirmation by the affirmative vote of five members of the City Council; and

WHEREAS, Section 1601(b) of the City Charter provides that the Mayor shall request recommendations from members of the City Council and the Oakland Unified School District Board of Education and Superintendent at least fourteen (14) days prior to submitting any appointments for confirmation for the Citizens' Oversight Commission; and

WHEREAS, Section 1601(b) of the City Charter provides that the composition of the Commission should be reflective of the diversity of Oakland and shall include the following members:

- (1) at least one (1) member with professional expertise in early childhood education policy;
- (2) at least one (1) member with professional expertise in, or who is a provider of, early childhood care or education;
- (3) at least one (1) member with at least two (2) years of experience teaching in early childhood education;
- (4) at least one (1) member with at least two (2) years of experience teaching TK-12, or who has professional expertise in TK-12 education or college access;
- (5) at least one (1) member with professional expertise in college completion, college or university leadership, or support for traditionally underrepresented college students;
- (6) at least one (1) member with experience in budgeting, auditing, finance, or early asset building;
- (7) at least one (1) member of a union or labor advocacy group who is employed by the City of Oakland Head Start, the Oakland Unified School District, or a participating early care and education provider;
- (8) at least one (1) homeowner who is subject to the parcel tax imposed by Section 5 of the Act;
- (9) at least one (1) parent, who presently has, or has had within five (5) years from the time of appointment, a child of preschool age who attended a preschool program benefiting from public subsidy, or who was on a waitlist for such a program; And
- (10) at least one (1) member who is, or who within five (5) years from the time of appointment was, enrolled in an Oakland public school, or who has graduated from an Oakland public school and enrolled in college within five (5) years from the time of appointment, or who is the first in their immediate family to graduate from College; and

WHEREAS, Section 1601(c) of the City Charter provides that a majority of the members of the Commission shall be residents of Oakland, and that the members in paragraphs (7) through (10) above must be residents of Oakland, and the members set forth in paragraphs (1) through (6) above must reside and/or work in Oakland, and at least one (1) member in paragraphs (1) or (2) above must be an employee of the Oakland Unified School District, and that one member may satisfy more than one of the requirements set forth in paragraphs (1) through (10) above; and

WHEREAS, Section 1601(d) of the City Charter provides that a member shall serve no more than four (4) full, consecutive terms, and for the initial nine (9) appointments only, one-third (1/3) of the members shall be appointed to serve for four (4) years, one-third (1/3) shall be appointed to serve for three (3) years, and one-third (1/3) shall be appointed to serve for two (2) years, and subsequently, all terms shall be for three (3) years; and

WHEREAS, the Honorable Mayor Libby Schaaf has appointed Jorge Lerma, Kym Johnson, Tiffany Rose Lacsado, Jessica Jung, Cynthia Adams, Clarissa Doutherd, Deltrina Johnson, Julissa Perez Lima, Dana Cilon, Kareem Weaver, Priya Jagannathan, Edgar Rodriguez-Ramirez, Melanie Moore, Lange Luntao, and Bernadette Zermeno, subject to confirmation by the City Council; now, therefore, be it

RESOLVED: That pursuant to City Charter sections 1601 and 601, the City Council confirms these mayoral appointments to the Children’s Initiative Citizens’ Oversight Commission as follows:

Kym Johnson, as an Oakland resident with professional expertise in early childhood education policy, early childhood education, and budgeting, to serve a three-year term that begins August 1, 2022 and ends July 31, 2025;

Deltrina Johnson, as an Oakland resident with professional expertise in early childhood education policy and early childhood education, and who has at least two years of experience teaching in early childhood education, to serve a three-year term that begins August 1, 2022 and ends July 31, 2025;

Tiffany Rose Lacsado, as an Oakland resident with professional expertise in early childhood education policy and early asset building, and who has had within five years a child of preschool age who attended a preschool program benefiting from public subsidy, to serve a three-year term that begins August 1, 2022 and ends July 31, 2025;

Jorge Lerma, as an Oakland resident and homeowner who has professional expertise in early childhood education and has at least two years of experience teaching in early childhood education and TK-12, to serve a four-year term that begins August 1, 2022 and ends July 31, 2026;

Cynthia Adams, who has professional expertise in college access and college completion, to serve a four-year term that begins August 1, 2022 and ends July 31, 2026;

Clarissa Doutherd, as an Oakland resident who has professional expertise in early childhood education and budgeting, to serve a four-year term that begins August 1, 2022 and ends July 31, 2026;

Kareem Weaver, as an Oakland worker with professional expertise in TK-12 education, to serve a two-year term that begins August 1, 2022 and ends July 31, 2024;

Lange Luntao, as an Oakland worker with professional expertise in early childhood education policy, TK-12 education, college completion, and budgeting to serve a two-year term that begins August 1, 2022 and ends July 31, 2024;

Melanie Moore, as an Oakland resident and homeowner with professional expertise in early childhood education policy and budgeting to serve a two-year term that begins August 1, 2022 and ends July 31, 2024;

Jessica Jung, as an Oakland resident and homeowner with at least two years of experience teaching TK-12, is a member of a union, and is employed by the Oakland Unified School District, to serve a three-year term that begins August 1, 2022 and ends July 31, 2025;

Julissa Perez Lima, as an Oakland resident with professional expertise in early childhood education, with at least two years of experience teaching in early childhood education, and who is

the first in their immediate family to graduate from College, to serve a three-year term that begins August 1, 2022 and ends July 31, 2025;

Dana Cilono, as an Oakland resident with professional expertise in early childhood education policy, early childhood education, TK-12 education, and budgeting, to serve a three-year term that begins August 1, 2022 and ends July 31, 2025;

Priya Jagannathan, as an Oakland worker with professional expertise in early childhood education policy and budgeting, to serve a three-year term that begins August 1, 2022 and ends July 31, 2025;

Edgar Rodriguez-Ramirez, as an Oakland worker with professional expertise in early childhood education policy and TK-12 education, who is a member of a union, and is employed by the Oakland Unified School District, to serve a three-year term that begins August 1, 2022 and ends July 31, 2025; and

Bernadette Zermeno, as an Oakland resident with professional expertise in early childhood education policy and early childhood education and who has at least two years of experience teaching in early childhood education and TK-12 education, to serve a three-year term that begins August 1, 2022 and ends July 31, 2025.

IN COUNCIL, OAKLAND, CALIFORNIA,

PASSED BY THE FOLLOWING VOTE:

AYES - FIFE, GALLO, KALB, KAPLAN, REID, TAYLOR, THAO AND
PRESIDENT FORTUNATO BAS

NOES –
ABSENT –
ABSTENTION –

ATTEST: _____
ASHA REED
City Clerk and Clerk of the Council of the
City of Oakland, California