

Eric Moore

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Professional Interests:

Equity Based School Accountability Models, Research and Evaluation Methodologies Supporting Youth and Parent Voice, Social and Emotional Learning Measurement, Continuous Improvement, Organizational Theory and Development, Adult Learning Processes, Barriers to Student Learning, Application of Dominant and Non-Dominant Identity and Cultural Mismatch Models to Reduce Racial and Cultural Inequalities and K-16 Community-School Partnerships

Education

University of Minnesota, Organizational Leadership, Policy and Development 2014-present

Doctorate of Education, Educational Policy and Administration: Evaluation Studies ABD, Superintendent Licensure, Anticipated award dates 2021

Harvard University, Center for Education Policy Research 2013-2015

Strategic Data Fellow

University of Minnesota, Humphrey Institute of Public Affairs 1994 – 2000

Master of Arts, Public Affairs: Social Policy and Education Management

Langston University, Langston, Oklahoma 1990 - 1994

Bachelor of Arts, English and Education

University of Texas at Austin, Austin, Texas 1993-1993

LBJ School of Public Affairs, Woodrow Wilson Summer Institute of Public Affairs

Professional Experience

Minneapolis Public School District. Minneapolis, Minnesota. 2016 -Present

Chief of Accountability, Research and Equity, Chief of Accountability, Innovation and Research

Cabinet level position that provides leadership for the full scope of district efforts around the district strategic and department plans, Equity and SEL frameworks, school integration, school innovation, and school improvement. Lead of district redesign and boundary change effort that seeks to move district by Fall 2021 to clearly defined community schools, transportation cost reduction and service quality improvement (20%), Reduce racially and economically integrate district schools (60%) and improve academic achievement (5%). Lead student placement team responsible for student enrollment policy and placement decisions for community schools and magnet schools.

Specific responsibilities include:

- Present on district re-design efforts at monthly school board, finance, policy and community meetings
- Interact with both print and televised media frequently

- Lead and managing district portfolio of surveys and assessments
- Align and monitor strategic plan, department plan, school improvement plans
- Lead district efforts on social and emotional learning and equity
- Embed and align equity and social and emotional frameworks into strategic, department, school improvement and district professional development plans
- Develop and implement youth and parent participatory evaluation model
- Embed youth and parent voice into aligned accountability structure
- Develop and implement formative social and emotional learning measure
- Develop equity-based budgeting process
- Develop and Implement equity diversity impact assessment to assess district policies and departments
- Lead, manage and monitor \$50,000,000 budget that includes responsibilities for Title 1, 1A, 2, 4, AYP, SIG, and integration funding
- Senior member of teacher negotiation team
- Budget planning team
- Led professional development on racial identity, stereotype threat, and social and emotional learning with an equity lens
- Sponsored equity leadership institute
- Sponsored school improvement institute

Interim Chief of Academics 2018-2019

Responsible for leading academic division including supervision of Teaching and Learning, College and Career Readiness, Professional Development, Indian Education, Office of Black Male Achievement and ELL Departments.

Aligned district academic, accountability and equity systems. Responsible for first districtwide development and implementation of three-day professional learning series with focus on literacy, MTSS, Social and emotional learning and Equity for all district teachers (Approximately 3,300 teachers participated). Under leadership and collaboration district saw 2% gain in literacy (2018-2019) and 6% gain in graduation rates (2019-2020). Approximately 20 million budget.

Minneapolis Public School District. Minneapolis, Minnesota. 2016 - 2016

Executive Director of Research, Evaluation, Assessment and Accountability

Provides leadership for the full scope of the Research, Evaluation, Accountability and Assessment Department (REAA). Position led efforts in monitoring strategic and department plans, district assessments, program evaluation, and internal and external research. Developed a monitoring system for the Office of Civil Rights agreement.

Minneapolis Public School District. Minneapolis, Minnesota. 2013 -2016

Director of Research, Evaluation and Assessment

Provides leadership for the full scope of the Research, Evaluation, and Assessment Department (REA). Position led efforts in district assessments and development of youth participatory evaluation, socio-emotional measurement, 9th grade on-track systems, data visualization, and out of school time evaluation system.

Rainbow Research and Evaluation 2008-2013

Senior Research Associate, Senior Research Consultant

Anoka-Hennepin Independent School District #11, Coon Rapids, Minnesota, 2001-2008

Director of Student Services and Diversity

Center for Applied Research and Educational Improvement University of Minnesota, Minneapolis, Minnesota, 1999 to 2001.

Research Assistant -Transforming School Counseling Initiative, Department of Educational Policy and Administration

Office of the Associate Vice President for Multicultural Affairs, University of Minnesota, Minneapolis, Minnesota, 1996-1998. Coordinator of Pre-Collegiate Programs/ Assistant to the Vice President of Multicultural Affairs

Additional Professional Experience

- Building Equitable Learning Environments (BELE) Network Advisory Board 2020-present
- Transform Education National Advisory Board 2020 to present
- Institute for Educational Sciences (IES) Social and Behavior review panel 2020, 2021
- CASEL National Practitioner Work Group 2018-2020
- ASPEN Institute Summer Workshop on Social Emotional Academic Development in pursuit of Equity 2018
- CASEL Equity Work Group 2017-2019
- CASEL Assessment Work Group 2017-2019
- Wallace Foundation ESSA Leadership Learning Committee 2017-2019
- FAST Bridge Assessment Strategic Planning Board 2017-2019
- Minnesota State ESSA Technical Committee 2017
- Strategic Data Fellow, Center of Education and Policy Development (CEPR), Harvard University 2015-2017
- Generation Next Data Committee 2016-Present

Conference Presentations and Publications 2016- present

- Confronting New and Persistent Equity Challenges: What Districts Need Now to Take Innovative Action. Society for Research on Educational Effectiveness (SREE) 2020

<https://belenetwork.org/category/medium-post/>

- Richards-Schuster, Katie, Wernick, Laura J, Henderson, Maren, Bakko, Matthew , Rodriquez, A & Moore, Eric (2020) Engaging Youth Voices to Address Disproportionality in Schools: Exploring the Practice and Potential of Youth Participatory Research in an Urban School District. Children and Youth Services Review

<https://www.sciencedirect.com/science/article/abs/pii/S0190740920321381>

- Century Foundation (2020-2021)

<https://tcf.org/content/report/school-integration-america-looks-like-today/>

- Education Week (2019-2020),

<https://www.edweek.org/ew/articles/2019/06/19/a-district-knew-it-was-failing-some.html>

<https://www.edweek.org/ew/articles/2019/10/23/the-challenging-often-isolating-work-of-school.html>

- Education week webinar (2020)
<https://www.edweek.org/ew/events/summits/uprooting-inequities-in-schools-online-summit.html>
- the CASEL SEL Exchange 2019
<https://measuringcel.casel.org/focus-on-sel-assessment-at-the-2019-sel-exchange/>
- CASEL State of the Field Report (2019)
https://measuringcel.casel.org/wp-content/uploads/2019/09/AWG-State-of-the-Field-Report_2019_DIGITAL_Final.pdf
- Balancing and aligning district and school leader approaches to SEL Assessment (2019)
<https://measuringcel.casel.org/balancing-and-aligning-district-and-school-leader-approaches-to-sel-assessment/>
- Aspen Institute School Improvement Guide on SEL and Equity (2019).
<https://consortium.uchicago.edu/sites/default/files/2019-03/Integrating%20Social%2C%20Emotional%20and%20Academic%20Development-Mar2019-Aspen%20and%20Consortium.pdf>
- Panelist, National Practitioner Group (CASEL) Equity/SEL and Assessment 2018
- Panelist, Collaborative District Initiative (CASEL) Aligning Frameworks, Equity and Strategic Plans 2018
- Presenter and Panelist, Equity Work Group (CASEL). *Equity/SEL and Organizational Structure* 2018, 2017
- Panelist, National Commission of Social Emotional and Academic Development. *Aligning SEL and Equity Frameworks*, 2018
- Panelist, National Assessment Government Board. *Aligning Traditional and Non-Traditional Measurement to supporting District Understanding of Achievement Gaps* 2017
- Presenter, Council of Great City Schools. *Leveraging Internal and External Out of School Time Data to Reduce Disparities in Opportunities and Achievement* 2017
- Presenter, American Evaluation Association. *Youth Participatory Evaluation* 2016

Professional Affiliations

- American Evaluation Association
- American Education Research Association
- Council of Great City Schools
- Collaborative for Academic, Social and Emotional Learning
- Kappa Alpha Psi Fraternity

References upon request

