



Caprice Young, Ed. D.

The following documents are included in this packet:

One page candidate summary

Cover letter

Letters of recommendation (4)

Philosophy statements (3)

Resume





Caprice Young, Ed.D.

PRESIDENT

EDUCATION GROWTH GROUP,
LOS ANGELES, CA

(2010-2019, 2021 TO PRESENT)

WORK EXPERIENCE

Lifelong Learning & Learn4Life Schools, Lancaster, CA
National Superintendent | 2019-2021

Magnolia Educational and Research Foundation Public Schools
Los Angeles, CA

CEO and Superintendent | 2015-2018

Laura and John Arnold Foundation, Houston, TX
Vice President of Education | 2012-2013

EDUCATION

University of California, Los Angeles, CA
Ed.D.

University of Southern California, Los Angeles, CA
M.P.A. Ides of March Merit Scholarship

Yale University, New Haven, CT
B.A. History; Robinson Humanitarian Achievement Award

CERTIFICATES/PROGRAMS

- California Educational Partnership Program, Equity Leadership Certification Program, anticipated 12/2022
- Broad Superintendents Academy, 2020
- Pahara Institute/Aspen Global Leaders Network, 2016

SELECTED BOARD GOVERNANCE

- Director and ESG Chair (private for-profit board), ALC, 7/2021-Present, Denver, CO
- Director (private not-for-profit board), Larta Institute, 5/2021-Present, Los Angeles, CA
- Director (private for-profit board), Olivela, 1/2014-Present, London, UK
- Director (private not-for-profit foundation board), Thomas B. Fordham Foundation and Institute, 6/2009- present, Washington, DC
- Member and President of the Los Angeles Board of Education 1999-2003

"My commitment to all Washoe County students is for each one to gain the courage to dream and the skills and knowledge to make those dreams come true." **Caprice Young, Ed.D.**

SELECTED ACCOMPLISHMENTS

- All eligible Magnolia Science High School Academies received the US News & World Report Best High Schools recognition and/or the Washington Post designation as the Most Challenging High Schools
- Led the corporate advancement and successful sale of KC Distance Learning
- Nurtured relationships with public school district partners and developed innovative education programs, including Stanza International Academy, Learn4Life Austin, and trauma-informed services
- Magnolia Schools earned the highest WASC accreditation.
- Although entering Learn4Life several years behind, 89% of Learn4Life students succeed
- Implemented strategic operations reforms, successfully completed a comprehensive audit by the State Auditor, raising student achievement across all socioeconomic subgroups

SELECTED AWARDS

- Inducted into the National Charter School Hall of Fame, 2017
- XQ Super School team member, RISE High, 2016. One of 10 teams awarded \$10 million to develop an innovative school for serving homeless youth.
- Recognized as a California State University Los Angeles Distinguished Educator of the Year, 2016



February 20, 2022

School Board Members
Washoe County School District
425 East 9th Street
Reno, NV 89512

Dear Honorable Members of the Washoe County School District:

My hope for all WCSD students is for each one to gain the courage to dream and the skills and knowledge to make their dreams come true. To do this, adults must be 100 percent student-centered, encouraging and inspiring young people by recognizing individual students' strengths and potential, and by supporting them in achieving academic and personal success. This is the heart of my equity philosophy. All students deserve the right to dream and to have a high quality education to fulfill their dreams.

My mother was a special education teacher and an artist and my father was a juvenile probation officer and a minister, so I grew up steeped in a love for education and active collaboration with faith leaders, non-profit organizations, labor groups, elected officials, and the business community. Together, my parents fostered three dozen children and still sponsor foreign exchange students. I attended neighborhood, magnet, and experimental schools, did a semester of my junior year in Washington, D.C. as a Senate Page, and slipped out of high school a semester early to travel in India and Mexico then work before college. I saw how my foster siblings were mistreated and how their safety-nets of adults struggled to support them. My life's work has been to cultivate educational justice through excellence so that young people and educators really use all of their creativity and power to improve the world.

Growing up in such a busy and diverse household, I became a listener and someone who can move groups of people to reach consensus. I also learned to make decisions and hold myself and teams accountable for the outcomes of those decisions. This skill set has helped me succeed as the superintendent and CEO of several charter school systems (ranging from 4,000 to 49,000 students). I have led profound transformations of academic programs and operations at all grade levels in schools serving student bodies with 85 percent FRL eligibility, more than 40 percent English learners, more than 80 percent BIPOC enrollment, and 12 to 25 percent students with special needs. Throughout my career, I have helped to open, build, or transform more than 500 schools. These ranged from tiny to humongous, Arts to STEM (and often STEAM), project-based learning, dual language immersion, completely online, blended, back-to-basics, IB, AP, independent study, CTE, and more. What they all have in common is a commitment to deeply personal, excellent education for every learner.

In addition, I have been blessed with strong colleagues as I led cabinets with talented Chief Academic Officers, Chief Financial Officers, Chief Talent Officers, and operations and facilities professionals. My true calling is bringing together diverse communities in collaboration to develop and affirm great schools that meet the needs of students with a variety of challenges, strengths, and interests. The qualities I love the most about the WCSD public school system are the growing

diversity of high quality educational innovation and your focus on student achievement in rigorous coursework. Your commitment to being a world class educational system is inspiring!

I began my career in 1989 as a teacher in a Job Training and Placement Agency (JTPA) civic education program for inner-city high school students. Unable to repay my student loans, I quickly transitioned into a decade-long career in public finance and technology. I was responsible for Los Angeles' multi-billion dollar transportation budget, facilitated over \$3 billion in public bonds, and led international technology projects for IBM. In 1999, I was elected to and served as president of the Los Angeles Unified School District Board of Education, where I was rebitten by the education bug. I was so impressed by the educators I met as a board member and motivated by the profound needs of students, that I went back to school and earned a doctorate in education while founding and leading the California Charter Schools Association in 2003. Since then, it has been my pleasure to lead three school systems, an education foundation, and an EdTech company, in addition to serving various entities in a consulting capacity. This background in education, finance, technology, business, and philanthropy makes me especially qualified to steward a district of the size and complexity of WCSD.

In my most recent role, I was the National Superintendent for a network of non-profit charter schools specializing in providing trauma-informed, highly-personalized education to 49,000 formerly disengaged high school students (ages 14-24 years) in five states. Like most school systems, we weathered the pandemic with nimbleness, technology, and a deep connection to our families and staff. At the core, our ability to maintain student engagement came down to our school culture which is summed up in one word: respect. We believe in the inherent worth and dignity of every student. Everyone deserves respect, even before they earn it.

One of the roles of which I am most proud is the work I have done in teacher recruitment and staff development. In 2011, the board of a STEM teacher recruitment and training institute (<https://encorps.org/>) brought me in to conduct a turnaround. The program identifies business professionals in STEM fields interested in transitioning into teaching. I continued a focus on that work by investing in professional development programs as the Vice-President of the Arnold Foundation over the following two years. In the pandemic-informed world, we have both the opportunity and the responsibility to use what works.

Great principals attract, inspire, support, and sustain excellent teachers. Enabling principals requires a combination of training, support, operational tools, true delegated authority, and accountability. The principalship is arguable the most vital and complex role in education today and ensuring their success is the most important role of any superintendent. I know that the quality of and support for school leadership is the number one lever impacting student achievement, innovation, and a school culture that warmly invites strong relationships among adults and youth.

Having been a school board member for a traditional school system and a superintendent of charter school systems, I know that no matter the school type our most important commitment is the one we make to ensure that all students achieve their highest potential. We have tremendous challenges in education today – mental health, teacher burn out, and learning lost to the pandemic. I am certain that the WCSD school community has the resilience, creativity, determination, and empathy to use this moment for positive momentum. It would be an honor to serve WCSD as your Superintendent.

Sincerely,



Caprice Young, Ed.D.



January 23, 2022

To Whom It May Concern:

I am privileged to provide this letter of recommendation for Dr. Caprice Young as candidate for Superintendent.

Since 1999 I have worked directly for and with Dr. Young in a variety of roles and relationships, all centered around a passion for improving access to high quality public education for all children.

Among our adventures:

- As Board President of LAUSD, Dr. Young was the catalyst that enabled a failed (and 30 year overdue) facility construction program to turn around, delivering 75 new schools in highest need neighborhoods during the Phase 1 LAUSD bond program. Her leadership not only created an authentic community engagement (with broad stakeholder support to turn the initial \$3 Billion capital program into over \$27.5 Billion today), but also created a uniform 7-0 Board approval on facility site selection and design under a value proposition of responding to highest need for longest time in low income, high minority communities. (In other words, not all board members received an equal share of the bond funds in their respective areas). Her partnership with the LAUSD New Facilities Division enabled us to reach across multiple internal and external stakeholder groups to deliver a program that was recognized nationally for "changing the face of Los Angeles".
- Her visionary leadership initially coalesced concerned parents around public charter school options, with enabling state legislation, and grew the California Charter School Association from a growth focus (to over 600 charters) to a focus on high quality effective schools. Dr. Young has consistently collaborated with Los Angeles union leaders to develop high quality charter programs.
- When Caprice moved to KCDL as CEO for the for-profit online learning organization, I accepted her challenge to run school operations for our statewide online learning partnership schools. While we were able to grow operations to online programs serving ten states and supporting over 650 blended learning efforts in school districts nationally, Caprice supported a quality focus to improve the online curriculum, improve instructional training, streamline operational processes, and expand student engagement and mentoring activities that directly resulted in increased student retention of over 45% and improved student proficiency/credit attainment of over 35% in the first academic year. Caprice initiated credit recovery program in Chicago that resulted in over 1000 graduating students that began their senior year with insufficient progress to graduate on time, including work with incarcerated youth.

BOARD OF DIRECTORS

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Scott Limoli, Secretary
Gary Brooks, Treasurer
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Phil Carter
Brian Green
John Korsmo
Lamont Loo
Ali Modarres
Carla Pelster
Bob Pittman
Carla Santorno
Brett Willis

Kathi Littmann
President and CEO



In every relationship I have had with Caprice, she has shown an ability to reach deep into existing organizations, identifying strengths and leadership, and create both a vision and pathway to achieve that vision by bringing together directly oppositional interests in common cause. Caprice brings her experience both as a board member and educational leader to her approach to board partnership.

Caprice understands the power of advocacy and policy on behalf of students, parents and teachers. She brings deep local, state and national relationships and partnerships to bear in support of her work, and extensive successful experience in policy change.

Finally, and I think this might be one of the most relevant considerations for any public education organization seeking visionary and collaborative leadership: Dr. Young sets a high bar for moral and ethical standards, transparent and direct communications, and establishing clear cultural values for distributed organizational leadership.

I am happy to provide any additional information you might require.

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- Brian Green
- John Korsmo
- Lamont Loo
- Ali Modarres
- Carla Pelster
- Bob Pittman
- Carla Santorno
- Brett Willis

Kathi Littmann
President and CEO

Sincerely

A handwritten signature in blue ink, appearing to read 'Kathi Littmann', followed by a horizontal line.



Kathi Littmann | CEO & President
Greater Tacoma Community Foundation

January 25, 2022

To Whom it May Concern,

I am writing this letter to express my strong recommendation for Caprice Young. My 30 year career in public education spanned being a teacher, administrator, and education reformer and has given me a great opportunity to meet those special people who are true in their commitment to students, their communities, and staff. Working with the Eldorado County Office of Education, I created programs and services to meet a broad range of student needs, including programs for youth at risk of dropping out, gifted and talented students, and/or families electing to home-school their children. Over time, and today more than ever, the public education system must respond to the rapidly changing needs of our nation and to the skills necessary for success. Districts must find those persons with the requisite skills to engage and expand opportunities for their clients actively and effectively. I have worked at the micro and macro levels in education and had the opportunity to meet a few key people that were ready and equipped to lead a district today. As a seasoned educational leader and non-profit board member, it is my honor to recommend Dr. Caprice Young to be your next superintendent.

I have known Dr. Young since 2003 when she finished her term as president of the Los Angeles Unified School District. I was a member of the newly formed board of the California Charter Schools Association. We enthusiastically appointed Dr. Young to be our founding CEO. At the time, there was some doubt among charter school leaders about whether a “district” person could lead the public charter school community and as someone who had been both a district and a charter school leader, I assured them that she was someone who was 100% focused on student success and the good of all students. I stood by that then and I would like to make the same case to you today as she seeks to transition out of charter school leadership and back to the district as a superintendent.

Dr. Young is a non-traditional candidate who has exactly the skills you need to address the challenges school districts face during these uncertain and difficult times. She has shown a proven commitment to all kinds of learners throughout her career, attentively addressing the needs of typically developing learners, gifted students, and those with special needs and English language development challenges. Throughout her more than 20 years in K-12 education leadership, she has developed and exercised deep expertise in classroom instruction and the ongoing professional development of educators. She has implemented literacy and math programs at all levels, developed and expanded STEM and STEAM education, led online education programs serving more than 65,000 students, and managed administrators from the school site to the cabinet level. As a lecturer at both the USC and UCLA schools of education, she has taught graduate level students and collaborated with higher education leaders

regarding how to best develop K-12 leaders. With an early career in public finance and technology, she has a firm grounding and deep expertise in the operational challenges school districts are facing this year as they work to allocate and manage resources effectively and utilize technology innovation to reach students and families effectively and manage data to inform decision-making wisely. Leading in education today requires someone who is not just an innovator, but also a skilled implementer. That is Dr. Young.

She gets along well with regulators, peers, staff, Republicans and Democrats, people of diverse cultural backgrounds, educators, business leaders, government officials, health care leaders, parents, and especially students. She is a confident leader who engages people and moves forward effectively. She is a superb listener who sets her ego aside to understand and make your goals into realities. As a board member myself, that skill was something I found very valuable. She would hear what we wanted to accomplish, help develop the strategies for us to be successful, and give the credit to everyone involved in the successes. Dr. Young believes that schools play a vital role as the centers of our communities, a role that the past two years have reaffirmed as vital not just for the education of the next generation but also for the health and safety of all residents. She wants to re-engage with school districts because she believes deeply in the transformative role our educational institutions must play in the educational and civic lives of our communities. I hope you will see what I see, someone who will be a relentless advocate on behalf of your school district, community, staff, and families.

If you have any questions, please do not hesitate to call or email me.

Sincerely,

Marta Reyes-Newberry

Marta Reyes-Newberry (Retired)

(Signed electronically)



Lifelong Learning
Lancaster, CA 93535
LLAC.org

September 28, 2021

To Whom It May Concern,

I have had the pleasure of working with Dr. Caprice Young since August 2018 when she began consulting to Learn4Life model schools. For over three years, she has been a key executive leading the evolution and development of our work providing a high quality education for high school students who have faced profound challenges, including homelessness, foster care, criminal justice, violence, poverty, pregnancy and parenting, special education, English language learning, and trauma.

Caprice led our team as the National Superintendent, inspiring a group of 23 charter schools serving nearly 49,000 students in California, Ohio, and Michigan, with a budget approaching \$350 million. All seven area superintendents reported to her and she was instrumental in significantly upgrading their leadership capacity and skills. Among other things Caprice supervised the implementation of rigorous accountability requirements, governance systems, and academic programs. She championed expansion of CTE programs, corporate partnerships, dual enrollment opportunities, literacy intervention, and the development of a data-driven decision making dashboard. In March 2020, she galvanized the team and drove our emergency response to the pandemic as the superintendents moved our academic programs from in person to online platforms.

On July 1, 2020, I promoted her into the education service provider, Lifelong Learning, the non-profit organization responsible for providing back office, operational, and academic support to the charter schools committed to implementing the Learn4Life model of education. As a member of the Lifelong Learning executive team, she has championed equity in all of our efforts and has been influential in our work establishing and implementing a strong diversity, equity, and inclusion (DEI) strategy. She establishes and maintains positive working relationships with clients, staff, peers, and school board members, always conveying our values in her actions and leadership. In short, Dr. Young is the "real deal," an innovative education leader who always put students and our education communities first.

I know that Dr. Young is fully prepared to take on a position as a traditional school district superintendent, has demonstrated expertise as the CEO of transformational education organizations, and aspires to having a larger positive impact on education as a whole. As a former district superintendent myself, I understand that aspiration and wholely support her decision to seek these opportunities. On a personal note, I always found Caprice to be timely, responsive, energetic and a colleague with whom I hope to work again soon. Please do not hesitate to contact me with any questions you may have.

Sincerely,

Pete Faragia, CEO, Lifelong Learning

January 20, 2022

To Whom it May Concern,

While serving as the Vice President of Finance and Information Technology for the YWCA of Greater Los Angeles, I also served as a member of the board of the Magnolia Educational & Research Foundation dba Magnolia Public Schools a non-profit charter management organization that operates ten science academies throughout California. Magnolia is dedicated to inspiring students to choose career paths in Science, Technology, Engineering, Arts and Math (STEAM), while providing a robust, standards-based education program within a supportive culture of excellence. The Magnolia Public Charter Schools are located throughout California in Santa Ana, San Diego, and Los Angeles Unified Schools Districts. I joined the board because my children thrived in the Magnolia schools, and they needed someone with expertise in finance and non-profit management to help govern the schools.

In 2015, Magnolia faced a crisis in their relationships with the school districts authorizing them that threatened to close all the schools serving nearly 4,000 students. We hired Caprice Young because of her track record turning around the ICEF public schools and because she was known as someone who worked well with school districts and whom their staffs trusted to tell them the truth and keep her promises especially in difficult situations. If you Google her, you will see that she was willing to put her career at risk for the sake of our students in a highly politically charged situation. Over the course of three years, we emerged from the crisis with our district relationships transformed and our academic program strengthened. I served as the board chair and worked closely with Caprice during the middle year of this period, 2016-17.

Under Caprice's leadership we made specific measurable progress in a variety of areas:

- ③ Settled litigation with LAUSD in a mutually favorable manner;
- ③ Earned renewal of all ten schools;
- ③ Transitioned our educational program from STEM to STEAM by developing a transformational arts program in collaboration with local and statewide cultural institutions and foundations;
- ③ Earned the highest WASC accreditations;
- ③ Raised student achievement among all socioeconomic groups;
- ③ Implemented a break-through youth mental health program;
- ③ Built three new school facilities; and,
- ③ Led all eligible Magnolia Science High School Academies to receive the *US News & World Report Best High Schools* recognition and/or the *Washington Post* designation as the *Most Challenging High Schools*.

In 2018, Caprice Young left the Magnolia schools to lead Learn4Life, a much larger network of schools serving tens of thousands of former "dropout," foster care, and homeless youth. She responsibly transitioned leadership to an internal deputy whom she had thoughtfully mentored for the role.

Caprice Young will be a strong district superintendent who will support you as a board in achieving the dreams you have for your community. I would be happy to answer any questions you have about her leadership.

 Sincerely,

Noël Russell-Unterburger, MBA
Chief Financial Officer
CORE – Community Organized Relief Effort

WCSD Essay Questions—Caprice Young, Ed.D.

Leadership

The foundation of leadership is integrity. For transformative leaders to succeed, those around them need to know with certainty that their leader is truthful, authentic, values-driven, and compassionate. Leaders have a responsibility to assess situations, consider the future, engage stakeholders (especially those whose voices are often over-looked or who may be most impacted by the decision), and take (or recommend) actions based on reason, addressing immediate harms, and with an eye towards long-term success.

Communication is a vital component of leadership because it is what is necessary to ensure that everyone has confidence that a decision has been reached in a fair and complete manner and that potential repercussions have been considered and addressed. Leaders make themselves available to listen and to seek win-win outcomes. Great communication, including feedback, is the unifying force that makes leadership into actions, and actions into accomplishments.

By repeating the cycle of integrity, reasoned decision-making, communication, and accomplishment, great leaders develop the trust and confidence of their teams and community. It is a virtuous spiral true professionalism that engenders long-term credibility that really pays off when the toughest decisions, the ones that simply cannot make everyone happy, need to be made with fairness.

Education

Education is the accumulation of structured and informal life experiences that create a person's ability to live a fulfilling life. My great hope is that all children participate in a formal education that nurtures their courage to dream while training them in the skills, knowledge, and attitudes that will help them fulfill those dreams. Young people must become academically achieving, creatively empowered, technologically fearless, civically engaged, emotionally intelligent adults to succeed in our modern society. This isn't squishy. It is difficult, joyful work!

Young people come to school with their own strengths, challenges, interests, and styles, so school systems have a responsibility to employ and adapt research proven strategies to meet them where they are and to build upon their natural assets with the young people themselves fully engaged in the learning process. That active learning is what rewards curiosity and develops human beings who become lifelong learners. In a world where the jobs and life missions of tomorrow haven't yet been invented, that confident momentum will engender resilience and success.

Management

Management is the process of getting important things done. Great management is founded upon agreement among stakeholders as to direction, goals, and intended outcomes. It requires systems and resources that are efficient, sufficient, and consistent with the culture and values of the institution so as not to engender cynicism. Milestone achievement, clearly articulated using relevant data, needs to be measured and celebrated, or corrected, along the way to maintain progress and to respond to evolving circumstances.

Management at its heart is essentially human. The best managers value people; they find or develop people from diverse backgrounds with the right skills, knowledge, and attitudes for the work and support them throughout the process of getting things done. Smart managers know that equity, inclusion, and belonging are critical to effectiveness. They collaboratively establish clear expectations and work through issues that arise dispassionately, assuming good intentions and focusing on solving problems and moving forward. Teams that work with kindness, respect, excellence, and a commitment to the mission succeed in producing the outcomes we need.

Caprice Young, Ed.D.

My mission is to enable students to succeed in life by becoming academically achieving, creatively empowered, technologically fearless, civically engaged, emotionally intelligent adults.

Education and Professional Development:

- **Ed.D., 2008, University of California, Los Angeles**
- **M.P.A., 1991, University of Southern California, Ides of March Merit Scholarship**
- **B.A. (History), 1988, Yale University, Robinson Humanitarian Achievement Award**
- California Educational Partnership Program, Equity Leadership Certification Program, anticipated 12/2022
- Broad Superintendents Academy, 2020
- Pahara Institute/Aspen Global Leaders Network, 2016
- IBM Certified Strategic Consultant, 1998
- Certificate in Management Effectiveness, 1989, University of Southern California
- Public Policy Fellow, Coro Foundation, Los Angeles, 1989

Employment:

- **President, Education Growth Group (EGG), 9/2010-12/2019, 11/2021-Present Los Angeles, CA (strategic planning, fundraising, and executive leadership)**
EGG's consulting projects focus on strategic planning for/with education and technology organizations, as well as providing interim executive services, including:
 - **Interim President/COO, Edge Foundation, 1/2021-ongoing, remote/Seattle (non-profit management)**
 - Interim Co-CEO, Parent Revolution, 12/2014-3/2015, Los Angeles, CA (*parent outreach*)
Parent Revolution supports parent training for education engagement.
 - CEO and President, EnCorps STEM Teachers Program, 6/2011-12/2011, Los Angeles/San Francisco, CA (*teacher preparation*)
Encorps recruits and trains business professionals transitioning to become Science, Technology, Engineering and Math teachers.
 - CEO, Inner City Education Foundation (ICEF) Public Schools, 9/2010-5/2011, Los Angeles, CA (*school system leadership, crisis management, finance, equity advocacy*)
ICEF served 4,500 predominantly Black TK-12th grade students in Los Angeles.
- **National Superintendent, Lifelong Learning and Learn4Life Schools, 1/2019-present, Lancaster, CA: and Founding Superintendent, Stanza International Academy, 8/2020-10/2021, Lancaster, CA (non-profit/school system leadership)**
Served as the National Superintendent of Lifelong Learning, the support organization for Learn4Life, a group of 20 nonprofit organizations serving nearly 49,000 students on 85 school sites that offer accredited high school diploma programs, job training and flexible, personalized education for opportunity youth, especially those who have faced traumatic challenges like homeless, foster care, systemic injustice, incarceration, mental health issues, poverty, and human trafficking, barriers to learning English, special education, or unrecognized giftedness. Our schools utilize online and in-person highly personalized one-on-one and small group instruction with wrap-around, trauma-informed supports. In this role, Dr. Young also nurtured relationships with public school district partners and developed innovative education programs, including Stanza International Academy, Learn4Life Austin, and trauma-informed services.

- **CEO and Superintendent, Magnolia Educational and Research Foundation Public Schools, 1/2015-6/2018, Los Angeles, CA (non-profit/school system leadership)**
Magnolia is a non-profit charter management organization of 10 STEAM (Science, Technology, Engineering, Arts and Math) focused schools in three counties in California serving 4,000 predominantly socio-economically disadvantaged students. Magnolia has a \$52 million annual budget and 375 full-time staff members. Examples of achievements included ending litigation with the Los Angeles Unified School District (LAUSD), implementing strategic operations reforms, successfully completing a comprehensive audit by the State Auditor, earning the highest WASC accreditation, raising student achievement across all socioeconomic subgroups, and building a new school building serving 880 students. Under her leadership, all eligible Magnolia Science High School Academies received the *US News & World Report Best High Schools recognition and/or the Washington Post designation as the Most Challenging High Schools.*
- **Vice-President of Education, Laura and John Arnold Foundation, 1/2012-8/2013, Houston, TX (philanthropy)**
Managed a \$110 million portfolio of education innovation grants concentrated on school development, innovation, teacher training, and principal support.
- **CEO and President, KC Distance Learning, 3/2009-8/2010, Portland, OR; Interim CEO, KC Distance Learning and Vice President of Business Development and Alliances, Knowledge Universe, 10/2008-3/2009, Santa Monica, CA (business, technology, and private school system leadership)**
KC Distance Learning (acquired by K12, Inc. 7/2010) was a private education subsidiary of the publicly traded company Knowledge Universe Education serving traditional and charter public schools through its digital curriculum and technology service brand Aventa Learning. It provided education management services to iQ Academies and administered the international online secondary school Keystone Academies. Dr. Young led the corporate advancement and successful sale of KC Distance Learning. In 2009-10, over 62,000 students took courses from KC Distance Learning (more than 170,000 enrollments).

Earlier Roles:

- Founding CEO and President, California Charter Schools Association (CCSA), 7/2003-9/2008, Los Angeles, CA (*advocacy and school services*)
- Director, Corporate and Foundation Relations, the UCLA Anderson School of Management, 12/2002-7/2003, Los Angeles, CA (*fund raising, higher education*)
- Independent Consultant, Parents in Charge, 1/2002-11/2002, Los Angeles, CA (*parent education*)
- Managing Director, PeopleLink, 1/2000-12/2001, Los Angeles, CA (*social media/online community and data analytics*)
- Senior Manager, IBM Global Service, 2/1997-1/2000, Los Angeles, CA (*technology strategy and project management*)
- Assistant Deputy Mayor, Budget and Infrastructure, City of Los Angeles, 2/1994-2/1997, Los Angeles, CA (*municipal government*)
- Acting Budget Director/Special Assistant to the CEO, Los Angeles County Metropolitan Transportation Authority (MTA), 2/1990-2/1994, Los Angeles, CA (*transportation operations, budget and finance*)
- Teacher, Liaison Citizen (a JTPA program), 8/1989-2/1990, Los Angeles, CA (*youth leadership development and civic engagement program with students from Roosevelt, Jefferson and Bell High Schools*)

Teaching:

- Lecturer, UCLA Graduate School of Education & Information Science, 2011-12 and 2018-2019 (ELP 450 Education Leadership for the third-year doctoral students)
- Lecturer, UCLA School of Extension, Charter School Operations, Governance and Finance, 2011-2012
- Lecturer, School Business Officers Program, University of Southern California, 2006-2009
- Faculty, Broad Institute for School Governance (CRSS), 2005 and 2006

Major Awards:

- Inducted into the National Charter School Hall of Fame, 2017
- XQ Super School team member, RISE High, 2016.
One of 10 teams awarded \$10 million to develop an innovative school for serving homeless youth.
- Recognized as a California State University Los Angeles Distinguished Educator of the Year, 2016
- Court Appointed Special Advocates (CASA) Honoree, 2002
- Coro Crystal Eagle for excellence in public service, 2002

Board Governance and Community Service:

- ⇒ Director and ESG Chair (private for-profit board), ALC, 7/2021-Present, Denver, CO
ALC is the North American leader of transportation, safety and data solutions that serve the most vulnerable in our communities. ALC gives students with special transportation needs an equal opportunity to learn, grow, and succeed. <https://www.alcschools.com/>
- ⇒ Director (private not-for-profit board), Larta Institute, 5/2021-Present, Los Angeles, CA
Larta fosters science and technology innovation for a sustainable world. <https://www.larta.org/>
- ⇒ Director (private for-profit board), Olivela, 1/2014-Present, London, UK
Olivela is an entirely new retail concept with a mission to provide funding to improve the lives of children around the world. Olivela enables luxury brands the opportunity to transform inventory into measurable impact and consumers to fund important children's causes simply by buying what they love.
<https://www.olivela.com/>
- ⇒ Director (private not-for-profit foundation board), Thomas B. Fordham Foundation and Institute, 6/2009-present, Washington, DC
The Thomas B. Fordham Institute and its affiliated Foundation promote educational excellence for every child in America via quality research, analysis, and commentary, as well as advocacy and exemplary charter school authorizing in Ohio. <https://fordhaminstitute.org/>
- Director (private for-profit board), Itslearning, 6/2012-12/2019, Bergen, Norway
- Executive Committee Member, Los Angeles Unified School District Special Education Local Planning Area Charter Operated Programs 3, 2015-18
- President, National Public Charter Schools Association, 2010
- Member, Governor's Advisory Committee on Education (CA), 2002
- Founder, CharterSafe, a not-for-profit Joint Powers Authority that provides insurance to schools, 2003
- Member and president (elected public board), Board of Education, Los Angeles Unified School District, 1999-2003
- Board Chair, Hollygrove Home for Abused and Neglected Children, 1994-1999
- Board Member, San Fernando Valley Mental Health Center, 1992-1998

Recent Publications and Interviews:

"Back to School Leader Q&A: Dr. Caprice Young on the Value of Building Relationships," August 31, 2021, [Ahead of the Heard](https://aheadoftheheard.org/back-to-school-dr-caprice-young/), <https://aheadoftheheard.org/back-to-school-dr-caprice-young/>

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