

MOLLY COUTURE

Systems-driven leader who strives for excellence through dynamic teaming and strategic planning and execution

EXPERIENCE

Consulting

October 2023 - January 2024, OPPORTUNITY 180, State of Nevada

Creation of project management tool for state charter compliance, from conception to implementation

September 2023 - Current, THE LEADERSHIP SCHOOL, St. Louis, MO

Hiring, onboarding, and coaching of Operational school leader, compliance tool creation

August 2023 - Current, CITY GARDEN CHARTER SCHOOL, St. Louis, MO

Operational leadership coaching, cross campus team professional development, staffing solutions and people management support

February 2023 - Current, PILOTED SCHOOLS, Las Vegas, NV / Indianapolis, IN

Operational leadership coaching, human resources systems and execution, state charter compliance, staff onboarding, enrollment & recruiting project management

February 2023 - October 2023, IMPACT WE PRINT, Denver, CO

Job description creation, hiring, operational organization

July 2022, LINK PUBLIC SCHOOLS, St. Paul, MN

Leadership hiring, visual culture, facilities branding reset

July 2022, KIPP SUNSHINE PEAK MIDDLE SCHOOL, Denver, CO

Student scheduling, staff scheduling, exceptional learner placement

July 2022, KIPP COLLEGIATE HIGH SCHOOL, Denver, CO

Student scheduling, staff scheduling, exceptional learner placement

CRS of Colorado

District Manager

September 2022 - Current, Denver

- Lead and manage all aspects of the special district, ensuring compliance with relevant laws and regulations.
- Develop and implement strategic plans, policies, and procedures to achieve Board goals and objectives.
- Coordinate with the accountant and Financial Planning Committee for budgeting and financial management, including payables, capital expense planning, grant writing, and budget forecasting.

- Collaborate with board members, stakeholders, and community members to address concerns, gather feedback, and foster positive relationships.
- Ensure effective communication and transparency between the District and the community through regular meetings, publications, newsletters, and public outreach initiatives.
- Coordinate with external agencies, contractors, and service providers to ensure the delivery of high-quality services to District residents.

DSST: Byers Middle and High School

Director of Operations

July 2016 - PRESENT, Denver

- Hired, onboarded, and now manage my stellar operations team to execute all logistical components of our school, including daily operations, events management, facilities management, banking and purchasing, communications, and customer service
- Provide perspective and input on hiring of new team members, especially leaders, to ensure strong values and mission alignment and oversee the onboarding process for all staff
- Lead team in our school goal of 85% staff retention through strong listening, communication, and collaboration to identify root issues and staff needs to create transparent solutionsLead on 6-12 student course scheduling
- Built out and now oversee our system for student leadership in our high school through our robust student government
- Coordinate between different departments within our school and with external district partners such as food services, facilities teams, neighborhood associations, and city officials to achieve win-win outcomes in a very dynamic and fast paced environment
- Collaborate with architects, designers, contractors, vendors, and facilities management to complete the final stages for our historic building renovation, including grant budgeting and ordering, as well as product and material selection and installation—on time and on budget
- Influence and lead administrators and staff members through strong project management for high impact consistent daily, yearly and quarterly systems and events
- Collaborate and lead within our network of eight sister schools to successfully plan and execute fun, dynamic city-wide events like our Slice of Pi fundraising event raising over \$1 million, our campus-wide Senior Signing Day, and a Network Prom for over 700 seniors across the city of Denver
- Create and maintain our school calendar, including internal student and family events, as well as external Community Use bookings from Denver Public Schools
- Communicate and oversee school budgets to owners and support thoughtful spending and precise finance practices to ensure we consistently come in under budget to ensure carryover
- Contribute to a culture of equity by supporting and engaging in rigorous trainings and team development
- Track and analyze enrollment and attendance data across multiple platforms to create solutions in order to address concerning trends and hit targets of 95% attendance

Founding Office Manager

January 2013 - June 2016, Denver

- Founded and implemented systems for a new school, including student enrollment and onboarding, ordering and payment processing, supply maintenance, communications, translation, and uniform purchasing and distribution
- Established and maintained outstanding relationships with shared campus partners, vendors, and Denver Public School Central Office stakeholders

- Ran our clinic for students 4 days a week, in compliance with the nursing license under which I was delegated
- Initiated and executed school and staff events, coordinating and leading stakeholders to achieve desired event outcomes

EDUCATION

Leadership Development Cohort

NOVEMBER 2017 - APRIL 2018, DSST PUBLIC SCHOOLS, Denver

High level and practical leadership development for a select group of leaders across our network

Teacher Leader Cohort

NOVEMBER 2015 - APRIL 2016, DSST PUBLIC SCHOOLS, Denver

Introduction of leadership strategies and paradigms for burgeoning leaders in our school network

Univ. of Southern Indiana — Bachelor of Arts, Spanish

AUGUST 2007 - JULY 2011, Evansville

AWARDS

FLOWERMAN AWARD - Network recognition for my impact and service in our community after our founding year, DSST Public Schools, 2014

NATIONAL BLUE RIBBON SCHOOL - DSST: Byers Middle School, United States Department of Education, 2019

#1 MIDDLE SCHOOL - DSST: Byers Middle School, Colorado, 2014 - 2016, www.coloradoschoolgrades.com

TOP PERFORMING MIDDLE SCHOOL - DSST: Byers Middle School, Denver Public Schools, 2014 - 2019

#2 PERFORMING HIGH SCHOOL - DSST: Byers High School, Denver Public Schools, 2019

TOP 3 FINALIST - Colorado Succeeds Prize, Excellence in STEM Education, 2017 (among 1,800 Colorado schools)

BROAD PRIZE FOR URBAN EDUCATION - Top Charter Network in the USA, 2018

SKILLS & INTERESTS

Interior design, cooking, tennis, making people feel welcome, baking pies from scratch

REFERENCES

Lani Luo - Chief Operating Officer at pilotEd Schools, 626-321-3925

Brad White - Brad White Educational Consulting, 303-908-7510

Tam Shear - Chief Program Officer at Opportunity 180, 951-640-7120