

Tracey Sparrow, Ed.D.
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Experience

Next Door, Milwaukee, Wisconsin President September, 2015- December, 2022

Responsible for all organizational functions including operations, fundraising, program and finance. Next Door serves over 1400 children ages 0-5 and their families. Annual budget is \$24M+.

- Led strategic planning and developed key performance indicators.
- Restructured organization to align by function, not funding.
- Developed key community partnerships to support organizational success, including with Leading Men Fellows, Medical College of Wisconsin School of Pharmacy and Next Step Clinic.
- Focused on employee satisfaction, resulting in the award of Best Place to Work in 2020 and Top Workplace in 2021 and 2022.
- Developed career Pathways program in response to staffing shortage and obtained funding.
- Implemented innovative projects including the use of LENA technology and Virtual Reality.

Milwaukee Center for Independence Vice President February, 2010 September, 2015

Responsible for School for Early Development and Achievement, Pediatric Skilled Nursing, Birth to Three Early Intervention, Wells Street Academy and SmartBaby.

- Developed model for school transformation with focus on instruction and accountability, resulting in charter contract renewal.
- Developed school for children with complex health care needs.
- Secured \$50,000 + in grants to develop a Multi-Sensory Environment.
- Developed and implemented mindfulness program with research partner from Marquette University.

American Red Cross Regional Chapter Executive October, 2007 January, 2010

- Eliminated \$650,000 budget deficit.
- Re-aligned programming with mission, transitioning non-mission related programming to partners and restructured regional operations

Milwaukee Academy of Science President May, 2000 September, 2007

Responsible for all school operations for school with 90+ employees and over 1,000 students

- Conducted multiple successful charter school renewal processes.
- Negotiated transition agreement with Edison Schools, resulting in higher retained revenue.
- Managed and provided oversight for \$3M building renovation.
- Significantly increased student achievement levels with focus on instructional practices and use of data.
- Developed and implemented a high school program to fulfill school mission.

Education

Honorary Doctorate in Humanities	Medical College of Wisconsin	May, 2020
Doctor of Education	Cardinal Stritch University	May, 2004
<i>M a s t e r s i n M a n a g e m e n t</i>	University of Wisconsin – Milwaukee	May, 2000
<i>a c h e l o r s o f S c i e n c e</i>	Cardinal Stritch University	May, 1982

Professional Associations (past)

- Tempo Milwaukee
- Rotary Club of Milwaukee
- Early Childhood Education Alliance
- Non-Profit CEO Race Equity Initiative
- Affordable Housing for Early Childhood Educators Planning Team
- City of Milwaukee Early Childhood Education Task Force
- Professional Dimensions Sacagawea Event Chair
- Wisconsin Religious and Independent Schools – Accreditation Team Member
- Harvard University Principal Center - Advisory Board Member
- Cardinal Stritch University Field Experience Advisory Board Member
- Marquette Institute for the Transformation of Learning Accreditation Team Member
- Adjunct Instructor at local universities including Alverno and Carroll
- Co- author on several published papers including:
<https://link.springer.com/article/10.1007/s10643-021-01255-5>
doi: [10.15585/mmwr.mm6949e3](https://doi.org/10.15585/mmwr.mm6949e3),
<https://doi.org/10.1177/00317217120930051>

Certifications

- Structured Literacy Teacher (CERI)
- LETRS Mastery