

ALLISON WILLIS HOLLEY, M.ED (SHE/HER)

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A collaborative, equity-driven education leader with expertise in setting a bold vision, building consensus across varied stakeholder groups, and driving action to deliver results. Demonstrated impact at all levels, including founding literacy, science, and social studies teacher, principal, managing director of middle schools, and deputy superintendent. Passionate about coaching leaders, uplifting teams, and mobilizing an organization to deliver impactful results.

Key Skills:

- Strategic Vision and Planning
 - Innovation and Evaluation
 - Teaching and Community Building
 - Learning and Development
 - Program Design and Implementation
 - Coaching and Leadership Development
 - Change Management
 - Cross Functional Team Leadership
 - Organizational Culture
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EXPERIENCE

KIPP NYC, New York, NY

2006 - Present

\$186M budget public Charter Management Organization comprised of 18 schools, 7,291 students and 2,500 alumni in the 2022-23 SY

Deputy Superintendent. (2019-2023)

Senior Managing Director of Middle Schools. (2017-2019)

- Oversaw the learning and development of a diverse cohort of 18 K-12 principals in co-creating their strategic plans, executing on yearly priorities, and coaching and developing their leadership teams in order to meet annual academic, cultural, and leadership goals.
- Co-planned the regional strategic vision and plan as a member of a senior cross-functional team to drive the academic, cultural, operational, financial, people, and equity priorities of KIPP NYC resulting in 98% high school graduation, 90% matriculation to college or enrollment in a career, and 53% of KIPP NYC alums graduating college, beating the pre-pandemic average for all Americans by 10% and our peer orgs by 30%.
- Pioneered the creation of KIPP NYC's Core Values, including designing an equitable process to engage stakeholders, facilitating sessions with KIPP NYC board and senior leadership, authoring the Core Values language, and designing and executing the annual regional professional development day and region-wide recognition to celebrate core values-based achievement among our team.
- Co-chaired KIPP NYC's Leadership Development Programming by designing and executing our internal principal pipeline program, strategically planning the expansion of our programs, and cultivating sitting school leaders into regional leadership roles through strengths-based coaching, learning and development, and mentorship resulting in three leaders with established readiness for promotion into senior roles.
- United and mobilized the Middle School Principal Community (7 of 9 identify as BIPOC; range from 0 to 14 years experience) and expertly navigated change management resulting in: (1) an aligned approach to pedagogy and instructional coaching, (2) centralized grading and data practices, (3) a common curricular floor for all, (4) a revamped school schedule, inclusive of adult learning structures, (5) expanded college and career programming and skill development and (5) founded several region-wide academic, athletic, and artistic events to foster a sense of community and friendly competition.
- Launched, evaluated, and scaled multiple innovation pilots into regional initiatives including Possip, Schoolhouse Tutoring, The Social Institute, KIPP NYC-created KIPPster Goal Cards, Accelerated Reader, Reading and Math Intervention programs, and more, resulting in improved family engagement, math achievement, goal-driven student behavior, and love of reading.
- Integrated teaching and learning in-school support across multiple central teams resulting in an aligned approach to in-school support for curriculum, assessment, and instructional practice across 9 middle schools.
- Championed the growth and development of students with exceptionalities leading to a common instructional approach to co-teaching and academic and behavioral interventions, aligned curriculum and methodology to support Tier 2 and 3 instruction, expanded school-based teacher teams and leadership to drive results, and launched a common SEL framework.
- Advised and provided thought partnership to executive leadership about how to effectively navigate moments of crisis by supporting internal and external communication, directing resources, and providing on the ground support.
- Chartered KIPP NYC's strategic response to the COVID-19 pandemic in March 2020 by: (1) planning and pivoting our instructional model to a remote ecosystem, (2) shifting all aspects of school management and coaching to a remote setting, (3) and championing external family support and resource sharing. KIPP NYC achieved 98% student and family retention (99% in middle schools specifically) and retained 100% of its school leadership, a testament to strong school and regional leadership and trusting relationships with students and families.

KIPP Infinity Charter School, New York, NY

2006 - 2017

Public school serving 380 students in grades 5-8: 93% students receiving Title 1 support, 28% students with exceptionalities.

Principal. (2012-2017)

Dean of Teaching and Learning. (2011-2012)

- Headed a nationally-recognized KIPP school and coached a diverse team of educators to sustain and strategically improve an academically rigorous, culturally affirming, and student-centered middle school in Harlem serving 380 students and their families.

- Selected by Teach For America for the *School to Learn From* distinction for Academic Rigor and featured in Dan Coyle's book The Talent Code based on extraordinary student achievement results and transformative adult culture.
- Outperformed the national network academic reading and math goals four years before expectation; KIPP Infinity Middle School was one of two KIPP schools (out of 224 nationally in 2015) to meet our 2020 NWEA ELA and Math goals four years early (75% of students scoring in the 75th quartile by 8th grade in both Reading and Math).
- Attained the top quartile for school performance as measured by the TNTP nationally normed survey and our internal KIPP NYC Gallup-inspired Q14 survey, metrics of overall school health and staff satisfaction.
- Strengthened our school's Tier 1 curriculum in alignment with Common Core standards, leveraging teacher leaders and regional planners to increase the rigor of grade-level material, implemented an aligned assessment strategy, and enhanced instructional methods supporting stronger conceptual and critical thinking.
- Championed the introduction of Accelerated Reader to foster a strong independent reading culture, resulting in the creation of "Millionaires" and "Millionaire Day" (students who read a million words each year), differentiated reading goals, monthly celebrations ("Word Auctions"), and outside trips to foster a genuine love of reading.
- Launched our school's Integrated Co-Teaching model to better support our students with exceptionalities (28% of our school population in 2016), in addition to executing strong SETSS and related service supports.
- Partnered with more than 40 outside NYC school programs and organizations to broaden and support student interests, passions, and academic development.

Founding 6th Grade Science and Social Studies Teacher. (2006-2010)

5th and 6th Grade Level Chair, KIPP NYC Social Studies PLC Facilitator. (2009-2010)

- Authored a brand-new curriculum inspired by Stephanie Harvey's Nonfiction Matters using the Workshop Model to teach literacy strategies (reading, writing, research, and speaking) through science and social studies content with a strong emphasis on student choice, inquiry, and project-based learning.
- Co-created the first annual Nonfiction Exhibition where students completed an independent research project on a topic of their choosing, presented to their peers, and participated in a school-wide competition where top researchers earned prizes for their research, writing, topic selection, and oral presentation.
- Grade-Level Chair:* Led adult and student culture and logistics for the 5th & 6th grades; Served as Trip Leader for a 10-day hiking and camping trip in Utah, visiting Arches, Bryce Canyon, and Zion National Parks. Led student and staff preparation, planned logistics and budgeting (\$30K), and facilitated community building activities throughout the trip.

Summer Institute Teacher Training. Teach for America - New York

Summer 2010

TFA Summer Training Site serving 50 corps members across multiple TFA placement regions.

School Director.

- Oversaw an Institute Training Site as a Summer Institute Principal. Led a team of 10 professionals and 50 corps members, co-created an inspiring vision, and supported a strong team and school culture to support maximum student and adult learning and development.

EDUCATION AND TRAINING

NORTHWESTERN UNIVERSITY, Evanston, Illinois

Bachelor of Science, Magazine Journalism; Double Major in Geography

PACE UNIVERSITY, New York, New York

Master of Education, Secondary ELA. Professional Teacher Certification for the State of New York.

HARVARD GRADUATE SCHOOL OF EDUCATION, Cambridge, Massachusetts

Master of Education, School Leadership. K-12 Principal Licensure for the State of Massachusetts.

AMOS TUCK SCHOOL OF BUSINESS, Hanover, New Hampshire

Tuck Business Bridge Program at Dartmouth College. Nonprofit Cohort

VOLUNTEER SERVICE & INTERESTS

- Lifetime Member of Girl Scouts of the USA and Gold Award earner (2004 - Present)
- Teach For America NYC Corps Member
- Engaged in local Chapel Hill YMCA & Community Events
- Avid enthusiast of the arts (a cappella, theater) and athletics (youth coach and participant in adult athletic leagues)
- KIPP Forward Career Coaching for KIPP NYC alumni
- Attended Souhegan High School in Amherst, NH, a member of the *Coalition for Essential Schools*, and had a powerful immersive experience as a student.
- Attended the HABLA Teacher Institute located in Merida, Mexico and explored arts and literacy integration.
- 15 Commitments of Conscious Leadership book study and professional development