



Mayor of Providence

Jorge O. Elorza

December 14, 2015

Honorable Members
Providence City Council
City Hall

Dear Honorable Members:

Pursuant to Sections 302(b) and 1013 of the Providence Home Rule Charter of 1980, as amended and Public Law, Chapter 45-50, Sections 1 through 31 passed in 1987, I am this day re-appointing Heather Tow-Yick of 36 Fosdyke Street, Providence, RI 02906, as a human services category member of the City Plan Commission for a term to end January 31, 2021, and respectfully submits the same for your approval.

Sincerely,

A handwritten signature in black ink, appearing to be "J-O-E", followed by a horizontal line.

Jorge O. Elorza
Mayor

IN CITY COUNCIL

JAN 07 2016

READ
WHEREUPON IT IS ORDERED THAT
THE SAME BE REDEEMED AND APPROVED
A handwritten signature in black ink, appearing to be "Lou L. De...".
CLERK

HEATHER P. TOW-YICK

36 Fosdyke Street, Providence, RI 02906 • 401-556-3556

heatherty@gmail.com • linkedin.com/in/htowyick • Twitter: @htowyick

EXPERIENCE

TEACH FOR AMERICA

Providence, RI

Teach For America recruits, selects, trains, certifies and supports leaders to teach in low-income communities for at least two years.

Founding Executive Director, Rhode Island

2010-present

- Lead vision setting, strategy, branding and financial sustainability efforts in partnership with advisory Board, external partners, team and other stakeholders
- Oversee budget of \$2.2M and generate local funding to support operating budget and 35% of reserves
- Manage a team of eight staff members, 60 first and second-year teachers and 150 alumni living and working in Rhode Island
- Partner with Rhode Island College, Providence Public Schools, Rhode Island Department of Education, and Independent and Rhode Island Mayoral Academy Charter Schools to certify and support new teachers
- Advocate on behalf of Teach For America across all levels at all levels, the media, community leaders and union leaders

Managing Director, Human Assets, New York

2008-2010

- Worked directly with Vice Presidents and business leaders to address people priorities leading to Teach For America being named on *Fortune* magazine's *Top Companies to Work For* in 2011, 2012, 2013 and 2014
- Managed the team operations and data analysis in support of five managing directors working with 34 regions across the country

TUD BRIDGESPAN GROUP

New York, NY

Founded in 2000 by Bain & Co. to bring lean, six sigma and tools to help nonprofit organizations and philanthropists address society's most important challenges and break cycles of intergenerational poverty.

Consultant

2007-2008

- Developed business plans with supporting analysis for nonprofits with over \$50M in revenue
- Helped clients through organizational and structural change decisions, and innovation processes
- Projected funding needs and worked with clients on strategies for financial sustainability

AMAZON.COM

New Castle, DE

Pathways Operations Intern

Summer 2006

- Developed cross-training strategy and decision-making process for 500 fulfillment center managers and employees to boost morale and reduce safety incidents and presented findings to Senior Vice President of Operations
- Designed management tool for cross-training and job rotation recommendations that served as a model for the fulfillment center network and internal software functionalities

NEW YORK CITY DEPARTMENT OF EDUCATION

New York, NY

Government agency under the Mayor of New York City with an operating budget of \$15B serving 1.1 million children.

Special Assistant to the Chancellor

2003-2005

- Managed Panel For Educational Policy and support staff in support of Children First school reform plan to create great schools for all children
- Garnered a consensus vote by the Panel For Educational Policy to pass a fifth grade promotion policy