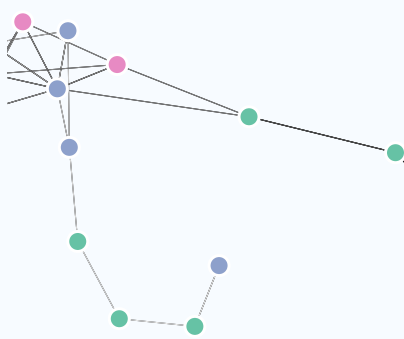# CHRISTOPHER J. HAID

As a data science and AI leader, I excel in spearheading cross-functional initiatives and nurturing high-performing analytical teams. At IDEA Public Schools, my leadership in integrating machine learning and large language processing tools has significantly enhanced data-driven decision-making and operational efficiency. I am adept at developing talent, fostering innovation, and aligning team efforts with organizational goals. My expertise in deploying comprehensive analytics frameworks drives growth and performance, marking me as a transformative leader in the data science domain.
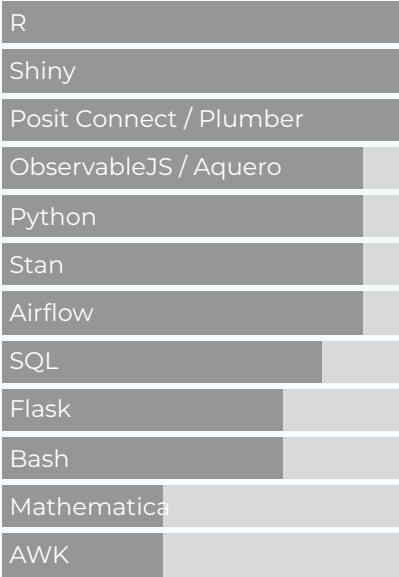
💼 PROFESSIONAL EXPERIENCE

Current | 2023

Senior Vice President of Research and Analytics
IDEA Public Schools 📍 Weslaco, TX (remote)

- Leads research and development, evaluation, analysis, data product development, organizational improvement initiatives, and network growth strategy for charter school management organization supporting 143 schools in Texas, Louisiana, Florida, and Ohio that educate 85,000 students from grades K-12
- Created large-scale survey strategy, including stratified, cluster-sampled monthly staff surveys (adjusted post-survey via multilevel regression and poststratification) and an annual all-staff survey of 10,000+ respondents. Other surveys include annual teacher, family, and student surveys.
- Designed proof of concept for using large language models (LLMs) from OpenAI (GTP-3.5 Turbo and GPT-4) to summarize and query open-ended responses from 10,000+ respondents on annual employee experience survey.
- Guided the development of a GIS application providing spatial analysis of public, commercial, and internal data to assess school location suitability. Additionally, managed the redesign of growth strategy and go/no-go process of new sites and regions, coordinating the efforts of the External Affairs, Operations, Finance, and R&A teams.
- Create a system monitoring tool that aggregates and reports time-series data across all school units on multiple performance metrics. This application provides anomaly detection (via an encoder-decoder algorithm) for 143 schools.
- Lead org-wide service model initiative for all headquarters teams, including design of and standard setting of service catalog, professional development for all chief areas and project management of service desk design and implementation.
- Developed reporting process, including automated slide generation, that analyzes and visualizes staff retention data.
- Redesigned project intake and evaluation process to create more organizational visibility into why projects are taken on as well as timelines and scope of work.
- Led creation of first day of school enrollment forecasting model, that leverages tree-based ensemble models (random forest, XGboost) to generate predictions and predictive intervals for each grade in all 143 schools.
- Maintained a Net Promoter Score of +90 for Research and Analytics services for 3+ years.

CONTACT

- ✉ chrishaid@gmail.com
- 🐦 @chrishaid
- ⌂ github.com/chrishaid
- in linkedin.com/in/chrishaid

ANALYTICS STACK

- R
- Shiny
- Posit Connect / Plumber
- ObservableJS / Aquero
- Python
- Stan
- Airflow
- SQL
- Flask
- Bash
- Mathematica
- AWK

Vice President of Data Analytics

IDEA Public Schools

 Weslaco, TX (remote)

2023 | 2020

- Manages teams tasked with the rapid impact analyses focused on causal inference and predictive analytics, including evaluations of Pre-K effectiveness, scheduling impacts, the impact of at-home vs in-person learning environments; typical methods included regressions, random forest estimation, matching, regression discontinuity, as well as distributional tests
- Leads and supports evaluations team tasked with multi-year program evaluations, including Charter School Program, Century 21 After School Program, Teacher and School Leader Improvement Program
- Designed and delivered professional development to research and analysis team members on Shiny web applications, version control with git/GitHub, data project management best practices, Posit Connect publishing, ETL operations, and predictive data pipelines with the `tidymodels` framework.
- Implemented Qualtrics and Posit Connect to facilitate data collection, recurrent analysis, data applications, and automated report generation
- Authored internal R packages that facilitate access to and exploration of IDEA's data warehouse, support use of brand-compliant colors with ggplot2 graphics, and standardized reports rendered as PDFs, Word documents, HTML web pages, and automated emails
- Coordinates the cooperative authorship of the IDEA Research and Analysis Team Manual[1], which documents team tenets, best practices, and approaches for technical team members.

Founder & Data Scientist

Numbersense

 Chicago, IL

2022 | 2015

- Effectiveness evaluations of charter school and network performance for lenders to charter school management organizations
- Development of R package to access and analyze NJ Department of Education data on school performance and demographics[2]

Chief of Staff

KIPP Chicago Schools

 Chicago, IL

2020 | 2017

- Advise and provide decision support and data analysis to executive director, superintendent, chief operating officer, and VP of strategic growth and development
- Supervise data science team that collects, stores, manages, and analyzes data across our region of 8 schools, 3,000 students, 1,000 alumni, and 325 teachers. Includes the design and implementation of predictive models, algorithms, interactive dashboards, memos, and reports
- Manage all progress monitoring meetings with senior leadership team (Executive Director , C-level, and managing directors)
- Responsible for the presentation and communication of our analyses to all of our stakeholders: students, teachers, parents, school leaders, regional officers, CPS, and donors
- Responsible for external relationships with district leadership, other CMOs, the Mayor's Office, and other elected officials (e.g., city council and school board members)
- Provide advice and decision support to Academic, Operations, Alumni, and Talent teams

2017

Chief Information Officer
KIPP Chicago Schools

📍 Chicago, IL

- Managed data science team that tripled in size
- Coordinate technology selection, device management, and e-Rate procurement process

2016
|
2012

Director of Research & Analysis
KIPP Chicago Schools

📍 Chicago, IL

- Collection, management, and analysis of data across our region of 4 schools, 1,200 students and 100 teachers
- Responsible for the presentation and communication of our analyses to all of our stakeholders: students, teachers, parents, school leaders, regional officers, Chicago Public Schools, and donors
- Encourage inquisitiveness by creating thoughtful visualizations and rigorous analyses of any and all data

2003
|
2002

Consultant
Professionalink & John Hancock

📍 Washington, DC & Boston, MA

- Special Projects for CEO and CFO of John Hancock Financial Services
- Root cause analysis and solution design for Long-Term Care application process that led to a 200% reduction in time to underwrite

2002
|
2000

Product Planner
The Adrenaline Group

📍 Washington, DC

- Project lead on web application using AI to underwrite subprime home loans. Responsible for product design, roadmap, and milestone delivery
- Project lead on case analyzing surveillance system monitoring the NASDAQ exchange
- Project lead for team tasked with analyzing a large mortgage lenders data infrastructure and software stack for supporting underwriting activities

2000
|
1997

Senior Consultant
Arthur Andersen LLP

📍 Washington, DC

- Analysis of intangible liabilities for Fortune 500 healthcare company
- Devised and implemented algorithm for setting hotel and meal per diem rates for the General Services Administration

🖥 RESEARCH EXPERIENCE

2011
|
2010

Research Fellow
Alexander Hamilton Center for Political Economy

📍 New York University

- Independently analyzed and constructed statistical models for large data sets pertaining to carbon decomposition rates
- Taught courses on globalization and political violence to both undergraduate and graduate students

I have worked in a variety of roles ranging from consultant to data scientist to manager. I like collaborative environments where I can learn from my peers and were growth and innovation are encouraged.

2010 | 2009

Research Fellow

Program on Order, Conflict, and Violence 📍 Yale University

- Research the origins of electoral violence
- Devised new methods for studying the network effects of violence on voter behavior

2009 | 2007

Research Associate

Caribbean Policy Research Institute 📍 Kingston, Jamaica

- Researched archival, qualitative history and conducted observations and interviews of grassroots politics and election violence in Kingston, Jamaica

🖥 TEACHING EXPERIENCE

2012 | 2011

Preceptor

Master of Arts Program in the Social Sciences 📍 University of Chicago

- Teaching social science theory, coordinating graduate seminar, and supervising graduate student theses

2011 | 2010

Research Fellow

Alexander Hamilton Center for Political Economy

📍 New York University

- Teaching courses on globalization and political violence to both undergraduate and graduate students

🎓 EDUCATION

2012 | 2005

ABD, Political Science (Quantitative Methods & Comparative Politics)

University of Chicago 📍 Chicago, IL

- Focused on the the uses and consequences of violence during elections, including fieldwork in Kingston, Jamaica
- Methods included applied game theory, network flow models, spatial estimation, multilevel models, Bayesian estimation, and agent-based models

2007 | 2005

MA, Political Science

University of Chicago 📍 Chicago, IL

2005 | 2003

MPP

University of Chicago 📍 Chicago, IL

- Graduated with Honors
- Thesis: Agent Based Simulation of Violence in Electoral Competitions

I am passionate about education. I believe that no topic is too complex if the teacher is empathetic and willing to think about new methods of approaching teaching and learning.

1998
|
1994

BA, Economics
The College of William & Mary

📍 Williamsburg, VA

· Thesis: An Economic History of the Second Bank of the United States

📰 SELECTED PRESS (ABOUT)

2018

#WeAreChicago: Chris Haid[3]
A Better Chicago

🔗 LINKS

1: https://bit.ly/3KLZDUK
2: https://github.com/almartin82/njschooldata
3: https://www.abetterchicago.org/blog/wearechicago-chris-haid