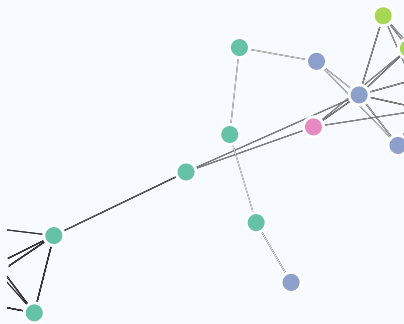# CHRISTOPHER J. HAID

Execituve data leader, operator, and people-builder who keeps data work grounded in user value. I grow teams that learn cutting-edge methods quickly, ship in increments, and communicate plainly—pairing speed with rigor and governance. We tackle big bets without theatrics and deliver dependable platforms and decision-ready analytics at enterprise scale.
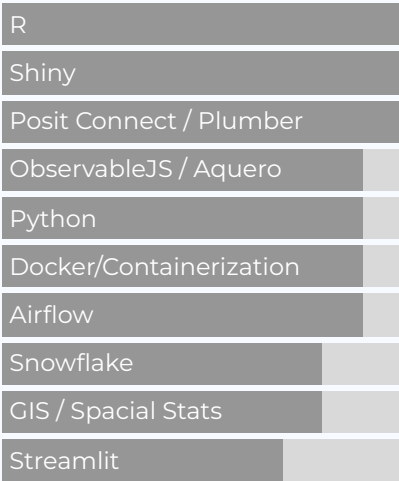
## 💼 PROFESSIONAL EXPERIENCE

**current | 2025**

### Senior Vice President of Research, Analytics, and Product

IDEA Public Schools (145 schools, 85K students, 10K staff, TX/FL/OH)

📍 Weslaco, TX (remote)

- Leads a 17-person division spanning research, analytics, and product management; 94% 1-yr and 3-yr staff retention; NPS +90 for R&A services 4+ years, achieved by tightening SLAs and instituting transparent intake/prioritization for analytics & product requests.
- Enterprise data modernization (co-owned with CIO): Launched a 3-year program to unify data on Snowflake; migrating 4,440 tables across 156 SQL Server DBs on 14 servers with governed access, cost controls, and a validated, low-downtime cutover.
- Built a modern product org: Rebooted product discovery & management (continuous discovery, outcome metrics, portfolio rationalization); established a cross-functional service model and lead process redesign across HQ teams.
- Reorganized R&A for impact: Split into Research & Evaluation (causal inference, ROI, what happened?) and Data Science & Analytics (predictive modeling with MLOps & AI, what could happen?), plus a dedicated MLOps team for pre-estimation ETL and post-estimation APIs/delivery.
- Scaled the ML toolchain: Introduced Posit Workbench/Cloud, MotherDuck, GitHub Actions, and containers to expand compute, speed model evaluation/deployment, and standardize CI/CD.
- Enrollment Intelligence Platform: Delivered a platform for site suitability, enrollment forecasts, and population trends to guide growth, school configuration (3 vs. 4 sections), enrollment strategy, and financial planning—using Kriging/interpolation on H3 hex grids and automated pipelines (GitHub Actions, Mapbox Tiling Service, MotherDuck).
- Executive enablement & data culture: Designed and delivered executive PD for HQ VPs and launched the 2nd cohort of 16 Data Fellows, raising analytical fluency and decision quality organization-wide.
- Org-wide outcomes & decision support: Led goal-setting/verification and provided decision support for the CEO/Superintendent/President; built a platform enabling performance managers to deliver comprehensive PD aligned to Revised Leadership Competencies.

## CONTACT

✉ chrishaid@gmail.com

🐦 @chrishaid

⛓ github.com/chrishaid

in linkedin.com/in/chrishaid

## ANALYTICS STACK

| |
|---|
| R |
| Shiny |
| Posit Connect / Plumber |
| ObservableJS / Aquero |
| Python |
| Docker/Containerization |
| Airflow |
| Snowflake |
| GIS / Spacial Stats |
| Streamlit |

View this resume online with links at https://chrishaid.github.io/cv/

*Last updated on 2025-09-06.*

### Senior Vice President of Research and Analytics

IDEA Public Schools  📍 Weslaco, TX (remote)

- Led 13 person division comprised of research, analytics, and software development teams conducting research and development, evaluation, analysis, data and softwared product development, organizational improvement initiatives, and supporting network growth strategy for charter school management organization of 143 schools in Texas, Louisiana, Florida, and Ohio that educate 85,000 students from grades K-12. One-year staff retention of 100%; three-year retention of 85%. Net Promoter Score of +90 for R&A services for 3+ years.
- Created large-scale survey strategy, generating $200K+ in savings by insourcing surveys. Strategy includes 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.
- Deployed large language models (LLMs) from OpenAI (GTP-3.5 Turbo, GPT-4, and GPT-o1) to summarize and query open-ended responses from 10,000+ respondents on annual staff experience survey. Other LLM/AI products include process support of new R&A projects, and a proof-of-concept tool calling application that allows for plain English analysis of survey results and interpretation of data visualizations.
- Guided the development of a GIS application (Shiny app with analysis in R) providing spatial analysis of public, commercial, and internal data to assess school location suitability, resulting $35M reduction in misallocated spending. Additionally, co-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.
- Created a system monitoring tool that aggregates and reports time-series data across all school units on multiple performance metrics and detects anomaly via an encoder-decoder algorithm.
- Lead org-wide service model initiative for all headquarters teams, including design of and standard setting of service catalog and professional development for all chief areas.
- 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; accurately identified 90% of schools likely to miss budget driving targets, allowing early adjustments by enrollment, and finance teams.
- Devised and led change management for overhaul of org-wide goal setting method, proving ambitions and attainable goals for all org units.
- Devised and led change management for overhaul of org-wide goal setting method, proving ambitions and attainable goals for all org units.

## Vice President of Data Analytics

IDEA Public Schools

📍 Weslaco, TX (remote)

2023 | 2020

- Manages teams tasked with rapid impact analyses focused on causal inference and predictive analytics, including evaluations of Pre-K effectiveness, Afterscheduling 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.
- Net Promoter Score of +90 for R&A services for 3+ years.

## Chief of Staff

KIPP Chicago Schools

📍 Chicago, IL

2020 | 2017

- Led progress monitoring initiatives across the region, directly leading to the growth from 2 to 8 campuses while achieving highest results of any network of schools within Chicago Public Schools (634 schools, of which 121 are charter schools). Additionally earned the longest charter renewal (7 years) ever awarded in Illinois.
- 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 Board of Directors) and presentation and communication of our analyses to all of our stakeholders: students, teachers, parents, school leaders, regional officers, Chicago Public Schools, board of directors, and donors
- Responsible for external relationships with district leadership, other CMOs, the Mayor's Office, and other elected officials.
- Led "Red Team" analysis and decision-making framework to approve the successful launch of KIPP Detroit Schools.

## Founder & Data Scientist

Numbersense

📍 Chicago, IL

· 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].

**2020 | 2015**

## 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.
· Managed selection, implementation, and integration of positive behavioral intervention and supports platform (DeansList) for 8 schools serving 2,000 students, leading to 130% reduction in out-of-school and in-school suspensions year-over-year.
· Managed transition for gradebooks and report cards from PowerSchool to Illuminate for 8 schools.

**2017**

## 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.

**2016 | 2012**

## 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.
· Performed opportunity and savings analysis for potential large merger for insurance companies.

**2003 | 2002**

## 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 lender's data infrastructure and software stack for supporting underwriting activities.

**2002 | 2000**

**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.

**2010 — 2009**

### Research Fellow
Program on Order, Conflict, and Violence          📍 Yale University

- Researched 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.

I have worked in a variety of roles ranging from consultant to data scientist to the C-Suite. I love collaborative environments where I can engage with my peers in solving seemingly intractable problems and where growth and innovation are encouraged in service of a bias towards action.

My approach to teaching and professional development is to equip teams and colleagues with access to the most innovative analytical approaches to solving difficult problems in forecasting, causal inference, decsion suspport, organizational design ,policy making, and program evaluation, focusing on predictive analytics, visualization, and causal identification.

## 🎓 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

**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