Dustin Pashouwer

920-412-7932 | dpashouwer@gmail.com
https://www.linkedin.com/in/dpashouwer/
Denver, CO 80003

Work Experience

TNTP   **November 2017 - June 2025**

<u>Director, People Analytics</u>

Established and led People Analytics function, defining the long-term vision, strategy, and roadmap to align with organization priorities and workforce needs.

- Led the development and reporting of the organizations People KPI's and key metrics aligned with strategic priorities, enabling consistent performance tracking and improved executive decision-making.
- Designed and implemented an enterprise-wide People KPI framework, enabling consistent, cross-functional performance tracking and supporting data-driven decision-making by leadership.
- Built a centralized People Data Warehouse in Snowflake, developing foundational data governance practices, a data dictionary, and automated reporting pipelines to improve accuracy and accessibility of HR data.
- Led TNTP's enterprise staff survey strategy, aligning content with organizational priorities; facilitated leadership action planning cycles and authored all-staff communications to ensure transparency and accountability.
- Partnered cross-functionally with Leadership, People Division, Workforce, and Central Operations teams to deliver actionable insights that informed strategic workforce planning and organizational initiatives.
- Built and managed a high-performing People Analytics team, providing day-to-day guidance and long-term development.

<u>Director, Analytics Consulting</u>

Lead projects teams to design and implement customized solutions for internal and external clients.

- Led teams in designing and implementation of performance-based compensation and career pathways models for multiple education organizations.
- Developed a Data Analytics Hub for 50+ analytics staff, providing comprehensive guidance for analysis planning, data collection, quantitative and qualitative analysis, and data storytelling and visualization.
- Implemented innovative hiring systems and processes as Hiring Manager, including role competency development, hiring exercises, interview protocols, and equitable scoring systems for objective advancement decisions.

<u>Senior Data Analyst</u>

Support school systems across the country in improving talent and academic systems.

- Developed talent framework and diagnostic product that allows schools systems to understand their talent opportunities.
- Supported multiple districts in their move to performance-based compensations systems; including analysis of financial sustainability.
- Managed classroom observation data collection and reported out findings used to develop academic strategy.

Denver Public Schools, Denver, Colorado   **October 2015 – October 2017**

<u>Data Analyst</u>

Provide analyses and program evaluation support for the DPS Talent Management's New Teacher Support and Lead in Denver teams.

- Developed analysis and reports that support team's data-driven decision making. For example, a teacher preparation program analysis of placement patterns and outcome measures. The report was used to drive DPS teacher pathway strategy.
- Fulfill ongoing data requests from DPS leadership, research partners, and public entities.

<u>Strategic Compensation Analyst</u>

Analyzed Denver Public School's ProComp compensation system and developed a knowledge base around strategic compensation for teachers.

- Developed a report analyzing the distribution of ProComp funds as well as the impact of ProComp incentives on attraction and retention of effective and distinguished teachers.
- Created Strategic Compensation Wiki synthesizing academic literature and case studies (in education and related sectors) around strategic compensation. The content of the Wiki is used educate team members in biweekly ProComp strategy meetings.

UW-Madison/University of Chicago, Chicago, Illinois   **May 2014 - August 2015**

<u>Research Specialist</u>

Developed and managed field experiment research studies in behavioral economics, education, and charitable giving.

- Developed and organized non-cognitive intervention/field experiment for disadvantaged Chicago middle-schools students focusing on goal setting and building skills such as grit and perseverance.
- Researched and wrote an ~80 page literature review on the applications of behavioral economics to charitable giving for the Science of Philanthropy grant proposal.

Beijing Royal School, Beijing, China   **August 2012 – August 2013**
AP Economics Teacher
BRS is a private international school for elite Chinese students preparing to go to top American and
British universities abroad.
- Developed curriculum and taught AP Microeconomics, Macroeconomics, IGCSE O-Level Economics.
- Led 78% of AP Microeconomics and 67% of AP Macroeconomics students to 4 or 5 level proficiency on AP Examinations (ie. transferable credits to most American universities).

Teach for America / Kau High School, Pahala, Hawaii   **August 2010 – August 2012**
High School Mathematics Teacher
Served as a member of highly selective national service corps of recent college graduates of all academic majors who commit two years to teach in under-resourced public schools.
- Developed rigorous standards-based curriculum for five Kau High School courses - Math Workshop, Algebra 1, Geometry, Algebra 2, and Trigonometry courses.
- Led eighteen Algebra 2 students to attain proficiency on the Algebra 2 End of Year Exam; the first students from Kau High School to pass in school history.

Technical Skills

Data Analysis & Programming: R (tidyverse, tidymodels), SQL, dbt, Snowflake, Excel (advanced)
Visualization: R (ggplot2), Tableau, Looker, Shiny | *Survey:* Qualtrics, Culture Amp | *HRIS:* Workday Reporting
Education

University of Wisconsin- Madison, Madison, Wisconsin   **September 2006 - May 2010**
B.A. Economics - Math Emphasis GPA: 3.46
Coursework Includes: Intermediate Microeconomics, Intermediate Macroeconomics, Advanced Econometrics, Game Theory, Advanced International Trade and Finance, Calculus 1-3, Linear Algebra, Theory of Probability, Real Analysis