

Joseph Ciesielski

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PRIMARY WORK EXPERIENCE

(A) Manager of Strategic Analysis | Philadelphia Museum of Art | November 2018 - Present

(B) Senior Research Associate | Philadelphia Youth Network | November 2014 - August 2018

Interim Director, Research and Evaluation | May 2015 - December 2015

Predictive modeling

(A) Employed Bayesian techniques to estimate lifetime value and cost to acquire for new members

(A) Revamped budgeting process to incorporate forecasting methodology and provided uncertainty estimates around projections for organizational leadership

Data visualization and communication

(A|B) Deployed interactive dashboards to provide real-time reporting on departmental KPIs

(A) Identified member visitation and the primary predictor of renewal and worked with leadership to design strategic initiatives around this finding

Experimentation and data-informed processes

(A|B) Implemented A/B tests to assess effectiveness of methods to achieve organizational goals

(A) Created R package for increasing reproducibility of budget projections

Project management and leadership

(A) Led team of three who managed all aspects of data processing for membership fulfillment

(B) Led asset map of career pathways for Opportunity Youth which directly influenced City of Philadelphia's workforce plan

(B) Implemented of randomized control trial to assess impact of summer jobs on long-term youth outcomes

(B) Facilitated the publication and dissemination of research reports including "A Promise Worth Keeping" (2015) and "From Diplomas to Degrees" (2015)

SECONDARY WORK EXPERIENCE

Research Consultant | Albert Shanker Institute | 2013 - 2014

Learning Support Teacher | School District of Philadelphia | 2008 - 2013

EDUCATION

MSEd, Education Policy | University of Pennsylvania | 2012 - 2014

BS, Elementary and Special Education | Saint Joseph's University | 2003 - 2007

SELECTED PRESENTATIONS AND PUBLICATIONS

"Recruitment and Retention Programs that Promote Teacher Diversity" in *The State of Teacher Diversity in America*. (2015). Albert Shanker Institute, Washington, DC.

"Creating Loyalty: Rethinking Engagement and Retention." Peer reviewed session at American Museum Membership Conference, April 2019.

"The Tidyverse in the Nonprofit Sector: From Counting Kids to Changing Outcomes." Peer reviewed session at EARL Conference, November 2017.

COMMUNITY ENGAGEMENT

Vice Chair, Board of Directors | Nazareth Farm, Inc. | 2011 - 2017

Coordinating Committee | Teacher Action Group | 2008 - 2013

Captain | Philadelphia Gryphons RFC | 2013 - 2015

SKILLS

R, SQL, Shiny, Git, Tableau, GIS, web scraping; translating organizational needs into data products; theory of change development