Policy, Law & Equity: A Professional Portfolio by Marco A. Ramos Jr.

🎓 Tulare County High-School Equity Capstone

Principal Researcher | 2023–2024

📌 **Challenge**
Tulare County students face entrenched inequities:

- **Teen birth rate**: 42 per 1,000 (vs. CA average 22)

- **Adult illiteracy**: 41% (vs. CA average 23%)

- **College readiness**: Scores range from 30/100 (best-funded) to 11/100 (least-funded)

- **Education & poverty**: Only 15% hold a bachelor's degree; poverty rate is 21.8%

- 50% of teen mothers don't finish high school; only 2% earn a degree by age 30

🧪 **Data & Methods**

- Datasets: U.S. Census, CA DOE LCFF, County Health Rankings

- Stakeholder analysis: Students, families, teachers, Board of Education, local government

- Policy alternatives:

    1. Increase LCFF funding

    2. Boost community support

    3. Recruit and retain teachers

    4. Build/expand a local university

    5. Combine options 1–3

- Weighted decision matrix scored options across 6 equity criteria

✅ **Key Actions**

- Created an equity profile combining multi-source data

- Developed a policy matrix adopted in the final capstone report

- Authored a 30-page brief with recommendations and implementation roadmap

- Conducted stakeholder risk-benefit analysis

💡 **Impact**

- Adopted by local advocates for 2025 LCFF/LCAP budget testimony

- Decision-matrix template shared with two Central Valley districts

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📊 TNTP Program Evaluation Blueprint

Evaluation Lead | Spring 2024

📌 **Challenge**

The New Teacher Project needed to prove its model improves student outcomes in 39 states.

🧪 **Data & Methods**

- Logic model with $58.7M in inputs

- Quasi-experimental design with matched comparison groups

- Propensity-score matching (PSM) on socioeconomic & district factors

- Outcome metrics: State test scores (math, reading, science)

- Fidelity: Observation rubric ($\kappa = 0.82$)

✅ **Key Actions**

- Wrote 20-page evaluation plan with logic model and sample strategy

- Built R Markdown diagnostics for PSM

- Drafted observation handbook and rubric

- Created Tableau mock-ups for a KPI dashboard

💡 **Impact**

- Rubric in beta-testing with 12 program managers

🌍 **Neoliberal Reform Comparative Study**

Author | Fall 2023

📌 **Challenge**
Do school-choice reforms improve or harm equity for students of color?

🧪 **Data & Methods**

- Reviewed 25 academic and policy sources (2014–2023)

- Sampled 6 regions: NYC, SF, AZ, TX, England, Japan

- Coded 78 themes in NVivo (access, funding, segregation, achievement)

- Applied the 3-D Public Management framework

✅ **Key Actions**

- Mapped causal chains: choice → stratification → outcomes

- Built equity dashboard comparing segregation, graduation, and funding

- Created policy matrix linking risks to solutions

- Presented findings at CSU-Long Beach Research Colloquium

💡 **Impact**

- Dashboard used in MPA coursework

⚖️ ABA Governance & OD Audit

Lead Analyst | 2024

📌 Challenge
The ABA's $103M Fund for Justice & Education lacked a formal board review process.

🧪 Data & Methods

- Parsed 3 years of IRS Form 990s (Python/pandas)

- Scored governance practices using Holland's framework

- Simulated OD scenarios with a RACI matrix

- Built an org chart mapping 539 staff, 17,000 volunteers

✅ Key Actions

- Built an interactive 990 workbook

- Rated board practices (13/20 score average)

- Proposed 10-point reform plan: evaluations, term limits, KPIs

- Presented findings to MPA faculty and peers

💡 Impact

- Cited in CSU-LB MPA syllabus (Spring 2025)

- Tools shared with ABA sections piloting agile governance

📡 CAMHPRO Bill-Tracker & Rapid-Response Hub

Dashboard Developer & Legislative Outreach Coordinator | 2025–Present

📌 **Challenge**

15+ bills threatened peer-run mental health services in 2025. Advocates needed fast, committee-level intel.

🧪 **Data & Methods**

- Tech stack: Google Sheets API → LegInfo JSON → Apps Script → Looker Studio

- Tagged bills by topic and threat level

- Monitored: vote margins, authorship, social reach, hearing timelines

✅ **Key Actions**

- Built live dashboard (v1.0 in 72 hours)

- Designed testimony scripts, graphics, and talking points

- Coordinated "call storm" with 200 calls, 180 visits

💡 **Impact**

- SB 823 amended to preserve funds in peer-run grants

🧾 Court-Based Legal Education Toolkit

Lead Author | 2024

📌 **Challenge**

Self-represented litigants lacked clear, bilingual legal information.

🧪 **Data & Methods**

- Legal drafting via Westlaw

- Readability tests (Flesch score: 74)

✅ **Key Actions**

- Co-authored 6 bilingual toolkits (eviction, DV, name change, etc.)

- Delivered 12 legal workshops (avg. 42 attendees)

💡 **Impact**

- Toolkit adopted by two additional counties

🤝 Let's Work Together

I merge **policy analytics**, **legal training**, and **frontline advocacy** to fuel tangible equity wins. I'm ready to:
✅ Draft legislation and policy briefs
✅ Translate data for decision-makers
✅ Train teams and lead strategic campaigns

📬 Reach out: **themarcoramos1@gmail.com**