

Urban Schools Human Capital Academy Team

Susan Marks has been privileged to be in public education for over 40 years. Entering into education as a speech pathologist and special education teacher in Connecticut and Maryland, Susan has held a variety of positions in K-12 education including teacher, principal, associate superintendent for Human Resources and area superintendent and superintendent.

Susan has been with USHCA since 2013 where she has supported a number of school districts in Connecticut, Florida, North Carolina, Tennessee and Washington. She also serves as State Technical Assistance Manager in Arkansas, Maryland, Tennessee and Washington. Besides the focus in the area of Human Capital, Susan has consulted in the areas of instructional leadership, principal development and central office reorganization.

Susan holds an undergraduate degree in Speech and Language Pathology from Kent State University, a master's degree in Language Development from the University of Connecticut and a Doctoral Degree in Educational Leadership from the University of Maryland.

Michael Moore has more than 40 years of experience as a K-12 public school educator and has served as a teacher, a high school principal, and a superintendent of schools. Since 2004, Michael has been working nationally on talent and leadership development projects.

With USHCA since 2011, Michael has supported districts with projects to improve their recruiting and selection practices (LAUSD, Seminole County, Tulsa); redesign principal-supervision (Palm Beach, Aurora); build leadership pathways and development programs (Seattle, Palm Beach); design and implement HR information systems (LAUSD, Tulsa); and design district-level performance management systems (Palm Beach). He also serves as State Technical Assistance Manager in Colorado, Massachusetts, New Mexico, and Utah and coaches in the Emerging Human Capital Leaders Program.

Michael's specialties include designing frameworks and tools; assessing leaders; supporting principals as HC managers; creating structures for social learning; and coaching senior teams and leaders. He holds degrees from The Boston Conservatory and University of Southern Maine, an organizational development certification from the Gestalt International Study Center and certification from Harvard's Program on Negotiation.

Craig Chin

Craig entered the educational sphere as a Broad Resident following several years as a management consultant. His work as an independent consultant focused on supporting district- and state-level reform efforts through improved human capital strategy development, implementation, and system transformation.

Craig has served as Assistant Superintendent of Human Resources and the Assistant Chief Operating Officer in Boston and led the district's human capital initiatives with particular emphasis on school turnaround efforts as well as the implementation of a new performance management system.

Craig has been with USHCA since its inception where he has supported school districts across the country. Some of these districts include Boston Public Schools, Baltimore Public Schools, Fayette County Public Schools, Miami-Dade Public Schools, Oklahoma City Public Schools, Philadelphia Public Schools, and Prince Georges County Public Schools. He also serves as State Technical Assistance Manager in Louisiana, Pennsylvania, Florida and Oklahoma.

Craig holds a Bachelor of Science Degree in Mechanical Engineering from Tufts University and an MBA from the McDonough School of Business at Georgetown University.