

Dr. Susan Marino

St. Louis, MO | 314.818.5118 | susan.marino@susan-marino.com

LEARNING PERFORMANCE & ORGANIZATIONAL DEVELOPMENT EXECUTIVE

Performance Consulting | Leadership Development | Capability Building | Organizational Effectiveness

Executive leader with 20+ years of experience helping organizations improve performance through strategy execution, leadership development, stakeholder consulting, learning design, organizational effectiveness, and continuous improvement. Proven success translating complex organizational challenges into measurable outcomes through coaching, capability building, performance measurement, change leadership, and evidence-based decision making.

EXECUTIVE QUALIFICATIONS

Performance Consulting • Learning Strategy • Adult Learning • Leadership Development • Capability Building • Organizational Effectiveness • Change Management • Stakeholder Engagement • Learning Measurement & Evaluation • Strategic Planning • Data Analysis • Cross-Functional Leadership • Talent Development • Continuous Improvement • Governance & Board Development • Financial Analysis • Budgeting and Forecasting

PROFESSIONAL EXPERIENCE

Executive Director, Charter School Partnerships
University of Missouri - St. Louis, St Louis, MO

2021–Present

Key Achievements

- Portfolio averaged 17% improvement in Annual Performance Report state scores (FY22 to FY25). This measures improvement in all key metrics.
- Direct a high-performing portfolio, securing top 5% statewide academic rankings and exceptional growth outcomes.
- Grew portfolio by 13% (FY22 to FY26), with plans in motion to expand by 25% in the next 2 years.
- Perfect charter sponsor evaluation ratings from Missouri DESE

Performance Consulting & Stakeholder Partnership: Advise governing boards, executive leaders, university leadership, and school leadership teams on organizational performance, strategic priorities, governance, compliance, and improvement opportunities.

Learning Strategy & Capability Development: Design and facilitate leadership development, governance training, and professional learning initiatives that strengthen organizational capability and leader effectiveness.

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Performance Measurement & Continuous Improvement: Evaluate outcomes using performance frameworks, academic results, financial metrics, compliance indicators, and stakeholder feedback to generate actionable recommendations.

Organizational Effectiveness & Change Leadership: Lead strategic planning, intervention, innovation, and sustainability initiatives across multiple organizations.

Research & Learning Sciences: Lead a \$4M translational research grant applying learning science principles to organizational and learner outcomes.

Founding Superintendent / Executive Director

2012–2021

Lafayette Preparatory Academy, St. Louis, MO

Key Achievements

- Designed and directed comprehensive learning strategy
- Achievement outcomes from FY16 to FY21 (N/A FY14-FY15)
 - Increased 17% in ELA (from 49% to 57% proficient)
 - Increased 80% in Math (from 20% to 36% proficient)
- Grew enrollment by 527%, from FY14 to FY21.
- Built 50.39% unrestricted fund balance in SY21, from 0% in FY13
- Charter School Leader of the Year (2020)
- Led transition to sustainable long-term leadership:
 - Top 5% of Missouri districts (FY24 and FY25) and the highest-performing charter school in Missouri (FY22 and FY23).
 - Continued academic gains annually, from FY19 to FY25

Organizational Design & Strategy Execution: Founded and scaled a high-performing charter school recognized among Missouri's top-performing schools.

Leadership Development & Coaching: Developed professional learning systems, coaching structures, inquiry-based learning models, and leadership pipelines.

Performance Consulting & Change Leadership: Guided stakeholders through organizational growth, facility expansion, strategic initiatives, and continuous improvement efforts.

Business Results & Performance Measurement: Established KPIs, accountability systems, fiscal controls, and review processes supporting exceptional academic and financial outcomes.

Cross-Functional Leadership: Directed academics, operations, finance, human resources, communications, facilities, and community partnerships.

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Area Supervisor

2001–2005

ACE Learning Centers, St. Louis, MO

Key Achievements

- Scaled organization to serve 650+ students across seven alternative schools with 90% student persistence to graduation.
- Designed and directed comprehensive learning strategy

Program Design & Systems Development: Designed and implemented operational and instructional systems for a new alternative education program serving four districts.

Stakeholder Consulting & Partnership Management: Collaborated with district leaders, educators, families, and students to coordinate services and improve outcomes.

Learning Design & Curriculum Development: Created and implemented curriculum and instructional programming across multiple schools serving diverse learner populations.

Leadership Development & Coaching: Recruited, supervised, trained, and coached leaders and teachers across seven alternative schools.

Performance Improvement: Applied data analysis, stakeholder feedback, and continuous-improvement practices to strengthen engagement, effectiveness, and results.

Language Arts Teacher

2005–2012

Festus R-VI School District, Festus, MO

Delivered instruction, curriculum design, assessment, and learner development while building expertise in adult learning, coaching, and performance feedback.

EDUCATION

Doctor of Education, Educational Leadership – University of Missouri–St. Louis

Education Specialist, Educational Leadership – Webster University

Master of Arts in Teaching – Lindenwood University

Bachelor of Arts, Literature – University of New Mexico

PROFESSIONAL LEADERSHIP

Grant Leadership Team Member, UMSL Translational Research 2023–Present

Core Team Leader for a \$4M/6-year J.S. McDonnell Foundation grant that places post-doctoral fellows in partner schools to conduct translational research, similar to performance consultancy.

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MO School Improvement Plan (MSIP) 6 Advisory Committee 2021-2023

Advisor to Department of Elementary and Secondary Education on state-level performance metrics, continuous improvement metrics, and report development.

Adjunct Professor, Graduate Studies 2021-2023

Management of Organizational Systems

Special Education Advisory Panel, DESE 2017-2020

Advisor to the State Education Agency on policy related to special education and related services.

Weighted Lottery Task Force 2016-2018

In partnership with charter leaders, legislators and community partners, develop and pass SB 743.

Joint Committee on Facility Access 2016-2017

Advisor to district leaders, state legislators, and community partners developing solutions to finding facilities and capital for schools.