

# Tasha Davis Mills

## EXPERIENCE

*Houston Independent School District, Houston, TX*  
**Deputy Chief Human Resources Officer**

2023 – Present

- Plan, organize, oversee, and support the work of professional and support staff performing employee and labor relations, talent management and acquisition, leave administration, HRIS systems, classification and compensation, HR operations, data and policy analysis, and related activities of the Human Resources Department.
- Serve as a professional expert and provide technical expertise to District and site administrators, managers, and supervisors regarding District human resource matters; interpret and explain laws, practices, rules, regulations, policies, and procedures; develop and lead staff in solving unique problems specific to District human resources.
- Review, evaluate, and conduct procedural studies of existing work methods and operations, coordinate workflow processes between operational divisions; review and analyze processes as they may overlap; recommend and implement streamlining methods, process, and operational improvements; lead and work with HR management teams to develop and/or change policies and procedures for efficient and effective service delivery.
- Direct, supervise, and monitor the performance of assigned staff; interview and select employees, establish performance requirements and personal development targets; provide coaching for performance improvement and recommend transfers, reassignment, termination, and disciplinary actions.
- Participate in the delivery of presentations to District management, Board of Managers, District employees, the public, and others on District human resource programs' status and operations.

**Senior Manager/Employee Relations/Employee Experience**

2022 - 2023

- Collaborated closely with senior leadership to provide expert guidance on district policies and procedures, ensuring strict adherence to policy and statutory requirements.
- Managed the department's day-to-day operations, efficiently handling and resolving employee complaints.
- Vigilantly monitored and ensured the district's full compliance with all relevant laws, regulations, statutes, policies, and industry-standard practices.
- Spearheaded the design, development, and successful delivery of comprehensive training programs to management and staff, fostering a culture of compliance with state and federal laws.
- Led the development and implementation of high-quality professional development initiatives, supporting the growth and advancement of employees within the organization.
- Supervised and organized multiple district-wide employee recognition events, celebrating the outstanding contributions of employees, campuses, and departments across the organization.

*Wake County Public School System, Cary, NC*  
**Senior Administrator/Talent Management**

2014 – 2022

- Successfully led the development and execution of the district-wide Teacher Support Program, Alternative Licensure Institute, and job-embedded professional learning initiatives, providing invaluable guidance and support to a cohort of over 1,500 novice teachers and more than 800 mentors.
- Collaborated seamlessly with district and school-based administrators spanning 195 educational institutions to address and bolster teacher efforts to enhance instructional performance.
- Spearheaded the creation and implementation of comprehensive training programs, offering direct support to over 650 central service and school-based administrators, explicitly focused on the NCEES Evaluation framework.
- Formed strategic partnerships with the Area Superintendent overseeing 15 designated low-performing elementary schools and other key district stakeholders. Through data-driven insights, orchestrated the alignment and allocation of resources, ultimately enhancing student outcomes aligned with the

district's strategic plan and goals for achieving graduation rates conducive to college and career readiness.

*North Carolina Department of Public Instruction, Raleigh, NC*  
**Instructional Review Coach/District and School Transformation**

2012 – 2014

- Delivered valuable insights to multiple school districts and educational institutions across North Carolina and offered a comprehensive assessment of their strengths, areas for improvement, challenges, and achievements through the Comprehensive Needs Assessment (CNA) process.
- Collaborated closely with district and school leadership to identify and address the specific needs determined by the CNA, meticulously analyzed their root causes, and established priorities for future action.
- Provided expert guidance in crafting meaningful district or school improvement plans and recommended performance benchmarks for program evaluation to ensure continuous enhancement.
- Designed and facilitated tailored professional development sessions, aligning with the data and outcomes derived from the Comprehensive Needs Assessment, thus enabling educators to make data-driven decisions and drive meaningful improvements.

**Education Consultant/District and School Transformation**

2008 – 2012

- Provided expert guidance in crafting meaningful district or school improvement plans and recommended performance benchmarks for program evaluation to ensure continuous enhancement.
- Designed and facilitated tailored professional development sessions aligned with the data and outcomes derived from the Comprehensive Needs Assessment; this enabled educators to make data-driven decisions and drive meaningful improvements.
- Offered cohesive transformational support to educators and school leaders within a network of over 40 identified schools that spanned 11 districts to enhance student achievement.
- Provided expert guidance in leadership, instructional strategies, organizational effectiveness, and the overall teaching and learning process, aligning closely with the instructional program.
- Conducted thorough classroom observations and delivered constructive feedback, focusing on refining instructional practices, to administrators and teachers.
- Demonstrated proficiency in the development and implementation of data-driven professional development initiatives tailored to meet the unique needs of individual teachers, schools, and entire districts to foster continuous improvement in educational outcomes.

**Math/Science Teacher – Raleigh, NC; Orange, NJ; Bronx, NY**

2001 – 2008

**PROFESSIONAL LEARNING**

Frontline Manager Series	Conversational Spanish	Lunch and Learn Series
New Principal Series	Assistant Principal Series	Growing Teachers through Feedback
Disrupting the Evaluation Process	Hiring the Best or Your Bestie	Equity – Intro to Beyond Diversity
Cultural Leadership and Positive Behavior	A Framework for Understanding Poverty	Avoiding Bias in the Classroom

**PROFESSIONAL ACCOMPLISHMENTS**

- Employee Excellence Award
- Critical Friends Training
- HR Certification – Rice University

**EDUCATION**

School Administration  
Appalachian State University – Boone, NC

Master Of Science – Education  
Fordham University – New York, NY

NYC Teaching Fellow

Bachelor Of Science – Business Management  
Hampton University – Hampton, Virginia