

NOVA BIRO
Co-Director, Open Circle
Wellesley Centers for Women, Wellesley College
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EDUCATION

M.B.A. and Certificate in Public Management Graduate School of Business, Stanford University	1999
B.S.E. Systems Engineering, Computer Systems concentration School of Engineering, University of Pennsylvania	1994
B.S. Economics, Finance concentration Wharton School, University of Pennsylvania	1994

PROFESSIONAL DEVELOPMENT

SEED Seminar, a program exploring social change for educational equity and diversity	2015-2016
NoVo Foundation SEL Learning Network	2013
Lead Boston, an executive education program focused on diversity, equity and social justice	2013

PROFESSIONAL EXPERIENCE

Co-Director, Open Circle, Wellesley Centers for Women, Wellesley College **2009-present**

- Co-lead Open Circle, a leading provider of evidence-based curricula and professional development for social and emotional learning in Kindergarten through Grade 5. Set vision, strategy and program direction, and manage all finance, fundraising, research, marketing, technology and administrative functions.
- Between 2009 and 2014, grew Open Circle's annual number of teachers trained by 50% and annual number of administrators and school support staff trained by 100%. In the same period, brought Open Circle to 77 new schools, including 47 schools serving low-income communities.

Director of Finance & Operations, Open Circle, Wellesley Centers for Women, Wellesley College **2007-2009**

- Developed and maintain financial model demonstrating revenue, direct and allocated costs, and contribution margin for each of Open Circle's seven professional development programs.

Independent Nonprofit Consultant **2004 - 2007**

- **Solomon Schechter Day School of Greater Boston**, a K-8 Jewish day school based in Newton. Modeled staffing and compensation for 150 teachers and administrators, enabling analysis of key metrics such as cost per student, cost per grade and distribution of teachers across pay grades. Built model for detailed reporting of budgets and forecasts for a 5-year \$10 million program development grant. Benchmarked and evaluated after-school program with annual budget of \$500K to determine potential for income generation. Advised technology investments for admissions software and financial management software upgrade.
- **Enable, Inc.**, a nonprofit that provides educational, social, rehabilitative, and vocational services to children. Benchmarked compensation of Massachusetts early intervention therapists' in support of a 14% rate increase request presented to the Massachusetts Division of Health Care Finance and Policy.
- **Isis Maternity**, a company that offers classes and products to assist parents through pregnancy and early childhood. Directed website revamp that improved the process by which clients find and enroll in classes. Recommended changes that improved the company's website ranking in major search engines.

Senior Product Manager, Enterprise Portals Group, Yahoo!**2000 - 2003**

- Started the Enterprise Portals product team by hiring, training and supervising 4 product managers and 2 technical writers. Successfully delivered over 20 product releases. Managed cross-functional teams of up to 15 members representing engineering, quality assurance, documentation, marketing, and public relations.
- Developed product business plans that communicated vision, defined product requirements and established financial projections. Tracked product success by measuring key metrics and benchmarking competition.
- Participated in negotiations and managed product development partnerships with 4 key enterprise software vendors. Helped drive sales to large enterprises, including Carlson, CIGNA, McDonalds and the State of Florida.

Co-Founder, Board Member, and Director of Product Management, TradeInteriors.com**1999 – 2000**

- Co-founded company selling furnishings to interior designers over the Internet. Raised \$1.5 million in seed capital from institutional and individual investors. Recruited top-notch management team with both functional experience and furniture industry expertise. Hired staff of 25 professionals.
- Oversaw team of 10 product managers and engineers to build and maintain the TradeInteriors.com website. Designed data model for catalog of over 10,000 items. Negotiated vendor relationships for services including website development, marketing, and data entry.

Consultant, Gemini Consulting**1994 - 1997**

- Directed strategic analyses and business plans for Fortune 500 companies. As a third-year consultant, selected from a group of 25 peers to manage 12 new consultants responsible for short-term strategic research and analysis projects. Staffed assignments, structured and managed work, and mentored and trained new consultants.

FUNDING

SEL Growth & Scaling Project. Co-PI. NoVo Foundation. \$600,000. 1/1/14-12/31/16.

Gratitude in Education Project. Co-PI. Greater Good Science Center (in collaboration with the Templeton Foundation). \$24,000. 11/1/15-9/30/16.

Open Circle Boston Public School District Research Study. Co-Investigator. NoVo Foundation. \$220,059. 1/1/12-9/30/15.

Open Circle Implementation in 22 Elementary Schools in the Boston Public Schools District. Project Leader. Boston Public Health Commission (in collaboration with Partners HealthCare). \$570,000. 4/1/12-6/30/15.

Integrating Reflection and Mindfulness Practices into an Elementary School Teacher Training Program. Co-PI. Harold Benenson Memorial Research Fund at Wellesley Centers for Women. \$9,723. 7/1/14-6/30/15.

Open Circle programming and materials fees. Co-Director. 137 schools, districts and organizations. \$361,865. 7/1/14-6/30/15.

Open Circle gifts. Co-Director. 26 individuals. \$10,355. 7/1/14-6/30/15.

PUBLICATIONS AND PRESENTATIONS

PAPERS

Porche, M., Grossman, J., Costello, D., Biro, N., MacKay, N., Rivers, S. April 2015. *Collaboration to Enhance Whole School Social and Emotional Learning for Elementary Students.* American Educational Research Association 2015 Annual Meeting.

Porche, M., Grossman, J., Biro, N., MacKay, N., & Rivers, S. September 4, 2014. *Collaboration to Achieve Whole School SEL Across a Large, Urban District.* Society for Research on Educational Effectiveness Fall 2014 Conference.

BLOG POSTS

Biro, N. March 19, 2013. The Case for Social and Emotional Learning. The Wheelock Blog. <http://blog.wheelock.edu/the-case-for-social-and-emotional-learning/>

Biro, P., & Biro, N. March 28, 2013. It's a SNAP: Living on Four Bucks a Day. WCW's Women Change Worlds Blog. <http://www.wcwonline.org/Its-a-Snap-Living-on-Four-Bucks-a-Day/Its-a-snap-living-on-four-bucks-a-day>.

White, L., & MacKay, N. January 15, 2013. Creating the Space for Relationships. Start Empathy Blog.

MacKay, N., & Biro, N. November 26, 2013. Bullying Prevention Starts with Adults. WCW's Women Change Worlds Blog. <http://www.wcwonline.org/Bullying-Prevention-Starts-with-Adults/Bullying-prevention-starts-with-adults>.

MacKay, N., Sawyer, P., & Biro, N. December 17, 2012. Helping Children Deal with Traumatic Events. WCW's Women Change Worlds Blog. <http://www.wcwonline.org/Helping-Children-Deal-with-Traumatic-Events/Helping-children-deal-traumatic-events>.

OTHER PUBLICATIONS

Co-authored several Open Circle publications, including the *Open Circle Curriculum Grades K-5*, Open Circle training manuals and assessment tools, Open Circle quarterly e-newsletters, and several white papers: Helping Children Deal with Traumatic Events, Open Circle and DESSA Alignment, Open and PBIS, Reinforcing SEL Schoolwide, SEL Best Practices.

PRESENTATIONS

Biro, N. January 2016. *Supporting Social-Emotional Learning in Massachusetts*. Moderated full-day workshop. Open Circle and Apperson, Inc. Wellesley, MA.

Biro, N. September 2014. *Collaboration to Achieve Whole School SEL Across a Large, Urban District*. Paper presentation, Society for Research on Educational Effectiveness Fall 2014 Conference, Washington, DC.

Biro, N. December 2012. *The Importance of Social and Emotional Learning to Boston Schools*. Testimony for Boston City Council Docket #0451. Boston, MA.

Biro, N., & MacKay, N. March 2011. *Open Circle's Best Practices for Social and Emotional Learning*. Presentation to the Massachusetts Department of Elementary and Secondary Education. Malden, MA.

RELATED EXPERIENCE

Ms. Biro is a founding steering committee member of the SEL Alliance for Massachusetts and was co-chair of the alliance's 2015 annual conference. She is also an active board member of the World of Wellesley, a nonprofit focused on making Wellesley, Massachusetts a welcoming a community where diversity is celebrated, and a member of the Wellesley Centers for Women committee for diversity and equity.