

SUMMARY

Scholar-practitioner who ships production AI systems on a near-daily cadence. Director of Educational Equity at a nationally recognized community school district and founder of a consulting practice serving school systems, childcare operators, and security firms. Builder of a production portfolio combining Claude, Next.js, and Supabase to translate organizational frameworks into working software across education, childcare, and security sectors.

SELECTED SHIPPED WORK

FlowState Intelligence: AI-Powered Organizational Friction Assessment

Stack: Next.js 16, React 19, Supabase (Postgres, pgvector), Claude Opus 4.7 / Haiku 4.5 API, Three.js, Framer Motion
Founder, product lead, and sole engineer on a four-sector assessment platform combining a reflexive rubric-scoring engine, an automated weekly synthesis layer over captured decisions, and a three-division product surface serving education, business, nonprofit, and government.

Live: flowstate.iaotgroup.co | Framework embodied: Four Friction Types, Feedback Conductance, Recovery-Based Accountability

Christina's Child Care Platform: Operational AI for Mid-Market Childcare

Stack: Next.js 14, Supabase, Claude Haiku 4.5, dual-write localStorage fallback, SheetJS

Built an operational platform covering iPad kiosk attendance, family management, employee registration, schedule optimization, an intelligence layer with AI-powered recommendations, and CACFP financial tracking. Delivered a three-year business case comparing single-site, dual-site, and no-change scenarios.

Framework embodied: Karpathy Second-Brain, Feedback Conductance

BHMC Live: Production Golf League Scoring Platform

Stack: Next.js, Supabase (15 tables, 30+ API routes)

Built zero-to-production across one marathon session and four weekly iterations covering auth, eight game types, live betting, predictive scoring, settlements, player profiles, push notifications, season standings, photos, social feed, and skins calculations. Field-tested during an actual league round with live bug fixes on the course.

SIP Webapp (Brooklyn Center Community Schools): Equity-Centered School Improvement Platform

Stack: Next.js, Supabase, TypeScript

Sole builder of production software used by Brooklyn Center Elementary and Brooklyn Center Middle/High School planning teams. Workbooks pre-populated from real budget playbook data, priorities, and enrollment projections.

Framework embodied: Recovery-Based Accountability (the improvement cycle itself) and Feedback Conductance (shared operating system between principals and district)

Additional Shipped Products

FlowState Intelligence Admin (pgvector semantic search, interactive chat, content generators, calendar integration), Iceberg Fallout Mapper (AI-assisted decision-impact mapping with adversarial stress-test, sanitizing-language detector, PDF export), MnMTSS Hub BCE Leadership Board (capacity-tracking kanban with multi-assignee and ownership buckets), Cadence scheduler (employee-centric drag-drop with ghost-suggest and capacity amber-flash), The 369 Room (immersive 3D holographic consulting experience with custom head-tracking camera at iaotgroup.co/room), iAoT Group website.

LEADERSHIP EXPERIENCE

Director of Educational Equity

2023 to Present

Brooklyn Center Community Schools, Minneapolis–St. Paul Metro, MN

Lead district-wide equity strategy across a nationally recognized community-school district serving a majority-students-of-color population. Design the School Improvement Playbook, facilitate principal and instructional coaching, author district-wide professional learning on anti-racist practice, operationalize Recovery-Based Accountability at organizational scale, and build internal software systems that make equity work legible and auditable.

- Shipped the SIP Webapp that converted a paper-based school improvement process into collaborative equity-centered software

- Designed the district-wide community-based budget process emphasizing transparency and staff input

- Authored the district-level equity-classification framework now used to categorize practice across schools

- Integrated Claude-powered tooling into district operations: internal dashboards, automated intelligence pipelines, coaching supports

Principal, BC Middle School and BC High School STEAM

2017 to 2023

Brooklyn Center Community Schools

Served as Principal through the community-schools lens. Led through relationships, collaboration, and data centered on student impact.

- Established the district-wide School Improvement Playbook as the shared operating system for data analysis and decision-making

- Developed a new professional development model (flexible, individual, strategic-plan centered) now used district-wide

- Built the College and Career Readiness Center anchoring pathway programs

- Led the building through a significant construction project without operational disruption

- Developed restorative culture extending beyond restorative practices into systemic relational design

Assistant Principal

2013 to 2017

Brooklyn Center Community Schools

Supervised a caseload of 55 teachers, paraprofessionals, and support staff. Co-designed the instructional leadership team, oversaw a separate building operations team, and managed safety and security for a student body of nearly 1,000 learners.

- Built the Middle School Targeted Service program serving 250+ students

- Led professional development on Culturally Responsive Teaching and race equity

- Designed and implemented 6th and 9th grade recruitment driving significant enrollment increases

Teacher on Special Assignment, Middle School LEAD

2012 to 2013

Brooklyn Center Secondary

Designed a middle school model inside a high school building. Led PBIS implementation, master schedule design, behavior management, and MTSS grade-level team development. Coordinated the 6-12 AVID program.

Teacher on Special Assignment, MYP Specialist

2011 to 2012

Brooklyn Center Secondary

Worked with the MYP Coordinator on IB MYP unit design, PD facilitation, and Personal Project implementation. Increased Personal Project participation above 90 percent.

CONSULTING AND PRODUCT WORK

Founder and Principal

2023 to Present

iAoT Group: Scholar-Practitioner Consulting

Founded iAoT Group as a consulting firm operationalizing proprietary frameworks across education, childcare, security services, and small-business sectors. Current engagements include FlowState, Christina's Child Care, and Brooklyn Center Community Schools.

Founder and Sole Builder

2024 to Present

FlowState: AI-Powered Assessment Platform

Built FlowState as the flagship product expression of the Four Friction Types framework. Three divisions: the public friction assessment, the intelligence admin running pgvector semantic search plus Claude-powered automated weekly synthesis of captured signals, and the Pipelines division productizing five institutional-memory pipelines. Ships to production frequently.

EDUCATION

Doctorate, Educational Leadership , Minnesota State University, Mankato	2023 to 2025
Superintendent Licensure , Minnesota State University, Mankato	2020 to 2021
Administrative Licensure , Hamline University	2010 to 2012
Master of Arts in Education , Hamline University	2009 to 2010
Bachelor of Arts in Education , University of Wisconsin-Eau Claire	2001 to 2005

TECHNICAL STACK

AI and LLM: Claude Opus 4.7, Claude Haiku 4.5, Claude Code, Anthropic API, prompt caching, tool use, multi-turn agents, Model Context Protocol, Voyage embeddings, RAG systems with pgvector, reflexive rubric scoring, agentic workflows, Cursor

Backend and Data: Supabase (Postgres, Row Level Security, pgvector, Edge Functions, Storage, Auth), SheetJS, @react-pdf/renderer, Playwright, Google Apps Script

Frontend: Next.js 16, React 19, TypeScript, Tailwind CSS 4, Framer Motion, Three.js, React Three Fiber, drei, Shadcn/UI

Infrastructure: Vercel (production deployments across the portfolio), GitHub Actions, Supabase Management API, env-driven kill switches, graceful-degrade patterns

PROPRIETARY FRAMEWORKS

The Unmasking Spiral: How oppressive systems evolve their surfaces while keeping structural cores intact. Book-length treatment in Ungoverned.

Feedback Conductance: Signal Quality, Transmission Conditions, Integration Capacity as the three variables governing whether instructional influence changes practice. Embodied in the Candidate Feedback Form on my portfolio site.

Recovery-Based Accountability: Standard, Drift, Recovery, Inspection cycle. Operationalized in BCCS leadership and in the FlowState voice-compliance retry loop.

Four Friction Types: Process, Decision, Alignment, Implementation as a 4x6 scoring matrix with severity weights. The scoring engine inside FlowState Intelligence.

Agency Triangle: High-agency leadership model (control, influence, release). Interior Architecture book 3.

The Sonic Spiral / Heartbeat: Human-AI learning system v2.4. The session protocol running every build, shipped as an admin surface at /admin/learnings on FlowState.

369 Energy: Thought, Emotion, Externalization in alignment. Foundational to the Heartbeat.

PUBLICATIONS AND SCHOLARSHIP

Interior Architecture (eight-book series in development): The Logic Trap, Projecting Proof, The Agency Shift, The Unmasking Spiral, The Maybe Series, Misdirected Agency, The Hatching, The Unified Field.

Ungoverned. Read it live at counterplay-ten.vercel.app/book.

Doctoral dissertation: Minnesota State University, Mankato.