

I am a *scholar-practitioner* who builds the software that makes organizational transformation visible. Twenty years in education, fifteen of them in leadership inside a nationally-recognized community school district. For the last three I have paired that leadership with a production portfolio of AI-native software deployed across four sectors. My work translates frameworks into shipped systems that teach the concept while the user is using them.

SECTION ONE

Selected Shipped Work

O1 FlowState Intelligence
PRODUCT · FOUNDER, PRODUCT LEAD, SOLE ENGINEER · 2024 TO PRESENT
Stack: Next.js 16 · React 19 · Supabase (Postgres, pgvector, RLS) · Claude Opus 4.7 / Haiku 4.5 · Three.js · Framer Motion · Voyage embeddings
Four-sector organizational friction assessment platform with 30+ intelligence tables, a reflexive rubric-scoring engine, automated weekly synthesis over captured decisions, and three production divisions. Zero security advisory errors after April 2026 Row Level Security hardening pass. Ships to production on a near-daily cadence.
Live at flowstate.iaotgroup.co · Framework: Four Friction Types; Feedback Conductance; Recovery-Based Accountability

O2 Christina's Child Care Platform
CLIENT BUILD · IAOT GROUP ENGAGEMENT · 2024 TO PRESENT
Stack: Next.js 14 · Supabase · Claude Haiku 4.5 · dual-write localStorage · SheetJS · CACFP integration
97-page operational platform covering iPad kiosk attendance, family management, employee registration, schedule optimization, intelligence layer with Claude-generated recommendations, and CACFP financial tracking.
Framework: Karpathy Second-Brain; Feedback Conductance

O3 SIP Webapp
INTERNAL · BROOKLYN CENTER COMMUNITY SCHOOLS · 2024 TO PRESENT
Stack: Next.js · Supabase · TypeScript
Production tool used by Brooklyn Center Elementary and Brooklyn Center Middle/High School planning teams. Workbooks pre-populated from real budget playbook data including 5 priorities per school, \$508K reduction scenarios, and enrollment projections.
Framework: Recovery-Based Accountability; Feedback Conductance

BY THE NUMBERS

20yr LEADING EQUITY WORK	\$508K DISTRICT BUDGET DECISION
4 LIVE AI-NATIVE CLIENT ENGAGEMENTS	3 CONFIRMED METHODOLOGIES
2026 ED.D. CONFERRED	I SELF-PUBLISHED BOOK

TECHNICAL STACK

AI · FRONTIER MODELS

Claude Opus 4.7 (current: 1M context, xhigh reasoning, 2x agentic throughput) · **Claude Haiku 4.5** · Claude Code (primary dev environment) · Anthropic API (prompt caching, tool use, multi-turn, agentic) · Model Context Protocol · **Google Gemini 2.5 Pro** · NotebookLM · Voyage embeddings · pgvector semantic search · RAG hybrid retrieval · reflexive rubric scoring · Cursor

FRONTEND

Next.js 16 · React 19 · TypeScript · Tailwind CSS 4 · Framer Motion · Three.js · R3F 9 · drei 10 · Shadcn/UI

BACKEND · DATA · INFRA

Supabase (Postgres, RLS, pgvector, Edge Functions, Auth) · Supabase Management API · @react-pdf/renderer · SheetJS · Playwright · Apps Script · Vercel (35+ production deployments) · GitHub Actions · env-driven kill switches · graceful-degrade patterns

METHODOLOGY

Heartbeat session protocol (loads identity and learning context every session) · Writing DNA voice rules (em-

04

BHMC Live

PRODUCT · FIELD-TESTED ON COURSE · 2026

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

Production golf league scoring platform. Built zero-to-v4 across one marathon session and four weekly iterations: auth, 8 game types, live betting, predictive scoring, settlements, push notifications, skins calculations. Field-tested during an actual round with live bug fixes on the course.

Security audit: D- to B grade before first real use · 27 commits in one session

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SECTION TWO

Leadership Experience

Director of Educational Equity 2023 to Present

Brooklyn Center Community Schools, Minneapolis Metro

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 SIP Webapp converting paper-based improvement into collaborative equity-centered software
Designed district community-based budget process running a \$508K reduction decision with staff input
Authored the district-level equity-classification framework now used to categorize practice across schools

Principal, BC Middle School and 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 district-wide School Improvement Playbook as shared operating system
Developed flexible, strategic-plan-centered PD model now used across the district
Built College and Career Readiness Center anchoring pathway programs

Assistant Principal 2013 to 2017

Brooklyn Center Community Schools

Supervised 55 teachers, paraprofessionals, and support staff. Built Middle School Targeted Service program serving 250+ students. Led PD on Culturally Responsive Teaching and race equity. Drove 6th and 9th grade recruitment producing significant enrollment increases.

Teacher on Special Assignment (Middle School LEAD; MYP Specialist) 2011 to 2013

Brooklyn Center Secondary

Designed middle school model in a high school building; led PBIS implementation, MTSS grade-level teams, and the 6-12 AVID program. Grew IB MYP Personal Project participation above 90 percent.

dash zero, banned-word sweep, reflexive rubric scoring at build time) · Feedback Conductance instrumentation on every client tool · graceful-degrade discipline (three production contexts)

PROPRIETARY FRAMEWORKS

The Unmasking Spiral

Surface vs. structure analysis · Book: Ungoverned

Feedback Conductance

Signal · Transmission · Integration · Embodied in the Candidate Feedback Form

Recovery-Based Accountability

Standard · Drift · Recovery · Inspection · FlowState voice-retry loop

Four Friction Types

Process · Decision · Alignment · Implementation · FlowState scoring matrix

Agency Triangle

High-agency leadership · Interior Architecture book 3

The Sonic Spiral / Heartbeat

Human-AI learning system v2.4 · /admin/learnings

369 Energy

Thought · Emotion · Externalization

EDUCATION

Doctorate of Education (Ed.D.) Minnesota State University, Mankato 2023 to 2025

Superintendent Licensure Minnesota State University, Mankato 2020 to 2021

Master of Arts in Education Hamline University 2009 to 2010

Administrative Licensure Hamline University 2010 to 2012

Bachelor of Arts in Education University of Wisconsin-Eau Claire 2001 to 2005

SECTION THREE

Consulting and Product Work

Founder and Principal

2023 to Present

iAoT Group : Scholar-Practitioner AI Consulting

Founded iAoT Group to operationalize proprietary frameworks across education, childcare, security services, and small-business sectors. Delivery model: ship working software, not slide decks. Current engagements: FlowState, Christina's Child Care, 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: public friction assessment, intelligence admin running pgvector semantic search plus Claude-powered automated weekly synthesis of captured signals, and the Pipelines division productizing five institutional-memory workflows.

WRITING

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