RYAN MICK

DENVER, COLORADO

504-292-7807 rkmick@gmail.com www.linkedin.com/in/rkmick

Strategic executive with 20+ years of experience across education, consulting, and land development. Skilled in organizational leadership, cross-sector innovation, and systems-level transformation. Passionate about advancing equity and sustainable growth through evidence-based strategy.

PROFESSIONAL EXPERIENCE

2025- PRESENT — **THE MOSAIC COMPANIES**
FORT COLLINS, CO
PRESIDENT & MANAGING PARTNER
As President and Partner at The Mosaic Companies, I lead company-wide strategy and execution across our land development, seeding, erosion control, and consulting divisions. I oversee both the long-term vision and daily operations, ensuring that field performance aligns with financial and organizational goals. My work spans business development, legal structuring, and client engagement, with a focus on building scalable systems that support sustainable growth and cross-functional integration.

2022– 2024 — **THE LEARNING ACCELERATOR**
DENVER, CO
CHIEF PROGRAM OFFICER
At The Learning Accelerator, I led the organization's next phase of programmatic strategy to strengthen sector-wide learning in support of improved student outcomes. I developed and stewarded an annual learning agenda that addressed the most urgent and forward-looking challenges in education. As part of the executive team, I partnered with the CEO to set strategic priorities, raise funds, and support overall organizational health. I managed a 15+ person team of specialized researchers and practitioners engaged in both bridging and catalytic work, and oversaw the identification, development, and dissemination of open-source resources for education decision-makers.

2021– PRESENT — **MICK CONSULTING**
DENVER, CO
FOUNDER & PRINCIPAL
As Founder and Principal of Mick Consulting, I led strategic projects across sectors with a focus on executive advising, organizational planning, and growth strategy. I supported school and nonprofit leaders during times of transition, including serving as a senior advisor to Compass Academy during a leadership handoff and pandemic-related disruption. I provided performance coaching to school teams through the District Management Group's Breakthrough method, driving improved student outcomes and staff capacity. I also worked with corporate and nonprofit clients as a Chermack Scenarios consultant, facilitating strategic planning sessions grounded in scenario methodology. Additionally, I supported business development and partnership growth for nXu, a purpose-driven curriculum provider serving schools and educators nationwide.

2017 – 2021 — **CITY YEAR**
BOSTON, MA
SENIOR VICE PRESIDENT, PROGRAM DESIGN
At City Year, I served in senior leadership roles focused on program innovation, design, and organizational growth. As Senior Vice President of Program Design, I led a team of over 20 staff responsible for the development and management of the organization's Whole School Whole Child program model and innovation strategy. I raised more than $5 million annually to support this work and represented City Year's vision and designs with major funders and at national conferences, including the Carnegie Institute and Aurora Institute. Previously, as Vice President of School Design & Improvement, I oversaw efforts to codify and scale best practices across a network of 300+ schools. I managed and expanded strategic partnerships with institutions like Johns Hopkins University and the Bill & Melinda Gates Foundation and led the creation of high-impact initiatives such as a teacher residency program, educator credentialing pathways, and City Year's Network for School Improvement and Action Community.

2015-2017 — **COMPASS ACADEMY**
DENVER, CO
CHIEF ACADEMIC OFFICER
As Chief Academic Officer at Compass Academy during its founding years, I led the design, development, and implementation of a shared vision in partnership with City Year and Johns Hopkins University. I built and managed core school systems—including teacher hiring, onboarding, scheduling, evaluation, and student-led conferences—while shaping the academic and cultural foundation of the school. In the second year, I set strategic academic priorities and led a team of 30+ staff to drive significant gains in student achievement and social-emotional outcomes, resulting in a multi-band increase on the state's accountability framework. I also designed and launched a principal residency program to support sustainable leadership transitions and long-term school success.

2011 – 2015 **TEACH FOR AMERICA**
NEW ORLEANS, LA **MANAGING DIRECTOR, DESIGN**
As Managing Director of Design for Teach For America's Diverse Learners Initiative, I designed the national training and support model for more than 1,500 new special educators annually, as well as a learning differences program that reached over 10,000 teachers. These efforts led to record-high satisfaction and improved Net Promoter Scores across the organization. I coached and developed regional leaders across eight sites, contributing to a 20% increase in academic achievement for students receiving special education services. Programs I designed—ranging from special education assemblies to leadership journeys—achieved a 75% replication rate among staff, teachers, and alumni nationwide.

2009 – 2011 **JEFFERSON PARISH PUBLIC SCHOOLS**
NEW ORLEANS, LA **SPECIAL EDUCATION DEPARTMENT CHAIR**
As Special Education Department Chair at Jefferson Parish Public Schools, I led key instructional and cultural initiatives that significantly improved student outcomes and school climate. I designed and implemented a reading curriculum for grades 6–8 that resulted in 1.5 to 2 years of academic growth per student, with some students exceeding three years of growth in a single year. I created and managed schoolwide PBIS and advisory programs, reducing behavioral referrals by 50% within one academic year. I also oversaw the school's transition from a fully self-contained special education model to a full inclusion model, coordinating academic schedules for all students, three teachers, and five paraeducators. Additionally, I founded and led a 6th Grade Academy to support students' transition from elementary to middle school, which contributed to increased achievement on statewide tests and improved school culture. I was honored as Teacher of the Year for the 2010–2011 school year.

EDUCATION

2020 – PRESENT **COLORADO STATE UNIVERSITY**
DENVER, CO **PH.D., ORGANIZATIONAL LEARNING, PERFORMANCE, AND CHANGE**
Dissertation Area: The role of questions in Artificial Intelligence and Scenario Planning

2006 – 2009 **THE GEORGE WASHINGTON UNIVERSITY**
WASHINGTON, DC **JURIS DOCTOR**
Activities: Liaison to the Student Hurricane Network; Faculty Appointments Committee; Student Bar Association Member; President, Lambda Law
Journal Experience: American Intellectual Property Law Association (AIPLA) Quarterly Journal
Clinical Experience: Public Justice Advocacy Clinic Student Attorney
Study Abroad Experience: American University, Washington College of Law, 2007 Summer Law Program in Chile/Argentina
Law Clerk Experience: The Education Trust (2009), The Institute for Constitutional Studies (2008-2009), The Federal Trade Commission (2008), Taft Stettinius & Hollister (2008), U.S. District Court for D.C., Judge Ricardo Urbina (2007), The Supreme Court of Argentina (2007)

2001 – 2005 **OHIO UNIVERSITY**
ATHENS, OH **M.ED., EDUCATIONAL RESEARCH & EVALUATION**
B.A., ECONOMICS
A.B., HISTORY (TUTORIAL COLLEGE)
Honors: Truman Scholar Finalist; Toyota Community Scholar; Xerox Award for the Arts and Humanities; Pepsi Leadership Scholar; Outstanding Senior Leader; Senator Emeritus
Thesis: Ohio School Finance and its Economic Impact on Appalachian Ohio
Activities: Senior Class President; University Judiciaries; Commissioner of Student Senate; Mortar Board, Accreditation Committee; Curriculum Council; Admissions Committee; Library Committee

PROFESSIONAL ACTIVITIES, CIVIC LEADERSHIP & INTERESTS

Civic & Regional Leadership

- NoCo/CSU Water Literate Leaders Graduate (2026)
- Elected Metro District Board Member, Northern Colorado (2025-Present)
- Fully Liberated Youth (FLY) Board Member/Officer (2025-Present)
- Denver Area HOA Board Member/Officer (2023-Present)
- Denver Court Appointed Special Advocate (CASA) (2014-Present)
- New Leaders Council Board Member (2010-2020)

LANGUAGE & INTERESTS

- Spanish (intermediate/advanced)
- Hungarian (beginner)
- Classical Pianist