


## City Council Application

First Name	Carmen
Last Name	Daniel
Phone Number	
Cell Phone Number	
Email Address	
Street Address	
Place of Employment	Heights Career Tech Consortium
Position	Business and Community Engagement
Length of residence in Cleveland Heights	Over 26
Are you a registered Cleveland Heights voter?	Yes
What do you think would be your role as a member of City Council? What are your priorities for our community and are there areas in which you believe the City needs improvement? How would your service on City Council help achieve those goals and improve the City?	<p>As a member of Cleveland Heights City Council, I see my role as a connector, a problem-solver, and an advocate for a city where every resident—regardless of background, age, or stage of life—can thrive. I grew up in Cleveland Heights, attended school here from 4th through 12th grade, graduated from Heights High, and am now raising my own children in this community. Because of that lived experience, I deeply understand both the strengths of our city and the places where we’re falling short.</p> <p>One of my top priorities is strengthening the relationship between the City and the Cleveland Heights–University Heights School District. The current disconnect between the two institutions is a disservice to residents and to our long-term economic and community health. Our schools are one of our most important assets, yet we often operate in silos. I want to help build</p>

intentional, ongoing collaboration that supports families, aligns youth programming, connects local employers, and helps retain young people after graduation through meaningful workforce development pathways.

I am especially passionate about creating more opportunities for youth and young adults. We have incredible talent growing up in this city, but many don't see their future here. I want to change that narrative by helping Cleveland Heights become a place where young people feel welcomed, valued, and able to build careers, businesses, and community connections.

I also believe the City must continue improving in areas such as communication, transparency, and ensuring all neighborhoods feel included in growth and redevelopment. My service on City Council would focus on building trust, elevating community voices, and...

... making sure the policies we implement reflect the lived experiences of the people who call Cleveland Heights home.

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**What special qualities, abilities, skills, insights or perspectives do you possess which would be of value in serving on Cleveland Heights City Council? What working knowledge of City Council meetings do you currently have?**

I bring a unique combination of professional experience, personal commitment, and on-the-ground community relationships that position me to contribute meaningfully to City Council. My work centers on youth and young adult workforce development, building cross-sector partnerships, and creating pathways that connect education, industry, and community organizations. I am skilled at navigating complex systems, bringing people together, and moving initiatives from vision to action.

I have a strong ability to listen deeply, build trust,

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and communicate clearly with diverse groups—from families and students to business leaders, nonprofit partners, and elected officials. I approach challenges with a solutions-oriented mindset and a focus on equity, accessibility, and long-term sustainability.

In terms of working knowledge of City Council meetings, while I have not regularly attended in person, I do follow Council by viewing meetings online. This has given me a strong understanding of the flow of discussion, how legislation moves forward, and how public comment and committee work fit into the larger process. I am familiar with Council's structure and the issues most frequently discussed, and I am ready to deepen my engagement by participating directly as a member of Council.

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**What educational training (formal or informal), employment and other life experiences have helped you develop the qualities, abilities, etc., described above?**

My educational background and professional experiences have shaped the way I lead, collaborate, and advocate for community-centered solutions. Earning my doctorate while working full time and raising my children taught me discipline, resilience, and the ability to manage complex responsibilities with clarity and purpose. My formal education strengthened my understanding of systems, equity, leadership, and how to design programs that truly meet community needs.

Professionally, I serve as the Business & Community Engagement Specialist for the Heights Career Tech Consortium, which supports students and families across Cleveland Heights–University Heights, Maple Heights, Shaker Heights, and Warrensville Heights school districts. In this role, I work directly with educators, local employers, higher education

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partners, nonprofit organizations, and community leaders to build career pathways, expand workforce development opportunities, and connect young people to meaningful experiences that prepare them for life after graduation.

This work requires strategic planning, communication, data-driven problem solving, and the ability to bring together people from different sectors to collaborate effectively. It has given me a deep understanding of how city systems, schools, businesses, and families intersect—and where stronger alignment is needed.

My lived experience of growing up in Cleveland Heights, owning a home here, and parenting both a Heights graduate and a current Heights student further informs how I show up as a leader. I understand firsthand the needs, challenges, and potential of our community, and I carry that perspective into every space I serve.

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**Please list your recent community, professional or charitable involvements. List the most recent first.**

Front Desk Staff, Cleveland Heights Community Center

Supported youth engagement, community programming, and recreational activities that serve families across the city.

Business & Community Engagement Specialist, Heights Career Tech Consortium

Lead workforce development partnerships and programming across the Cleveland Heights–University Heights, Maple Heights, Shaker Heights, and Warrensville Heights school districts.

Board Trustee, Heights Schools Foundation

Support fundraising, alumni engagement, district initiatives, and community partnerships that

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benefit CH-UH students.

Volunteer & Supporter, FutureHeights

Assist with community events and neighborhood development efforts as needed.

Mentor to youth and young adults through various nonprofit and school-based programs  
Focus on leadership development, career exposure, and postsecondary planning.

Community event organizer/supporter in Cleveland Heights and CH-UH Schools  
Participate in planning and supporting city, school, and neighborhood events that strengthen community connections.

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**Do you have other responsibilities which would prevent you from participating in City Council and Council Committee work during certain hours or on certain days? Please note, having a full time job will not disqualify any applicant, and Council works hard to accommodate all members schedules when scheduling meetings.**

No. I work full time, but I have the flexibility to attend evening meetings and committee sessions. I understand the commitment required of City Council members, and I am prepared to fully participate in meetings, community events, and engagement opportunities. My responsibilities will not prevent me from being an active and dependable member of Council.

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**State any additional information you would like to have considered.**

Cleveland Heights shaped who I am. I am running because I believe deeply in this city and in the potential of our people. As a resident, parent, homeowner, graduate, and community advocate, I want to help strengthen our neighborhoods, elevate our schools, and create opportunities that keep our families and young people rooted here.

I bring heart, lived experience, and a commitment to collaboration. I am ready to serve, to listen, and to help move Cleveland Heights forward in a way that honors our history

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while embracing our future.

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**Please upload your CV or Resume (5 MB Limit)**

[Carmen\\_C\\_Daniel\\_\\_CH\\_City\\_Council\\_full\\_resume.pdf.pdf \(267 KB\)](#)

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**Do you agree to electronically sign this form?**

Yes

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**Signature**

Carmen Daniel

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# DR. CARMEN C. DANIEL

COLLEGE ACCESS | K-12 EDUCATION | HIGHER EDUCATION | WORKFORCE DEVELOPMENT

## SUMMARY

Strategic community engagement professional with expertise in workforce development, cross-district collaboration, and systems-level partnership building. Lead regional initiatives across four school districts, coordinating with government agencies, business partners, and higher education institutions to improve access, equity, and economic mobility. A Cleveland Heights homeowner and Heights graduate committed to advancing policies that strengthen neighborhoods, support youth, and align city resources with community needs. Equipped to bring data-driven decision making, transparent communication, and collaborative leadership to Cleveland Heights City Council.

## SKILLS

- Learning management interfaces
- Research and analysis
- Academic advisement
- Student performance evaluation
- Classroom lectures
- Teaching, tutoring and counseling

## EDUCATION

**Ed.D., Educational Leadership and Innovation**, Arizona State University, Tempe, AZ, May 2021

**M.Ed., Higher Education Administration and Student Personnel**, Kent State University, Kent, OH, May 2014

**B.S., Hospitality Management**, Kent State University, Kent, OH, May 2012

## PROFESSIONAL EXPERIENCE

### HEIGHTS CAREER TECHNICAL EDUCATION CONSORTIUM

Cleveland Heights, Maple Heights, Shaker Heights, Warrensville Heights OH School Districts

#### Business and Community Engagement Specialist

Nov. 2022 – Current

- Spearheaded the development and implementation of comprehensive work-based learning and workforce development programs, connecting over 400 students from four urban school districts with industry partners. Implements strategies to enhance business and community engagement, including networking events, industry advisory board meetings, and informational sessions.
- Utilized data dashboards and reports to assess program participation, student outcomes, and employer satisfaction levels, allowing for continuous improvement and informed decision-making.
- Play a pivotal role in building and refining articulation agreements with local colleges and universities, facilitating seamless pathways for students to pursue further education and training, ultimately benefiting over 400 students across four urban school districts.

### BREADWINNERS ACADEMY

Cleveland, OH

#### Director of Education

Jun. 2022 – Current

- Developed a culturally relevant financial literacy curriculum aligned with local and state graduation standards, ensuring that participants receive essential financial education while meeting academic requirements. Established partnerships with school districts to integrate Breadwinners Academy's curriculum into existing coursework and
- extracurricular programs, maximizing efficiency and impact.
- Implemented pre- and post-assessments to measure students' knowledge gains and evaluate the effectiveness of Breadwinners Academy's
- curriculum.

### DARE 2 DREAM: COLLEGE AND CAREER CONSULTING

Cleveland, OH

#### Owner, Educational Consultant

Aug. 2020 – Current

- Conduct conferences with parents and students to review postsecondary plans, adjust academic plans, and renew enrollments
- Develop community education programming events and other activities designed to increase and improve educational outcomes Strategized with working adults to find flexible solutions to further their education
- Advise students and families regarding financial aid eligibility, financial aid application procedures and college costs

### COLLEGE NOW GREATER CLEVELAND

Cleveland, OH

#### Manager Cleveland Heights – University Heights School District Portfolio

Jun. 2021 – Jun. 2022

- Responsible for managing GEAR UP annual Federal grant budget of \$140,000 for student activities
- Responsible for managing Talent Search annual Federal grant budget of \$35,000 for student activities
- Managed five full-time professionals across three school buildings
- Work with high school administrators and families to assess students' needs and provide college access advising services.
- Leverage knowledge of budget and educational designs to facilitate development of cost-effective educational programs.

# DR. CARMEN C. DANIEL

COLLEGE ACCESS | K-12 EDUCATION | HIGHER EDUCATION | WORKFORCE DEVELOPMENT

## College and Career Access Advisor

Oct. 2017 – May 2021

- Managed Gear Up Federal grant budget of \$30,000
- Managed caseload of 400 students
- Developed and conduct in-class room workshops for grades 9-12
- Assisted students with discerning career and college goals by providing information regarding educational options beyond high school, including institutional choice, career options, admissions and financial aid.
- Served as a student advocate through: 1) communication with colleges and universities; 2) communication with parents; 3) collaboration with school; and 4) communication and cooperation with outside scholarship programs.

## KENT STATE UNIVERSITY

Kent, OH

## Office of Student Financial Aid – One Stop for Student Services Counselor

Aug. 2014 – Oct. 2017

- Provided start-to-finish One Stop student services using judgment and discretion in both simple and complex issues involving minimal supervisory guidance
- Delivered a holistic counseling experience related to course enrollment information, academic records, financial aid, billing and payment with a continuous focus on academic success and degree progress, financial wellness, student retention and graduation rates
- Investigate, problem-solve, and resolve questions and issues from students (current, former and alumni) and parents/families related to financial aid, registration, student accounts, and financial wellness.

## PROFESSIONAL CONFERENCES/PROFESSIONAL DEVELOPMENT

### 2025 All Ohio Career Tech Education Summer Conference Presenter

The Ultimate Summer Advantage: Work-Based Learning Meets Credit Flex

### 2024 GEAR UP National Conference Presenter

Beyond Graduation: GEAR UP 28 & Heights Career Tech Consortium Shaping the Future Workforce

### 2021 Arizona State University Doctoral Research Conference Presenter

GEARING UP to Clear the Path: Understanding Black Youth Motivations for pursuing post-secondary education

### 2019-2020 Cleveland Heights – University Heights School District College & Career Task Force:

Served as Sub-Committee Chair for the 6-12 postsecondary planning team

### 2019 Harvard Summer Institute on College Admissions

### 2019 Arizona State University Doctoral Research Conference Presenter

Say Yes to Education: Understanding how low-income/high needs students make their post-secondary decisions

### 2018 Arizona State University Doctoral Research Conference Presenter

Gatekeepers to College Access: Helping high school students overcome the hurdles of going to college in partnership with the High School

## PROFESSIONAL MEMBERSHIPS

Ohio Association of Career Technical Education – Member – 2022 – Present

Heights School Foundation – Trustee Board Member – 2021-Present

The President's Council – Member – 2020 - Present

## CERTIFICATIONS/PROFESSIONAL AWARDS

Crains's Cleveland Business 40 under 40 – November 2025

Who's Who in Black Cleveland – July 2024

OAN Ohio Means Jobs Readiness Seal & Entrepreneurship – October 2022

Leadership Excellence Student Certified Instructor – June 2022

