

TAMMY N. MAYS

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EXECUTIVE PROFILE

Mission-driven executive leader with 20+ years of progressive statewide and municipal government, education, and nonprofit leadership, including executive service in the Office of the Governor of Maryland and the City of Baltimore. Career built on two threads that run through every role: supervising and developing the people who deliver front-line services, and building the systems that connect individuals and families to the resources they need in moments of crisis and transition — from trauma-informed, peer support behavioral health programming for young men to a \$5M+ emergency rental assistance program, a 950-student school community, and statewide appointment and partnership networks. Skilled in translating policy and legislative mandates into operational practice, building accountability frameworks, and leading organizational change grounded in equity, whole-person wraparound care, and data.

SUPERVISORY & RESOURCE-NAVIGATION EXPERIENCE

- Directly supervised, coached, and evaluated 120+ staff as Principal of a 950-student Baltimore City public high school, alongside oversight of all school operations and programming.
- Launched and supervised Senior Directors leading Young Men United and On Track 4 Success, two trauma-informed, peer support behavioral health initiatives at United Way of Central Maryland delivering whole-person wraparound services — mentorship, case management, and crisis navigation — to young men and at-risk youth across the region.
- Managed a professional team and administered a \$5M+ Emergency Rental Assistance Program as Housing Stability Director, connecting Baltimore families in crisis to housing, financial, and support resources while providing staff mentorship and performance development.
- Managed consulting relationships across dozens of schools serving 2,000+ students, coaching principals through equity-centered leadership challenges and supporting workforce recruitment and retention strategies.
- Directed a statewide appointments process engaging thousands of board positions, building and supervising the relationship pipeline connecting civic volunteers to public service opportunities across Maryland.
- Serve as a foster parent, providing direct supervision, advocacy, and resource navigation for youth in care.

CORE COMPETENCIES

Statewide & Municipal Program Leadership • Staff Supervision & Talent Development • Behavioral Health & Trauma-Informed Program Design • Peer Support & Whole-Person Wraparound Services • Crisis Resource Navigation & Case Management • Regulatory & Policy Implementation • Fiscal & Grant Management • Cross-Agency & Cross-Sector Partnerships • Equity-Centered Systems Change • Board Governance & Public Affairs • Data-Driven Continuous Improvement

PROFESSIONAL EXPERIENCE

Principal Consultant / Founder — Bricam Educational Services (06/2019 – Present)

- Built supervision frameworks and curricula grounded in adult learning principles and behavioral health workforce standards.
- Managed consulting relationships with dozens of schools serving 2,000+ students annually, overseeing policy review and stakeholder collaboration to implement equity and inclusion initiatives.
- Coached and supervised principals through difficult conversations on social justice and race relations; supported recruitment and retention strategies to build diverse workforces.
- Facilitated equity and inclusion workshops and analyzed qualitative and quantitative data to develop solutions to systemic barriers in underserved communities.

Associate Vice President, Education Portfolio — United Way of Central Maryland (02/2024 – Present)

- Provide executive leadership over a statewide portfolio of education and youth-development initiatives, overseeing strategy, operations, budgets, and performance across multiple programs and funding streams.
- Launched and supervise Senior Directors for Young Men United and On Track 4 Success, trauma-informed behavioral health programs built on peer support models that provide whole-person wraparound services — mentorship, mental health referrals, and crisis intervention — to young men navigating systemic barriers to education and employment.
- Lead cross-functional teams and multi-partner coalitions spanning schools, government agencies, philanthropy, and community-based organizations.
- Build KPI-driven workplans and accountability structures that improved program effectiveness and measurable outcomes; manage multimillion-dollar budgets and grant-funded contracts under COMAR compliance requirements.

Director, Strategic Communications & Community Engagement — Maryland Military Department (11/2023 – 02/2024)

- Directed statewide communications and community engagement, aligning state government, military leadership, and community partners across Maryland.
- Served as primary point of contact for municipal officials, councils of government, and advocacy groups.

Director, Governor's Office of Appointments — State of Maryland (07/2022 – 11/2023)

- Directed the statewide appointments process, engaging and vetting corporate, nonprofit, community, and government stakeholders across thousands of board positions to ensure equitable representation and strong governance.
- Built and supervised relationships with C-suite executives, nonprofit leaders, and public officials to support strategic board placement and expand the state's network of engaged civic volunteers.

Housing Stability Director — Mayor's Office of Children & Family Success, Baltimore City (08/2020 – 06/2022)

- Managed a \$5M+ Emergency Rental Assistance Program, coordinating outcome-aligned programming with internal and external stakeholders in full compliance with federal and state regulations.
- Managed a professional team, providing mentorship and performance development to drive operational productivity and compliance outcomes.
- Chaired interagency committees on homelessness, equity, and community care coordination; led development of revised program SOPs, achieving federal compliance benchmarks for the first time in Q4 2021.
- Served as primary liaison with elected officials, business owners, and community leaders on citywide family-stabilization strategy.

Senior Associate — Insight Education Group (05/2020 – 08/2020)

- Contributed to strategic planning and client engagement for an international consulting organization serving school districts nationwide on diversity, equity, and institutional transformation.
- Co-led the School Diversity Committee, Diversity Action Committee, and Youth Action Project.

Principal — Baltimore City Public Schools — Paul Laurence Dunbar High School (06/2012 – 06/2019)

- Led a school community of 950 students and 120+ staff at a historically significant Baltimore institution, directly supervising, coaching, and evaluating instructional and support staff.
- Secured and administered a U.S. Department of Education School Improvement Grant, connecting students to intervention resources, coaching, and professional development tied to measurable achievement goals.
- Launched the People of Color Affinity Committee and the Student Diversity Initiative, partnering with families and community organizations on inclusive, resource-connected programming.

Assistant Principal — Baltimore City Public Schools — National Academy Foundation (06/2009 – 06/2012)

- Supported institutional leadership for an 800+ student school; championed equitable culture and data-driven instructional improvement.
- Secured and administered a U.S. Department of Education school improvement grant to fund student interventions and professional development.

EDUCATION

Graduate Certificate, School Management & Leadership — Harvard Graduate School of Education, 2014

Graduate Certificate, Administration & Supervision — Johns Hopkins University, 2012

Master of Science, Educational Studies — Johns Hopkins University, 2008

Bachelor of Science, English — Towson University, 2000

CREDENTIALS & PROFESSIONAL DEVELOPMENT

- Administrator II Credential — Johns Hopkins University, 2012
- Administrator I Credential — Johns Hopkins University, 2009
- School Turnaround Leaders Program — Harvard Graduate School of Education
- Race, Equity, and Leadership in Schools — Harvard Graduate School of Education
- Aspiring Leaders' Institute — Maryland State Department of Education
- Pursuing Certified Peer Recovery Specialist (CPRS) certification through MABPCB

BOARD LEADERSHIP & COMMUNITY ENGAGEMENT

- President, Cedar Lane Farms Homeowners Association
- Member, Delta Sigma Theta Sorority, Incorporated
- Community Advocate, Youth Development & Educational Equity Initiatives
- Foster parent, providing supervision, advocacy, and resource connection for youth in care.