

TIM SHORES

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SCHOOL GOVERNANCE • TRAINING & FACILITATION • POLICY ANALYSIS

Elected school committee member, trained mediator, facilitator, and mixed-methods policy researcher rooted in Western Massachusetts. I serve on two school committees in the region and bring experience in adult education, facilitation, public budget analysis, and public-interest communications across municipal, nonprofit, and corporate settings.

SCHOOL COMMITTEE & GOVERNANCE EXPERIENCE

Amherst-Pelham Regional School Committee — Member 2025 – Present

- Appointed to the Budget & Audit Subcommittee; serve as the committee's liaison to the Special Education Parent Advisory Council (SEPAC).
- Serve on the superintendent evaluation subcommittee and the high school principal interview committee.
- Advisory participant with the district's LGBTQ+ Caucus.
- Participated in district policy revision — anti-bullying/harassment (JICFB, JICFC) and restraint and seclusion (JKAA), including a DESE-directed audit of JICFB following a Problem Resolution System complaint; worked with SEPAC to elicit their policy interests and preferences and followed through on that elicitation in committee deliberation.

Leverett School Committee — Member, elected 2025 – Present

- Served on the Joint Supervisory Committee of Union 28 and as Select Board liaison.

Leverett Planning Board — Member, elected 2021 – Present

- Led the Leverett Comprehensive Plan (2022–2025) from initial advocacy through published plan: wrote two successful state planning grant applications, recruited citizen steering committees and facilitated them in the plan's second round, managed the planning consultant, authored public communications, and produced the final document.

Leverett Energy Committee — Member, appointed 2026 – Present

- Write grants for a municipal microgrid and solar photovoltaic panel project; supervise the town's community power aggregation program.

The 'MPOWER Project (501c3) — Board Member, Tech & Data Operations Lead 2026 – Present

- Nonprofit governance, grant writing, data systems, and partnership development for an organization building civic resilience and countering harmful ideologies.

EDUCATION POLICY & PUBLIC FINANCE RESEARCH

Leverett Revenue Committee Fiscal Analysis 2021

- Authored the FY21 year-end analysis of tax-rate growth, affordability metrics, and sustainable development for a general readership; served as primary data analyst.

Western Massachusetts Per-Pupil Expenditure Study 2025

- Analyzed fifteen years of Massachusetts DESE per-pupil expenditure data across Western Massachusetts districts, testing whether elevated current spending reflected unusual recent growth. It did not; the driver was a baseline set years earlier — a finding that reframed a contested local budget debate. Presented to budget subcommittees; code and methodology published on GitHub.

Local Police Department Call Data Analysis 2023

- Analyzed police call data for two small rural towns before and after a department regionalization agreement, producing a fully reproducible report to help town administrators reason about budgeting and staffing.

Age-Friendly Community Needs Assessments — Town Common Research

2022 – 2023

- Community-based participatory needs assessments for Western Massachusetts towns, combining surveys, key informant interviews, and focus groups; findings supported Council on Aging initiatives and the case for two new part-time municipal roles.

PROFESSIONAL EXPERIENCE

Technical Education Content Developer — Cisco

2024 – 2026

- Developed technical education content for enterprise security products, architecting the content strategy through facilitated discussions with subject matter experts.
- Led alignment sessions across engineering, product, and customer experience teams; coached colleagues through process change; interviewed staff across roles to gather technical and audience insight.

Technical Communications Specialist — Cisco

2022 – 2024

- Led customer communications and content research for a security product line, coordinating studies with Product and Data Science on how communications were received.

Director of Data & Donor Experience — Hope for Haiti

2019 – 2022

- Managed revenue data, grant writing, grant pipeline, and donor services; led the fundraising response through COVID-19, civil unrest, and the August 2021 earthquake.

Forest Policy Campaign Researcher — Partnership for Policy Integrity

2019 – 2023

- Built a database of European Parliament membership and voting patterns supporting a multistakeholder forest policy campaign; wrote for advocacy and campaign monitoring.

Earlier: Platform Analyst, VentureWell (2016–2019) — Salesforce lead for grants management and impact evaluation. Program Lead, Not1More (2015–2019) — technology and coalition development for a global environmental justice organization. IT Services Manager, Computer Courage (2013–2014) — led a team of 5–7. Production Manager & Senior Database Specialist, DOMICO Software (2006–2013) — reduced support call volume 20% and improved resolution time 40% through knowledge base development.

SKILLS

Facilitation and mediation (trained) • Dialogue across divides • Adult training and instructional design • Public budget analysis • Survey design, key informant interviewing, focus groups • Grant writing • Public-interest writing • Microsoft 365 (Word, PowerPoint, Excel) • Data analysis (Python, R, SQL) • Salesforce

EDUCATION & TRAINING

Graduate Certificate, Data Analytics and Computational Social Science (DACSS) — University of Massachusetts Amherst

Graduate Certificate, Systems Thinking — Cornell University

Bachelor of General Studies (Linguistics, Philosophy & Psychology) — University of Michigan

Mediation training — Collaborative Resolutions Group • Dialogue Across Divides — training with Paula Green, founder, Karuna Center for Peacebuilding

Project Management Professional Certificate, Google • AI Foundations for Business Professionals, Saïd Business School • Communicating for Impact, IDEO