



City of Seattle Boards & Commissions Notice of Appointment

Appointee Name: *Erica K. Johnson*

Board or Commission Name: *Families Education Preschool and Promise Levy Oversight Committee*

Position Title: *Member*

☒ **Appointment** ☐ **Reappointment**

***Term of Position:** *6/1/2026 to 12/31/2028*

☐ *Serving partial term (eligible for full terms thereafter)*

Appointing Authority: ☒ **City Council** ☐ **Mayor** ☐ **Other:** *Insert Appointing Authority*

City Council Confirmation Required? ☒ **Yes** ☐ **No**

Residential Neighborhood: *Northern Bryant*

Appointee brief overview:

In my current role as Chief Impact Officer at Woodland Park Zoo, I oversee conservation and learning efforts aimed at measurably advancing our mission to save wildlife and inspire everyone to make conservation a priority in their lives. This includes responsibility for summer camps, STEM learning, community partnerships, and career-connected learning programs for young people and families. I believe this experience is directly relevant to the work of the Oversight Committee, particularly as it relates to program quality, outcomes, and continuous improvement.

Appointing Authority Signature:

Date Signed: *07/22/2026*

Appointing Authority Printed Name and Title:

*Council member Maritza
Rivera*

Erica K. Johnson, Ph.D.



Equity-focused, creative leader who values collaboration, innovation, transparency, and accountability.

Experience

WOODLAND PARK ZOO | SEATTLE, WASHINGTON

Chief Impact Officer (January 2025 – present)

Senior executive responsible for advancing the zoo's mission *to save wildlife and inspire everyone to make conservation a priority in their lives* by setting strategy, aligning organizational structure, and ensuring accountability for mission impact across the institution.

- Oversee a \$10.2M mission portfolio, including \$5M in grants and philanthropic support and \$1.3M+ in earned revenue, stewarded to advance measurable conservation and learning outcomes.
- Restructured the organization's mission functions in 2025, integrating learning, conservation, empathy initiatives, and impact evaluation to clarify ownership and strengthen accountability for results.
- Led the development of the zoo's Conservation Strategy (2025–2030), focused on partnering with communities and organizations locally and globally to protect forest species and landscapes.
- Partnered with the Board's Mission Evaluation Task Force to establish institution-level outcome measures and oversight, strengthening how the organization defines success, uses evidence to guide decisions, and holds itself accountable for impact.

Vice President, Learning & Innovation (April 2021 – January 2025)

Executive leader responsible for leading the *Learning & Innovation Department*, a team of 40 year-round and 70+ seasonal employees.

- Developed and managed a \$5M–\$8M budget, including \$1M+ in revenue from education programs and \$3M+ of federal grants and philanthropic support annually; maximized net revenues for earned income programs; nurtured a spirit of entrepreneurialism among directors and managers to sustain and improve the zoo's financial health.
- Provided strategic leadership for the teams responsible for mission evaluation, guest inclusion and engagement, learning programs, teen engagement, community partnerships, volunteer coordination, and advancing empathy initiatives; fostered an inclusive and collaborative team culture that prioritizes accountability and continuous improvement.
- Partnered with the Board of Directors and executive team colleagues to lead the Board's Conservation and Education Committee (2021 – 2023), the Diversity, Equity, Access, and Inclusion (DEAI) Task Force (2022), and the Mission Evaluation Task Force (2024 – 2025); led the post-COVID relaunch of the zoo's DEAI initiatives in 2021; provided ongoing support to the zoo's Diversity & Inclusion staff council as the Executive Advocate.
- Oversaw signature programs, including: the Advancing Conservation through Empathy for Wildlife Network, a network for zoo and aquarium professionals; the Empathy Collaborative, the zoo's community partnership and codesign initiative; Discovery Den, an online resource for educators; and Zoomazium, an indoor nature play and exploration exhibit for early learners.

CITY OF SEATTLE | SEATTLE, WASHINGTON

Education & Youth Policy Advisor to Mayor Jenny A. Durkan, Mayor's Office (October 2019 – April 2021)

Mayor's policy team point person for all education- and youth-related topics. Responsible for developing strategies for consideration by the Mayor, Deputy Mayors, senior staff, and the Cabinet to create and improve experiences for young people from cradle to career.

- Facilitated interdepartmental collaborations to serve children, youth, and families during COVID-19, including emergency child care for essential workers; the Virtual Job Readiness Program, a summer learn and earn opportunity for low-income youth of color; and Teen Hubs, an in-person, socially-distanced support program for middle and high school students in the city's community centers.

- Led the Youth Employment Interdepartmental Team, composed of Mayoral Cabinet members, division directors, and strategic advisors, and supported its efforts to align and develop an infrastructure for accountability; facilitated the expansion of Opportunity Promise, an internship program connecting community college students with Seattle's top employers; coordinated a naloxone training and distribution program in partnership with public health experts to raise awareness of the signs of opioid overdose and the dangers of fentanyl (paused for COVID).
- Represented the Mayor on the Families, Education, Preschool, and Promise Levy Oversight Committee and the Ash Center's Mayoral Leadership in Education Network; served on the Seattle Colleges' Chancellor's Advisory Committee and the statewide Child Care and Youth Development Recovery Workgroup.

Manager & Sr. Policy Advisor, Dept. of Education and Early Learning (January 2015 – October 2019)

Responsible for early learning policy and program development, with a focus on the 2014 Seattle Preschool Program Levy and the early learning portion (\$342M) of the 2018 Families, Education, Preschool, and Promise Levy, a \$619M property tax levy designed to benefit students furthest from educational justice and approved by 69% of voters.

- Managed consultants to develop and execute the preschool program's Comprehensive Evaluation Strategy and led a racial equity toolkit process on the evaluation strategy; supervised the Early Learning Policy and Innovation Team, responsible for the city's birth-to-three strategy and facilitating inclusive policy and program development and implementation processes.
- Created annual reports for the Levy Oversight Committee and presentations for the Seattle City Council; coordinated Mayoral briefing memo submissions; presented webinars and served on panels, including *How Cities are Championing the Early Learning Workforce* for the T.E.A.C.H. Early Childhood National Center.

Project Manager, Seattle Preschool Program, Office for Education (December 2013 – December 2014)

Managed and coordinated deliberative processes that resulted in development and implementation of the Seattle Preschool Program, a \$58 million property tax levy approved by 69% of Seattle voters in 2014.

- Facilitated the community-wide, collaborative, co-creation process and served as the primary author of all plans, legislation, and reports related to the development and implementation of the preschool program; managed consultants to develop evidence-based recommendations and financial models and conduct community engagement.
- Developed and presented policy briefing papers and decision memos for actions taken by the Mayor and his executive team; collaborated with the Finance and Administration Division to develop and refine financial models based on proposed policies; developed a Partnership Agreement with Seattle Public Schools and a Memorandum of Understanding with the State Department of Early Learning; briefed the Mayor and testified to the Seattle City Council on preschool program progress, outcomes, and implementation options; managed consultant contracts.

Education

Ph.D., Curriculum & Instruction | UNIVERSITY OF WISCONSIN-MADISON | 2013

M.Ed., Early Childhood and Elementary Education | RUTGERS UNIVERSITY | 2001

B.A., Psychology | RUTGERS UNIVERSITY | 2000

Honors

Early Childhood Municipal Fellow | NATIONAL LEAGUE OF CITIES | 2020

City Leadership Academy | CITY OF SEATTLE | 2017

Tashia F. Morgridge Distinguished Graduate Fellow | UNIVERSITY OF WISCONSIN - MADISON | 2008

Families Education and Promise Levy Oversight Committee

17 Members: Pursuant to [Ordinance 127238], 12 members subject to City Council confirmation, with initial term provision for positions 1, 3, 6, 9, and 11 being 18-months to establish staggered terms. 2-year terms for all positions thereafter.

- 6 City Council-appointed
- 6 Mayor-appointed
- 5 By Ordinance

Roster as of [insert date]

Position Number	Position Title	Appointee Name	Term Begin Date	Term End Date	*Term Number	Appointed By
1	Member	Amruta Mane	6/1/26	12/31/27	1	City Council
2	Member	Fathima Garcia	6/1/26	12/31/28	1	City Council
3	Member	Leon Garnett	6/1/26	12/31/27	1	City Council
4	Member	Erica K. Johnson	6/1/26	12/31/28	1	City Council
5	Member	Gabriel de los Angeles	6/1/26	12/31/28	1	City Council
6	Member	Sofia Michelakis	6/1/26	12/31/27	1	City Council
7	Member	James Williams	6/1/26	12/31/28	1	Mayor
8	Member	Jessica Tollenaar Cafferty	6/1/26	12/31/28	1	Mayor
9	Member	Girard Montejo-Thompson	6/1/26	12/31/27	1	Mayor
10	Member	Lizbet Huizar	6/1/26	12/31/28	1	Mayor
11	Member	Lakeya Afolalu	6/1/26	12/31/27	1	Mayor
12	Member	Zamzam Mohamed	6/1/26	12/31/28	1	Mayor
13	Mayor of Seattle	Katie Wilson	N/A	N/A	1	Ordinance 127238
14	Libraries, Education and Neighborhoods Committee	Maritza Rivera	N/A	N/A	1	Ordinance 127238
15	School District Superintendent	Benjamin Shuldiner	N/A	N/A	1	Ordinance 127238
16	School District Board Member	Joe Mizrahi	N/A	N/A	1	Ordinance 127238
17	Chancellor of Seattle Colleges	Rosie Rimando-Chare unsap	N/A	N/A	1	Ordinance 127238

Self-identified diversity chart

Appointing Authority	Male	Female	Transgender	Non-Binary	N/A	Asian	Black/ African American	American Indian/ Alaska Native	White/ non-Hispanic	Hispanic/ Latinx	Pacific Islander	Middle Eastern	Multi-racial	N/A
Mayor														
Council														
Other														
Total														

City Council districts represented

*P is for partial initial term. Appointee is eligible for full terms thereafter.