



# City of Seattle Boards & Commissions Notice of Appointment

**Appointee Name:** *Hailey P. Karcher*

**Board or Commission Name:** *Seattle Planning Commission*

**Position Title:** *Member*

**Appointment**       **Reappointment**      **\*Term of Position:** *4/16/2026 to 4/15/2029*

*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:** *Columbia City*

**Appointee brief overview:**

*Hailey is an enrollment and planning policy analyst for Seattle Public Schools. She is a policy researcher and former public-school teacher dedicated to building more just, community-centered public systems. She specializes in equity-driven housing and education policy that redistributes power, combats displacement, and expands opportunities for working-class families. Her Ph.D. in education policy focused on the racialized nature of Seattle’s zoning policies and their intersection with schools. She is excited by the opportunity to use her experience to better the lives of Seattle residents by advancing housing affordability and access to transit.*

**Appointing Authority Signature:**

**Date Signed:** *6/4/26*

**Appointing Authority Printed Name and Title:**

*Katie B. Wilson*  
Mayor of Seattle

*\*For most boards and commissions, the term begin and end date is fixed and tied to the position and not the appointment date.*

# HAILEY P. KARCHER, Ph.D.

Policy researcher and former public-school teacher dedicated to building more just, community-centered public systems. Specializes in equity-driven housing and education policy that redistributes power, combats displacement, and expands opportunities for working-class families.

## EDUCATION

### **University of Washington College of Education**

Seattle, WA

- *Ph.D.* in Education Policy, Organizations, and Leadership **2024**
  - Dissertation: *Creating communities amid crisis: Racial capitalism, school gentrification, and resistance in Seattle*
- *Master of Education* in Social & Cultural Foundations **2020**
  - Graduate Certificate: Education, Equity, and Society
  - Thesis: *Choosing to desegregate: The role of school choice in Seattle's desegregation efforts*

### **Northwestern University**

Evanston, IL, 2014

- *Bachelor of Arts*, American Studies and Legal Studies, *magna cum laude*, Phi Beta Kappa

## PROFESSIONAL EXPERIENCE

### **Seattle Public Schools, Enrollment and Planning Policy Analyst**

Seattle, May 2024–present

- Build and manage new district inter-agency and city cross-agency partnerships to align policy priorities on affordable housing and school-communities.
- Spearhead development of affordable housing policy as a key driver of school enrollment, establishing the district's leadership in recognizing housing stability as an educational equity issue.
- Serve as a policy advisor to school principals, providing clear guidance on enrollment projections and supporting effective, equity-centered messaging to school-communities.
- Led a first-of-its-kind research study on districtwide enrollment decline, producing data-driven insights that directly informed strategic planning and long-term policy development. Delivered findings to state legislature.
- Work directly with families to resolve complex enrollment issues, ensuring transparent and equitable solutions.

### **University of Washington, College of Education, Ph.D. Student**

Seattle, Jun. 2020-Jul. 2024

- Conducted dissertation research examining how Seattle's housing policies and redevelopment patterns reshape school-community relationships, with emphasis on racialized displacement and community power.
- Demonstrated expertise in metropolitan racial politics and public policy through successful completion of doctoral exams.
- Designed and executed pilot study on policymakers' and school leaders' perceptions of gentrification and schools.
- Completed advanced doctoral coursework in public policy, housing policy, critical geography, politics of metropolitan areas, mixed methods, and community-based participatory research.

### **University of Washington, Racial Equity and School Improvement, Research Assistant**

Seattle, Sep. 2020-Apr. 2024

- Evaluated organizational commitments to racial equity across 30+ multiple school improvement networks, identifying systemic barriers and proposing policy changes.
- Delivered findings and facilitated equity-centered learning to 50+ stakeholders, including Gates Foundation officers, organizational partners, and school leaders.
- Coordinated a multi-year research timeline for research team researchers to reach grant deliverables.
- Produced literature review translating racial equity research into actionable, practitioner-friendly tools such as guides, memos, and workshops focused on dismantling structural inequities in schools.

### **Puget Sound Educational Services District, Ph.D. Community Partner Fellow**

Renton, Jul. 2021-Jun. 2023

- Co-designed equity-centered professional learning with schools and non-profits to expand fair access to postsecondary pathways under the King County Promise initiative; partners reported increased capacity for policy implementation.
- Synthesized research on postsecondary access, racial inequities, and student supports to develop recommendations on data justice, equitable resource allocation, and culturally responsive intervention strategies.
- Negotiated contracts, scopes of work, and data-sharing agreements with an emphasis on ethical data use, public stewardship, and cross-sector collaboration.

### **University of Washington, School Improvement Finance, Research Assistant**

Seattle, Apr.-Jun. 2020

- Led development of practitioner-oriented and academic publication of results on local and state school finance policy.
- Interviewed state officials and conducted case study analyses on school funding structures for school improvement

## HAILEY P. KARCHER, Ph.D.

University of Washington, College of Education, *Research Assistant* Seattle, Apr.-Jun. 2020

- Developed a department-requested analysis of the College of Education's graduate programs

University of Washington, Center for Educational Leadership, *Research Assistant* Seattle, Jun.-Aug. 2019

- Researched and composed practitioner-oriented literature review on social justice leadership in K-12 schools.

University of Washington College of Education Jan. 2019-Jun. 2021

*Course Instructor, Teaching Assistant*, EDUC 472: Individuals, Groups, Organizations, & Institutions

*Teaching Assistant*, EDUC 210: Education & the Good Life

Uncommon Schools, North Star Academy Charter School Aug. 2014-Dec. 2017

*7<sup>th</sup> & 8<sup>th</sup> Grade English Teacher*

*Network Lead Curriculum Planner*

May 2016-Jun. 2017

### SELECTED POLICY REPORTS AND RESEARCH ARTICLES

**Karcher, H.** (2025) How housing affects Seattle Public Schools enrollment. Enrollment Planning Research and Partnerships. [https://www.seattleschools.org/wp-content/uploads/2025/06/Enrollment-Study\\_Housing\\_Memo.pdf](https://www.seattleschools.org/wp-content/uploads/2025/06/Enrollment-Study_Housing_Memo.pdf)

**Karcher, H.** & SPS Enrollment Planning team. (2025). Investigating enrollment patterns and family decision-making in Seattle Public Schools. Enrollment Planning Research and Partnerships. [https://www.seattleschools.org/wp-content/uploads/2025/02/Enrollment-Divide-Study\\_ADA.pdf](https://www.seattleschools.org/wp-content/uploads/2025/02/Enrollment-Divide-Study_ADA.pdf)

**Karcher, H.** (2024, January). Not all student enrollment is created equal. South Seattle Emerald. <https://southseattleemerald.org/voices/2024/01/09/opinion-not-all-student-enrollment-is-created-equal>

Knight, D. S., **Karcher, H.**, & Hoang, T. (2022). School finance equity through accountability? Exploring the role of federal oversight of school districts under the Every Student Succeeds Act. *Peabody Journal of Education*, 97(4), 458-478.

**Karcher, H.** & Knight, D. S. (2020). State capacity and funding for school improvement under the Every Student Succeeds Act: Case studies of five states. *Journal of Education Human Resources*, 39(4), 397-429.

**Karcher, H.**, Chang, K., & Lu, J. (2019). Building organizational trust: Centering communities and using critical quantitative methodologies in the Road Map Project. [Policy report for the Bill and Melinda Gates Foundation].

### SELECTED PRESENTATIONS

**Karcher, H.** (2024, March). Comprehensive Plan 101: What it is and what you can do about it. Invited talk with House Our Neighbors. Seattle, WA.

Fu, Naishin & **Karcher, H.** (2024, February). The school-housing connection. Invited talk with Southeast Seattle Education Coalition. Seattle, WA.

### TECHNICAL SKILLS

ArcGIS, Atlas.ti, Dedoose, Google Platforms, RStudio, Advanced Excel, Spanish, SQL

### OTHER WORK EXPERIENCE

- Fuse Washington Civic Voices Fellow | Seattle, Jul. 2020-Nov. 2020
- Independent Education Consultant | Seattle, Jun. 2019-present
- UW Robinson Center Summer Enrichment Teacher | Seattle, Summer 2019
- ATAC Tutoring Education Consultant | Seattle, Sep. 2018-Jun. 2019
- Jackson Hole Tutoring & College Counseling Tutor | WY, Jan.- Aug. 2018
- La Esperanza Center English Teacher | Granada, Nicaragua, Sep.-Oct. 2017

# SEATTLE PLANNING COMMISSION

16 Members: Pursuant to SMC 3.6, all members subject to City Council confirmation, with 3-year terms, except for position 16 which serves a one-year term and is a Get Engaged member.

- 7 City Council-appointed
- 8 Mayor-appointed
- 1 Other Appointing Authority-appointed: Seattle Planning Commission

## Roster as of June 2026

Position Number	Position Title	Appointee Name	Term Begin Date	Term End Date	*Term Number	Appointed By
1	Member	McCaela Daffern	4/16/25	4/15/28	2	City Council
2	Member	Dhyana Quintanar Solares	4/16/25	4/15/28	2	Mayor
3	Member	Rebecca Brunn	4/16/25	4/15/28	1	City Council
4	Member	Kelabe Tewolde	4/16/25	4/15/28	2	Mayor
5	Member	T.J. Stutman	4/16/25	4/15/28	1	City Council
6	Member	Andrew L. Dannenberg	4/16/26	4/15/29	2	Mayor
7	Member	P Xiomara Alvarez	4/16/26	4/15/29	2	City Council
8	Member	Amir Ehsaei	4/16/26	4/15/29	1	Mayor
9	Member	Patrick W. Taylor	4/16/26	4/15/29	1	City Council
10	Member	Hailey P. Karcher	4/16/26	4/15/29	1	Mayor
11	Member	Cecelia Black	4/16/24	4/14/27	1	City Council
12	Member	Rose Lew Tsai-Le Whitson	4/16/24	4/15/27	2	Mayor
13	Member	Dylan Glosecki	4/16/24	4/15/27	1	City Council
14	Member	Nick Whipple	4/16/24	4/15/27	1	Mayor
15	Member	Dylan Stevenson	4/16/24	4/15/27	1	Commission
16	Get Engaged Member	Margaret Szeles	9/1/25	8/31/26	1	Mayor

## 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	4	4					1		4			1	2	
Council	3	4							6				1	
Other	1	0						1						
<b>Total</b>	<b>8</b>	<b>8</b>					<b>1</b>	<b>1</b>	<b>10</b>			<b>1</b>	<b>3</b>	

## City Council districts represented

Council District	District 1	District 2	District 3	District 4	District 5	District 6	District 7	N/A
<b>Total</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>1</b>	<b>4</b>	<b>1</b>	<b>1</b>	

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