

# EMMA C. GARCIA-CASTELLS

(830) 765-5129 | emmagarcia.castells@hotmail.com | [linkedin.com/in/emmagc](https://www.linkedin.com/in/emmagc) | [emmagc.com](http://emmagc.com)

## EDUCATION

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<b>Harvard Graduate School of Education</b>	Ed.M. in Education Policy and Analysis	May 2026
<b>The University of Texas at Austin</b>	B.S. in Applied Learning and Development with Honors Bridging Disciplines Program in Public Policy	May 2025

## PROFESSIONAL EXPERIENCE

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**Center for Education Policy Research, States Leading States – Policy Intern;** Cambridge, MA January 2026 – Present

- Supported a national research initiative by managing stakeholder outreach and partnerships with school leaders across states.
- Interviewed school leaders on cellphone policies, categorizing findings by response pattern and synthesizing results.
- Maintained and monitored multi-state data tracking pipeline to support coordination and inform decision-making.

**Center for Education Policy Research, Strategic Data Project – Outreach Intern;** Remote September 2025 – Present

- Managed evaluation and selection process for 100+ fellowship applicants, synthesizing feedback to inform selection decisions.
- Maintained candidate tracking databases in QuickBase, ensuring organizational data accuracy across applicant process.
- Researched potential partnerships and grant opportunities to support organizational capacity-building.

**The University of Texas System – Elevate TXEd Associate;** Hybrid, Austin, TX June 2023 – May 2025

- Designed and executed a data gathering project to build a comprehensive inventory of Educator Preparation Programs systemwide.
- Led development of a systemwide student ambassador initiative, building coordination infrastructure across nine universities.
- Managed multi-platform communications strategy to broadly disseminate program information to identified audiences.

**Texas Appleseed – Policy Intern;** Remote August 2024 – May 2025

- Tracked state legislation to identify gaps and develop evidence-based recommendations for expanding restorative practices.
- Authored a published policy analysis on HB 8 and Pell Grants, examining geographic disparities in higher education access.
- Prepared data-driven policy reports and briefs, translating complex findings into accessible tools for diverse stakeholders.

**Texas House of Representatives – Legislative Intern & Committee Support Staff;** Austin, TX May 2024 – August 2024

- Researched and analyzed legislation, producing bill analyses examining policy intent, trade-offs, and constituent impact.
- Served as official committee support staff for the House Committee on Homeland Security and Public Safety.
- Coordinated with constituents and external stakeholders, serving as a liaison to address inquiries and gather community input.

**The Holdsworth Center – Programs Intern;** Austin, TX May 2022 – April 2023

- Conducted qualitative interviews with school leaders on symbols of hierarchy, synthesizing findings into a report by theme.
- Supported leadership development programming across 40+ districts for 100+ leaders, tailoring materials and coordinating logistics per cohort.

## PROJECT AND RESEARCH EXPERIENCE

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**Course-Based Consulting Projects – The City of Boston;** HGSE

- Led the finance component and supported quality framework development for BPS's out-of-school time programming.
- Benchmarked OST programming across peer cities, mapping approaches to funding, governance, and quality.
- Conducted stakeholder interviews across principals, city partners, and community organizations, turning findings into recommendations.

**Course-Based Consulting Projects – Dream Opportunity;** HGSE

- Designed a mixed-methods evaluation framework with a logic model, data plan, and alumni tracking strategy.
- Conducted interviews with leadership and community engagement staff to identify evaluation priorities and inform proposal design.

**Course-Based Policy and Research Projects – K-12 Education Policymaking & Statistics for Educational Research;** HGSE

- Conducted policy analysis across topics including graduation requirements, student mobility, and accountability frameworks.
- Applied regression and statistical analysis to examine relationships between teacher demographics and student outcomes.
- Translated research findings into policy recommendations through written reports and data visualizations.

## LEADERSHIP ACTIVITIES

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**Elevate TXEd – Student Ambassador Lead Coordinator** Fall 2023 – Spring 2025

**Texas Center for Equity Promotion – Undergraduate Scholar** Fall 2024 – Spring 2025

**LBJ School of Public Affairs – Public Policy & International Affairs (PPIA) Fellow** July 2024

## SKILLS

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**Policy & Research:** Policy Analysis, Legislative Research, Program Evaluation, Data Synthesis

**Languages:** English and Spanish

**Communication:** Policy Memos, Technical Writing, Briefing Materials, Stakeholder Engagement

**Tools:** Microsoft Office, Google Workspace, R, Datawrapper, Flourish, Qualtrics, QuickBase, Canva