



**Kia Norman**  
**Director of Organizational Development**

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As Director of Organizational Development, Kia Norman provides oversight and management of organizational strategies, assists in employment issues, and manages development of initiatives to streamline human resource related policies and procedures utilizing technology. Prior to joining On-Target, Kia founded and directed a charter school and has extensive teaching experience.

Kia earned her B.A. in Sociology from the University of Pennsylvania.