

Executive Director, KIPP Dallas

Position: Executive Director

Functional Area:

Organization: KIPP Dallas

Location: Dallas, TX

Metro Region:

Overview:

KIPP, the Knowledge Is Power Program, is a network of 82 college-preparatory charter schools serving more than 20,000 students in under-resourced communities throughout the United States. Based on the profound success of the original KIPP Academies in Houston and the South Bronx of New York City, KIPP schools have been widely recognized for creating a new and exciting paradigm in public education, putting low income and minority students on the path to college. Since their founding, the original KIPP Academies have sustained track records of high student achievement and have become the model for new, locally run KIPP schools operating in high-need communities nationwide. KIPP's vision is that, one day, all public schools will foster an environment where students will develop the academic skills, intellectual habits, and character traits necessary to maximize their potential in high school, college, and the world beyond.

Following that model of success, KIPP Truth Academy opened in the fall of 2003 to serve the culturally diverse urban population of Dallas and has experienced consistent growth and high levels of student achievement since its founding. The first class of eighth-grade students has recently been promoted to some of the top high schools in Dallas, including Greenhill, The Hockaday School, Episcopal School of Dallas, and Townview. Additionally, several of other KIPP Truth students have been accepted into boarding schools in the Northeast—namely Middlesex School in Boston and ABC Strath Haven in Pennsylvania—and are receiving full grants and scholarships to cover all tuition and fees.

Building on the success of KIPP Truth Academy in Dallas and the KIPP network of schools nationally, KIPP Dallas will create a network of high-performing KIPP schools in Dallas to include multiple elementary, middle, and high schools.

Position:

The Governance Board of KIPP Dallas is seeking a highly motivated, dynamic, and entrepreneurial leader to serve as the network's first Executive Director. Reporting directly to the Board, the Executive Director will have primary responsibility for the strategic development, implementation, and management of all aspects of school performance and operations for this growing network of schools. Coming in at the early stages, s/he will lead a thorough strategic planning process and establish key relationships in the community that will ensure the ongoing growth and development of the KIPP Dallas network, from both a funding and partnership perspective. Overseeing all aspects of the organization, from administration to fundraising, the Executive Director will foster a collaborative and stimulating community culture for a diverse group of stakeholders including students, parents, faculty members, Board members and local leaders.

Responsibilities:

Strategic Planning and Growth

- Work collaboratively with the local Board, key funders and partners, and the leadership team to develop a strategic vision and implementation plan in accordance with the KIPP Foundation Growth Management frameworks

- Lead the development and management of school programs, procedures, and policies in alignment with organizational mission
- Build and manage a growing team of faculty, staff and school leadership
- Develop and manage strong, centralized business functions (finance, operations, budgeting, compliance, human resources, facilities management, marketing, IT) to support the growth of the region
- Provide financial leadership and oversee the strategic growth and fundraising efforts of up to \$10M

Academic and School Leadership

- Recruit and hire top talent for the school leadership and support teams; select and prepare school leaders in alignment with the KIPP School Leadership Program's selection and training process
- Design and implement an integrated professional development program and an effective accountability plan
- Build a strong, cohesive culture that reflects core KIPP values and establishes regional identity
- Drive organizational alignment across the regions' schools (including curriculum and instructional alignment), and provide support systems that drive academic achievement and character development
- Develop a clear framework for decision-making, specifically engaging school leadership and the Board, to ensure that the best possible decisions are made for the region

External Relations

- Articulate and advocate the school's mission and values publicly to generate support
- Identify and build relationships with other Executive Directors in the national KIPP network; demonstrate significant leadership within that community
- Develop, cultivate and manage relationships with local Board members, district and community leaders, political organizations and leadership to develop a strong community presence, foster key partnerships and ensure growth and sustainability for KIPP Dallas
- Ensure that all key constituents are communicated with and kept fully informed on key developments and national KIPP initiatives
- As appropriate, take advantage of opportunities to engage in national dialogue around issues of education and the charter school movement
- Work effectively with local media to create a strong, positive local presence; participate in select events and speaking engagements as a spokesperson for KIPP's mission and impact

Qualifications:

- At least 10 years of experience as a senior leader in a fast-paced, start-up or entrepreneurial environment; experience in an educational environment preferred
- Demonstrated success raising funds in a corporate or nonprofit environment to further the growth and expansion of a company or organization; sales and/or marketing background preferred
- Executive presence to inspire confidence and passion both internally and externally combined with the persistence and zeal to lead a mission-driven organization toward ambitious goals
- Exceptional verbal and written communication skills with the ability to create and deliver compelling presentations to diverse groups of stakeholders

- Proven ability to lead an organization through a strategic planning and implementation process
- Demonstrated commitment to the potential of urban youth to succeed in rigorous educational settings
- Entrepreneurial, positive problem solver with the ability to see opportunity in challenges
- Clear judgment, a mature interpersonal style and the ability to drive collaborative decision-making processes
- Bachelor's degree or equivalent experience required; Master's degree preferred

To Apply:

Please upload a resume and thoughtful cover letter, outlining how your skills and experience meet the qualifications of the position and stating how you heard about this opportunity, both in Word format and addressed to Dave Ellett at <http://jobs.cgcareers.org/application.aspx?id=1485> . Applications will be reviewed on a rolling basis.

An equal opportunity employer, KIPP Dallas values a diversity of experiences and opinions throughout its work and encourages individuals from all backgrounds to apply for this role.