



POSITION DESCRIPTION

Position: Director

Report to: CEO

Location: Minneapolis, MN

BACKGROUND

Great MN Schools is committed to ensuring that more students in Minneapolis have access to a great school. GMS partners with and invests in schools that are demonstrating success or are well positioned to do so, across all three sectors (district, charter, independent). We provide the expert guidance, funding and resources needed to create a community of great schools. We help successful schools expand, support improvement strategies for schools that show promise, and partner with struggling schools committed to dramatic transformation.

We are a sister organization to MN Comeback, which supports our partner schools by addressing the most-challenging conditions that schools face, including leaders, teachers, policy and facilities. MN Comeback convenes a broad coalition of advocates, families, educators and funders who work in partnership with us to create more great schools.

Our goal is to triple the number of underserved students attending a high performing school, from 3,500 in 2016 to 10,000 by 2022. To meet this ambitious goal, we are building out school support strategies that include new school starts, CMO expansion, school turnaround and good-to-great.

OPPORTUNITY

GMS is seeking a Director to join our dynamic and growing team. The Director will lead the Good-to-Great strategy development and implementation, including working directly with current and potential portfolio schools to maximize their impact. This is an ideal position for someone who is excited by the idea of joining a young organization, has a strong vision for what excellence in a school looks like, and wants to help a diverse group of schools achieve this goal. You should have the ability to think strategically, lead an initiative from concept through implementation, manage complex projects, and form strong relationships with educators. You must be passionate about and committed to K-12 education, and to ensuring all students have access to a rigorous, relevant and engaging education.

KEY RESPONSIBILITIES

Because we are a young organization, the Director will have the opportunity to shape and craft his/her contributions overtime. Identified key responsibilities include:

- Develop and roll-out the GMS Good-to-Great investment strategy. Currently this strategy is comprised primarily of subsidized technical assistance supports; we are looking to augment this support with multi-year direct funding and direct, intensive coaching. Program components that need to be developed include:
 1. determining criteria for school participation in diagnostic and planning process;
 2. identification and management of partner(s) to lead the diagnostic and planning process that feeds into plans considered for investment decisions;
 3. determining criteria for investment decisions – e.g. what schools / plans should receive multi-year funding; and
 4. development of the coaching component of the strategy, including identification and management of coach partners.
- Ongoing management of a portfolio of schools, including due diligence, grant management, relationship development, and partnering the GMS and MN Comeback teams to ensure school success. Portfolio may include schools outside of Good-to-Great strategy (eg. Turnaround).



- Prepare investment analyses, proposals, and recommendations for GMS CEO and board of directors.
- Collaborating with the other Directors, to ensure their schools are effectively accessing Good-to-Great and Technical Assistance supports, as needed (New schools, Expansion schools, Turnaround schools)
- Ongoing oversight of the Technical Assistance offerings, including Executive Coaching, Board Bank, Board Development, and any future offerings. Responsibilities include ensuring suite of supports is effective and addresses highest priorities of schools; identifying unmet needs and filling these gaps and ensuring alignment and integration of technical assistance offerings with coaching support.
- Coaching and supervision of the Project Manager, who directly supports the current Technical Assistance offerings, for that component of her responsibilities.
- Collaboration with the MN Comeback Talent team, to ensure Good-to-Great supports are leveraging and augmenting the talent supports (e.g. Relay, A-Net) already in place.

REQUIRED QUALIFICATIONS

The Director will be a passionate, visionary, and action-oriented professional who will lead our efforts to create more great schools in Minneapolis. S/he will have a deep belief that closing the opportunity gap in urban schools is possible and bring an entrepreneurial drive to lead transformational change across lines of racial, socioeconomic and political difference. S/he will also bring outstanding strategic thinking and project management skills, a results orientation, and experience leading school improvement work and/or high-quality schools. Specifically, the ideal candidate will bring the following experience, skills and personal characteristics:

Experience

- Bachelor's degree required, advanced degree preferred.
- At least five years of relevant experience in education.
- Proven success as an instructional leader, either managing a high performing school that effectively served an underserved community (as an AP or Principal) or leading an initiative that supported school improvement. Experience can be in the district, charter and/or independent sector.
- Experience in a leadership role, working collaboratively to design, launch and manage a program or strategy.
- Demonstrated success crafting strategy and developing and executing aligned plans
- Experience achieving goals in a fast-paced, innovative environment.

Skills

- Excellent interpersonal and communication skills, including written communications and the ability to build strong relationships with diverse groups of stakeholders.
- Excellent critical thinking and problem solving skills, including the ability to identify challenges and proactively generate creative solutions.
- Quantitative and qualitative data analysis and synthesis skills.
- Strong project management skills, including demonstrated ability to manage multiple projects and deadlines simultaneously.

Personal Characteristics

- Strong belief in the importance of high quality schools for all students, and in the role of a venture philanthropy fund to support this objective.
- Desire to work in a fast-moving, entrepreneurial environment, as a part of a collaborative team.
- A strong vision for rigorous and relevant instructional practice.
- Belief that educational change starts with ensuring more good schools; and that we can build upon the success of schools to help them achieve excellence.



- Sophisticated ability to build and manage relationships with diverse colleagues and stakeholders.
- Enthusiasm, team-orientation, strong work ethic and positive energy.

Compensation

Competitive and commensurate with experience.

Application

To apply, please send your resume and cover letter to Jennifer Stern at info@greatmnschools.org. The position will remain open until filled. Priority consideration will be provided to candidates that apply by May 6th.

For more information on Great MN Schools, visit www.greatmnschools.org