



**Position Posting**  
**Executive Director, Cleveland Transformation Alliance**  
**Posted: May 16, 2019**

**CONTEXT AND MISSION:**

The Cleveland Plan for Transforming Schools was adopted in 2012 with the support of Mayor Frank Jackson, the Cleveland Metropolitan School District, the Cleveland Teachers Union, local charter school leaders, educators, civic leaders, elected officials, business, philanthropy, community organizations, religious organizations, parents and students. Its goal is to ensure that every child in Cleveland attends a high-quality school and that every neighborhood has a multitude of great schools from which families can choose. The plan is built upon growing and expanding the number of quality schools in Cleveland—district and charter—and holding schools to the highest standards as they work in partnership to create dramatic student achievement gains for every child. The Cleveland Plan is supported by House Bill 525, signed into law in July 2012, which made sweeping changes to state law around district autonomy and flexibility, employment policies and practices, and charter school quality and collaboration. The Cleveland Plan has four major components:

- Grow the number of high-performing district and charter schools in Cleveland and close and replace failing schools;
- Focus district's central office on key support and governance roles and transfer authority and resources to schools;
- Invest and phase in high-leverage system reforms across all schools from preschool to college and career;
- Create the Cleveland Transformation Alliance to ensure accountability for all public schools in the city.

In November 2012, Mayor Jackson established the Cleveland Transformation Alliance (CTA), an independent, 501(3)(c) organization. CTA is a public-private partnership responsible for ensuring accountability for all public schools in the city. CTA's Board of Directors is comprised of a highly committed group of community leaders, representing the school district, local and state charter organizations, parents, educators, nonprofits, businesses and foundations. The Mayor serves as the chairperson of the Board and appoints all Board members.

CTA has four interdependent roles: 1) ensure fidelity to the citywide education plan, 2) assess the quality of all district and charter schools in Cleveland, 3) communicate to parents about quality school choices, and 4) monitor growth and quality of charter schools in Cleveland. CTA's Board of Directors meets eight times a year and is both a working board and an advisory body, performing much of its work through issue-specific committees.

In July 2013, CTA hired its first Executive Director and hired the second Executive Director in 2018. CTA is currently shaped to have two FTEs: the soon-to be hired Executive Director and the Program Coordinator. Several part-time contracted outreach workers, interns and consultants are a core part of the organization's work as well, helping leverage its capacity.

A strong organizational and operational foundation has been built and the next Executive Director will build upon the established tasks associated with the four interdependent roles noted above, shaped by a priority-setting exercise the staff and Board conducted in 2018, and work to promote the CTA brand as the "go-to" resource on school quality and options in the City of Cleveland. CTA's offices are housed within the Greater Cleveland Partnership (GCP)/ A portion of CTA's administrative operations is supported by GCP's finance and IT teams.

## **THE SEARCH:**

The Cleveland Transformation Alliance is seeking an Executive Director who can bravely and effectively lead the organization into the future. This person will work closely with Mayor Jackson, his Chief of Education, and CTA's full Board of Directors to lead the organization to sustainability, sound partnerships, and to be the most respected and trusted resource for school choice in the City of Cleveland.

The Executive Director will oversee the CTA team, including several consultants. The organization is in the process of contracting with a Fellow who will help lead the a strategic fund development planning process with the new Executive Director and Board members to expand the organization's funding base in 2019 and beyond, and the Executive Director will explore partnerships that could leverage its impact and ensure its sustainability. The coming year will be a critical year for communications related to the Cleveland Plan, and the Executive Director must lead strategic communication efforts that are distributed across many vehicles, platforms, and partners.

To be successful in this role, the Executive Director will harness the talent and skills of CTA Board members and, by extension, generate ownership of the mission throughout the community. The ideal candidate will bring a combination of successful non-profit, for-profit, civic leadership, and entrepreneurial experience, and demonstrated results working with a high-profile, issue-focused, mission-driven coalition. The Executive Director must deliver on expectations with timely reporting and quality products, but also drive the agenda beyond expectations through the thoughtful and creative engagement of CTA partners and the wider Cleveland community. This is a hands-on position for an Executive Director who is comfortable leading a high-visibility effort, but who understands the role of a convener and organizer who takes an active day-to-day role in all levels of the work, and leads by example, as well as oversight.

The search committee is especially interested in a candidate who will be able to demonstrate their ability to be a respected and credible truth-teller, be politically astute, have a strong character and an ability to thrive wearing multiple hats, and be masterful in facilitating and building consensus. Someone with a background in education, advocacy, and/or fundraising is desirable, but we are open to thinking creatively regarding background.

Under the next Executive Director, the Cleveland Transformation Alliance will continue to build its capacity to address critical issues facing education in the City of Cleveland. This is an extraordinary opportunity for an entrepreneurial individual to make a significant impact on school quality and choice for Cleveland students and families, while leading a national model for groundbreaking work in urban education reform. While employed by CTA, the Executive Director will report to Mayor Jackson as the Chair of the Board of Directors or his designee.

## **QUALIFICATIONS:**

The Executive Director will be a proven manager and mission-driven consensus builder who can keep all stakeholders focused on mission, purpose, values and strategy. She or he must have a comfort level with the high-stakes nature and public visibility of the work. The selected candidate must be able to communicate effectively and equally with a broad spectrum of community stakeholders, be clear about the need for transparency, and succeed at drawing out the best from CTA partners, whose constituencies and perspectives may differ on key issues. Demonstrated success in strategy, planning, and implementation of mission building, civic engagement, and fund raising will be critical.

Although no one individual will possess all the desired qualifications and attributes, the successful candidate will bring many of the following assets to the position:

- Talent for executing and communicating a vision, fusing drive with exceptional managerial know-how to shepherd people and projects;
- Entrepreneurial, non-traditional mindset to recognize and seize opportunities to advance the mission;
- Top notch organizational and management skills;
- A skilled fundraiser with grant writing and fund development skills;

- Ability to set an agenda built upon consensus for achievement of common goals with energy and vision to implement effectively and appropriately;
- Demonstrated ability to lead and partner with an engaged Board of Directors to achieve common goals and agenda;
- The ability to develop outcome measures and bring about measurable success;
- Desire and ability to accomplish big things with limited resources, and to work on both high-level strategy and the details;
- A team player who values results and who possesses the self-confidence and humility to adapt to the myriad of roles and relationships with whom this person will partner;
- A person of integrity and someone who can have hard, important conversations when necessary;
- Excellent written and oral communications skills and relationship-building skills;
- Ability to present comfortably and credibly in public forums; and
- Passion for the mission of the highest quality education for all.

**COMPENSATION:**

Salary and benefits are competitive.

**TO APPLY:**

Résumés, accompanied by a letter of interest outlining how your experience aligns with the opportunities and challenges of the position and with the mission of CTA, along with three professional references, may be sent to: [jsmall@janusmallassociates.com](mailto:jsmall@janusmallassociates.com). Please put “CTA” in the subject line. Review of applications will begin during the week of May 27, 2019. For more detailed information about the Cleveland Transformation Alliance and *Cleveland’s Plan for Transforming Schools* visit [myCLEschool.org](http://myCLEschool.org).