



ORGANIZATION: Teach for America – Greater Philadelphia
POSITION: Executive Director
REPORTS TO: Senior Vice President, Regional Operations
LOCATION: Philadelphia, PA
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ABOUT TEACH FOR AMERICA

Teach For America is the national corps of top recent college graduates who commit to teach for at least two years in urban and rural public schools and become lifelong leaders in the effort to expand educational opportunity. Our mission is to build the movement to eliminate educational inequity by enlisting the nation's most promising future leaders in the effort. At the start of the 2011-2012 school year, more than 9,000 first- and second-year Teach For America corps members began teaching in 43 regions across the United States. Since 1990, Teach For America corps members have reached more than three million students. Nearly 24,000 Teach For America alumni are working in education and many other fields, where they continue to advocate for students and families in low-income communities. While only one in six corps members was interested in the teaching profession before joining Teach For America, nearly two-thirds of its alumni remain in the field of education. Teach For America's culture and work is grounded in and guided by a deep commitment to pursuing true transformational change for students growing up in low-income communities. It is a leadership development organization – committed to fostering staff members, corps members and alumni who establish a clear and bold vision for the future, set measurable and ambitious goals, and work purposefully and strategically to achieve that vision. It is an organization committed to its people, to diversity and inclusion, and to operating with respect and humility toward the other important people and organizations working to advance the cause of educational excellence for all children. We are a high-growth, outcomes-oriented organization, with a \$220 million budget and over 1,500 staff. In 2011 and 2012, we were named a Fortune 100 Best Company to Work For. We operate in an entrepreneurial environment, maintain focus on quantitative measures, and are committed to continuous improvement.

POSITION SUMMARY

We are seeking an executive director to maximize Teach For America's impact in Greater Philadelphia, both in the short term as we work to achieve our ambitious growth goals, and in the longer term to drive the vision and plan to end educational inequity in Greater Philadelphia. The work of the executive director is grounded in the ability to invest and engage local stakeholders as vital partners in this work and to effectively hire, manage and develop a team of high performing individuals to accomplish measurable results against ambitious goals. Teach For America's 43 executive directors are a part of the national senior leadership team and operate at the forefront of ending educational inequity in this country, impacting the life trajectories of thousands of children.



The Greater Philadelphia executive director is supported by a local advisory board, reports to a senior vice president of regional operations, and manages a team of nearly 30 regional staff members.

Today in Philadelphia, only 61% of kids from low-income backgrounds graduate from high school within four years, and only 10% will go on to graduate from college. It's clear that not all of Philadelphia's students are getting the education and opportunities they deserve.

Since 2003, Teach For America - Greater Philadelphia has been working in partnership with schools and community members across the region to change this reality. Each day, more than 250 corps members strive to be transformational teachers and leaders for the students of Philadelphia, Camden and Trenton, NJ.

RESPONSIBILITIES

Responsibilities include, but are not limited to, the following:

Set overarching regional vision and direction and work to establish Teach For America as an integral partner in the Greater Philadelphia education reform community

- Be the face and voice for Teach For America in Greater Philadelphia.
- Chart our course in the region, to maximize our impact in the short and long run, and to take our region from good to great by maximizing the power of our alumni, increasing corps member performance on student achievement, and building sustaining partnerships with others as we work to end education inequity.
- Build staff capacity and infrastructure and manage relationships with key stakeholders to sustain scale.
- Build political capital to ensure Teach For America becomes part of the social and educational fabric of the region.
- Work effectively with local media outlets and national communications team to elevate our presence in the Greater Philadelphia region.

Engage and cultivate stakeholders

- Focus close to 50% of time on growing and maintaining a sustainable, diversified state-wide funding base that will include gifts from individual, corporate, foundation, district, local and state sources totaling \$7-10 million.
- Cultivate and ensure the ongoing engagement and support of a portfolio of influential individual, corporate, and foundation donors.
- Develop and implement a strategy for maintaining and growing our public support, from district, local, and state sources.
- Value and build relationships with community leaders and members to ensure our work is informed by the local perspective.
- Cultivate strong relationships with current school partners to place corps members and alumni leaders with an eye toward maximizing scale and sustainability.
- Help build relationships with new districts and geographic areas in line with the regional 2015 growth plan.



- Continue to engage and enlist board members that will help us maximize our impact in the region. This includes seeking a diverse group of board members who have the influence and networks necessary to support the effort to reach our goals, ensuring we maximize each board member's potential contributions, and that the group as a whole is strong.
- Support teacher leadership development by coaching team to create a larger force of transformational teachers impacting thousands of students throughout Greater Philadelphia on their path to and through college.
- Establish relationships and communications with corps members, alumni and staff members across teams to build a strong culture and inform our plans.

Build and manage a team

- Build a strong team and ensure staff members are maximizing their individual potential within the larger organization, with explicit professional development priorities.
- Steward a strong culture based on our core values and reflective of our commitment to diversity and inclusiveness.
- Cultivate and seek the talent we need for staff positions in the Greater Philadelphia region and throughout Teach For America.

Manage region towards ambitious goals

- Set annual goals that are in line with our strategic plan and strike a balance between ambition and feasibility.
- Ensure strong strategic planning and execution of the Teach For America program continuum of matriculation, placement, orientation, and ongoing professional development for all corps members to meet goals.
- Ensure strong strategic planning and execution of:
 - a strategy to accelerate the engagement and leadership of our alumni as a force for change
 - development operations to ensure continued growth, diversification, and sustainability
 - efficient office operations as staff grows

CANDIDATE SKILLS AND MINDSET

The successful candidate will be passionate about issues related to education inequality, social justice, and/or human rights. S/he will be a seasoned, self-aware strategic leader with compelling management and operational execution experience. Ideally, the candidate will come to the role with experience in the education reform movement, existing relationships with key external constituents connected to TFA's work, and experience in fundraising. The ED must have:

- A verifiable track record of achieving excellence and successful outcomes in his/her chosen field.
- Highly developed strategic thinking/execution skills that allow him/her to successfully lead and manage projects, groups, or organizations to achieve desired results.
- A deep understanding (preexisting or developed through the interview process) of the mission and core values of Teach For America and a passion for ending education inequality.
- Excellent communication and relationship building skills.



- Enjoys and is skilled at coaching others and playing a role in their long-term professional development.
- Philadelphia roots and/or a willingness and ability to quickly understand the education reform landscape in Philadelphia and establish oneself as a key player in the movement to end educational inequity.
- Gravitas, maturity, sophistication, and a sense of urgency.
- Bachelor's degree required.

SALARY AND BENEFITS

Salary for this position is competitive and depends on prior experience. In addition, a comprehensive benefits package is included.

ANTI-DISCRIMINATION POLICY AND COMMITMENT TO DIVERSITY

Teach For America seeks individuals of all ethnic and racial backgrounds to apply for this position. We are committed to maximizing the diversity of our organization, as we want to engage all those who can contribute to this effort.