

URBAN TEACHERS

Every child deserves a great teacher, every year. Urban Teachers is making it possible with a game-changing approach to urban teacher preparation. We equip every new teacher with the tools they need to make an immediate difference in student learning.

Position Description: Chief Executive Officer

OVERVIEW

The least effective and least experienced teachers often serve our most-at-need, low-income students. [Urban Teachers](#) is changing the equation in urban education, offering high-need schools a source of effective teachers who are ready to make a difference in students' lives and committed to a career in teaching. Urban Teachers' believes that a combination of selective admissions; rigorous, clinically-based coursework; a year-long residency in classrooms, and ongoing support and coaching from skilled teacher educators for a teacher's first four years, will result in more effective teachers for our urban schools.

Since 2010, Urban Teachers has grown rapidly to meet demand, welcoming over 680 aspiring teachers in district and charter schools in Baltimore, MD, Washington, DC, Dallas, and Fort Worth, TX. This year, more than 20,000 students across 101 public district and charter schools in these cities will be taught by Urban Teachers' new and aspiring teachers. Urban Teachers' rigorous, multi-measure evaluation system assesses candidates based on teaching practice, growth mindset/professionalism, and student learning, thereby ensuring that every teacher recommended for certification is effective.

OPPORTUNITY

After eight years of entrepreneurial leadership, co-founder and Chief Executive Officer Jennifer Green will leave Urban Teachers in mid-2018, and the incoming CEO will inherit a healthy, stable organization, strong team, and nationally recognized, field-changing teacher preparation program poised for greater impact.

This position represents a unique opportunity to disrupt and transform the field of teacher preparation, and ensure that high needs schools have access to high-quality teachers. Having spent the last eight years creating a world-class model for preparing teachers who deliver the highest student achievement in a matched cohort comparison, Urban Teachers has, in the past three years, grown by over 200%, to more than 300 teachers per year, in three cities. Not only has the number of teachers in the program grown, but so have the strength and cachet of the program itself, as they have leveraged a partnership with Johns Hopkins University to offer graduate coursework that leads to the awarding of a Master's degree in education. All of this has helped to create teachers that stay in teaching - as Urban Teachers trained teachers have a 50%+ higher retention rate than their peers.

What's more, Urban Teachers staff are learners themselves, committed to self-reflection, professional growth, and organizational health. This commitment is marked by a meaningful investment in ongoing professional development, focused on diversity and equity, aimed at increasing cultural humility internally and in the field.

Today, Urban Teachers' business model is designed to be self-funding through teacher placement fees and tuition, at a scale of 1,000 teachers per year. With an eye towards sustainability and scale, the

incoming CEO will be responsible for leveraging and refining the core program model to enhance program value and stimulate growth.

OUTCOMES

Urban Teachers' is seeking a CEO committed to raising the profile of the organization, improving the model, and leading Urban Teachers to results that set a new standard for the way teachers are prepared, while dramatically improving outcomes for students in the highest needs urban schools.

The CEO will be an exceptional strategic and visionary leader, ready to take calculated risks, and seize opportunity, even in the face of uncertainty or inconclusive information. An outstanding, versatile communicator, the CEO will possess the passion and presence to promote Urban Teachers, and gain allies across a wide range of stakeholders, from schools and districts, to communities and policy makers.

Specifically, ***the CEO will partner with the board and Urban Teachers leadership team to drive these outcomes:***

- **Organizational Excellence**
 - Set a strategic vision for the organization; oversee development of clear milestones, short and long-term goals, key business and program impact metrics
 - Identify, recruit and retain top talent for both the Board and staff
 - Foster a culture of entrepreneurship, results-orientation, accountability, inclusivity and humility
 - Build systems and technology infrastructure required to enable ambitious growth
- **Growth and Impact**
 - Increase in the number of recruits to 1000 annually through expansion to a set of new markets and significant growth in current markets
 - Develop the next iteration of the program's financial model, creating a compelling value proposition for candidates and schools
 - Develop, refine, and improve the core program model to enhance program value for program participants, district, and school partners
 - Double budget and number of employees
- **Financial Sustainability**
 - Lead the effort to make the organization financially sustainable through significant increases in earned revenue
 - Oversee the development of a strategic plan and necessary development support to raise \$5 – \$10 million annually in philanthropic funding to bridge to sustainability and support R&D efforts
 - Review and refine program cost structure to maximize impact for students
- **National Leadership**
 - Elevate Urban Teachers' best practices approach to preparation and results to fortify the program's value proposition
 - Attract more national attention, influence the field, and position the organization for growth
 - Increase Urban Teachers' champions nationally and across stakeholders

QUALIFICATIONS

Candidates must bring a compelling combination of:

- demonstrable experience scaling innovation through a multi-site organization; setting the vision for, overseeing and leading the development of the people, process, partnerships, and technology necessary to scale to 1000 residents in 5+ cities;
- proven commitment, competence, and credibility to work with people of diverse backgrounds, cultures, socioeconomic levels and perspectives and create inclusive culture;
- the appetite and ability to raise the capital necessary for growth and additional annual revenues for innovation and R&D from national foundations and individual donors;
- relevant product knowledge, including insight and expertise in the field of teacher preparation/district support, as well as the development, management and delivery of innovative programs with a focus on quality and improved student outcomes; and
- the capacity to create visibility for Urban Teachers as “the face” of the organization by representing its mission and successes to district leaders, school administrators, teachers, funders, the media, policymakers and the general public.

Additionally, they will bring:

- **Executive Level Leadership:** significant experience in a senior staff or executive management position with a keen understanding of emerging trends in K12 education and credibility in the sector;
- **Strategic Agility and Entrepreneurship:** the ability to see ahead clearly, anticipate future consequences and trends accurately; and offer broad knowledge and perspective; the experience and savvy to paint credible pictures and visions of possibilities and likelihoods, and create competitive and breakthrough strategies and plans;
- **Quality Decision Making:** a history of making good decisions based upon a mixture of analysis, wisdom, experience, and judgment; and creating solutions and making suggestions that turned out to be correct and accurate when judged over time;
- **Business Management and Operations:** the managerial and financial acumen required to leverage resources, seize opportunities, and maximize impact;
- **Communications:** ability to listen, and communicate clearly and succinctly in a variety of settings; can get messages across that have the desired effect; and
- **Authentic Humility:** willingness to assess oneself and one’s limitations; openness to new ideas, contradictory information, and advice.

EDUCATION

A Bachelor’s degree from an accredited institution required; Advanced degree strongly preferred.

LOCATION

Baltimore, MD or Washington, DC.

COMPENSATION

Salary is competitive and commensurate with qualifications and experience. Benefits include medical and dental insurance, retirement, disability, and generous vacation and paid time off.

APPLY

The review of applications will begin immediately and will continue until the position is filled.

Applications, including a cover letter and resume, should be submitted electronically, and will be considered on a rolling basis. Nominations, applications, or inquiries about the position and/or the search process should be directed to Leslie Nair via leslie@promise54.org.