



Position Description: Chief Executive Officer

Background

City Education Partners (CEP) exists to ensure that every child living in the city's "urban core" attends a high-quality school that celebrates their identity and community, and empowers them to live a life of self-determination and choice. The urban core includes San Antonio Independent School District (SAISD), Edgewood ISD, South San Antonio ISD, and Harlandale ISD, where (at the time of CEP's inception) only 9% of schools were meeting or beating the state's student achievement standards. These districts, and the charter schools within the core, serve over 100,000 students, 95% of whom are students of color, most of whom live below the federal poverty level and have been underserved by the education system.

Over the last five years, CEP has been laying the foundation to make San Antonio a national model of education excellence. Through our strategic and steady efforts, and in collaboration with community partners and funders, we have:

- launched San Antonio School Finder which provides parents with transparent information on local school choice options and had over 32,000 unique visitors in its first year of existence;
- supported the recruitment and training of over 400 new teachers to the urban core;
- launched community-wide racial equity trainings which have sparked conversations and catalyzed equity-focused work across the city, including within 12 ISDs now participating in a CEP-led racial equity coalition;
- played a role in increasing, from approximately 6000 to over 30,000, the number of students in the urban core who attend schools rated "A" or "B" by the Texas Education Agency;
- incubated a parent power organization which is actively training parents in education advocacy in both English and Spanish, and
- disbursed \$100,000 in microgrants to provide immediate assistance to schools and students affected by COVID, and then invested another \$100,000 to catalyze a city-wide effort to address the digital divide faced by many students within the urban core.

CEP is an independent 501(c)(3) organization, governed by a board of directors composed of mission-aligned civic, community, philanthropic and education leaders. CEP is eager to shepherd coalition building to further organize and activate families and communities, and cultivate philanthropic, civic and business leaders to raise their voices and leverage financial resources in order to increase access to high quality public education in San Antonio. Specifically, CEP endeavors to marshal the following tools and resources to support the local education ecosystem:

- **Diversity, Equity, Inclusion and Antiracism** – We have evolved our approach, and have become more firmly grounded in dismantling systems of oppression. We recognize the foundational importance and power of diversity, equity, inclusion and antiracism as drivers of change. CEP will

champion family and community engagement, and provide robust internal and external support for our next CEO.

- **Strategic Leadership** – CEP will continue to steward productive partnerships in support of a vision and set of strategies developed to dramatically improve academic outcomes in San Antonio’s core, and to hold all stakeholders accountable for achieving those outcomes.
- **Investment** – CEP will raise and coordinate the use of philanthropic resources for investments in quality schools’ development, parent and community engagement and expanded pipelines for effective school leader and teacher talent. We will leverage our relationships with leading San Antonio funders, including the Goldsbury Foundation and the San Antonio Area Foundation to attract other local and national investors.
- **Advocacy** – CEP will work to ensure the existence of conditions that support the success of quality schools, including autonomy for school leaders to make the best decisions for their students, clear performance expectations and consequences, parent empowerment, and equitably allocated resources to support the growth of what is working.

In 2018-2019 there were 34,178 high-quality seats in San Antonio’s urban core. CEP has plans to support doubling that number by 2029-30 by funding innovative schools and school model development that authentically reflect the needs and desires of the communities in which they will operate. With our lean, nimble and entrepreneurial organization that relies equally on community partners and our own adaptive team, we will support strategic partnerships, and steward a broad set of relationships in order to catalyze an education renaissance in San Antonio.

We are proud of the inroads that we have made, and of their impact on the community. Learners ourselves, we have taken some lessons along our journey of the last five years, and commit to continued humility, reflection and accountability, particularly as we embark on our search for a leader whose own lived experience will inform both a broader perspective and a sharper lens on the work.

Role and Responsibilities

Putting DEIA at the center of all we do, and evincing a deep respect for the talents of teams and community members, the CEO will lead all aspects of the organization, including development, finance, operations, talent, strategy and relationship management. Key responsibilities of the CEO will include:

- serving as the face of CEP, articulating its vision, leading outreach and communications efforts, and representing the organization and its high-quality seats initiative with key stakeholders throughout the community;
- establishing systems and infrastructure, refining strategies and developing investment criteria for deploying philanthropic investments and evaluating impact;
- securing funding from foundations and other mission-aligned investors and building strong relationships with key strategic partners;
- driving efforts to diversify the Board and team to more squarely center equity and reflect the San Antonio community, and
- identifying and advocating for state and local level conditions that optimize the success of quality schools.

Qualifications

The CEO must be a champion for equity and firmly committed to the proposition that every child in San Antonio deserves access to a quality school. They must believe that change is possible and that CEP's ambitious goals are attainable.

Beyond these characteristics, the CEO should have the vision, entrepreneurial spirit, discipline, tenacity and imagination required to support the creation and sustainability of great schools. The CEO must also be comfortable with complexity, adept at management of relationships and capable of inspiring confidence and earning the respect of others across lines of difference including race and class. Additionally, candidates for this position will possess the following types of **skills and experiences**:

- Deep commitment and connection to the urban public education landscape and ability to create great schools
- Experience as part of a forward-thinking and focused executive leadership team, ideally in the context of start-up or high growth
- Experience leveraging community assets and diverse perspectives to drive change
- Tested expertise in financial management and analysis, including the ability to leverage resources to maximize impact
- Experience in building and maintaining strategic partnerships with nonprofit organizations and the public sector
- Demonstrated ability to attract, hire, develop, and retain a diverse group of team *and board members*, and recognize and leverage their talents in a way that inspires commitment, cohesion and a collaborative, high-functioning culture

Reporting

The CEO will be selected by and report to the Board of Directors. Direct reports currently include the senior director of community engagement, director of innovative projects and community engagement organizer. It is anticipated that the CEO will make several new hires as plans for the work materialize and require some additional capacity.

Compensation

Competitive and commensurate with experience.

Location

San Antonio, Texas

How to Apply

The Executive Search team at [Promise54](https://www.promise54.org) is supporting CEP in this search. The review of applications will begin immediately and will continue until the position is filled. For best consideration, applications should be submitted electronically prior to January 15 and should include a letter of interest and a current resume. Nominations, applications, or inquiries about the position and/or the search process should be directed to Leslie Nair at leslie@promise54.org.