



**The Commit! Partnership  
Director of Educator Initiatives  
Position Opening**

**OVERVIEW**

Founded in 2012, **The Commit! Partnership** (“Commit!” or “The Partnership”) has become the largest educational community-based collective impact organization in the U.S. as measured by either staff, by budget, or by total students supported (790,000+ ages 0 thru 22). Encompassing **190+ partners across Dallas County**, including almost every public school district, higher education entity and large foundation in the region, the Partnership also encompasses numerous independent private schools and public charter networks, businesses and educational non-profits. The Partnership’s overriding vision is relatively simple and straightforward: our community, working together, to ensure that all students receive an excellent and equitable education.

Day-to-day Partnership work is supported by a **dedicated full-time staff of roughly 25 professionals** as well as **two major global management consulting firms (the Boston Consulting Group and Bain & Co.)** who’ve agreed to dedicate their time and resources to support two of The Partnership’s critically important “priority areas” within our region’s local educational continuum - **early childhood and educator pipelines, respectively**. The Partnership’s current budget of **roughly \$5 million annually** represents less than one-tenth of 1% of the area’s \$5 billion+ in K-12 spending and provides tremendous community leverage in improving outcomes.

The Partnership, led by its board of directors and informed by a broad and diverse Leadership Council, effectively serves as a community navigator, lifting up strategic initiatives based on robust data analysis and local expertise. The first initiative lifted up was “Early Matters Dallas”, focused on improving early childhood outcomes and culminating in a true north goal of substantially improved 3<sup>rd</sup> grade literacy rates. The second initiative is “Best-in-Class DFW”, focused on growing the number of effective and diverse campus leaders and teachers in front of the 1.2 million students in the Dallas-Fort Worth region. Each initiative is guided by a community strategic and is supported by a dedicated advisory board responsible for fundraising, advocacy, and monitoring community progress against the strategic plan.

Over 100 different local, regional and national investors have supported the backbone to date. They include major foundations, high net worth philanthropists, and corporate partners, all of whom believe that **investing in a dedicated backbone organization, armed with powerful data and the power to continually convene and align stakeholders**, will lead to meaningful systems change as public and philanthropic funding streams align strategically behind what is needed to grow the number of students with a post-secondary degree or technical certificate.

While The Partnership’s current geographic scope is Dallas County, its early success has led to its recent agreement to support similar burgeoning efforts in Ft. Worth/Tarrant County (350,000 K-12 students) and Houston/Harris County (~900,000 K-12 students). **Collectively, these three regions educate 1 in 3 children in Texas and roughly 4%**

**of the nation's K-12 population.** When aligned in the future by common data and goals, **these regions could prove a powerful force behind aligned advocacy to alter state public funding streams and key policies** benefitting students.

## **OPPORTUNITY**

The Partnership has a unique opportunity for a Director of Educator Initiatives to lead our region's "Best-in-Class" effort. With over 70,000 teachers working across over 60 school districts and charter networks and over 7,000 new educators hired annually, successful implementation of our regional strategy has the potential not only to secure a brighter future of hundreds of thousands of local students, but also to influence education strategy across the state and the nation.

## **POSITION**

The Partnership is seeking a collaborative and experienced leader for the Director of Educator Initiatives who possesses the necessary skills required to lead and manage implementation of our educator strategy, including guiding its dedicated advisory board while also serving as a senior member of the Commit! backbone team.

Our region's Educator Initiatives strategy focuses on four critical levers:

- Attracting a greater number of well-prepared educators, who are increasingly representative of Dallas-Forth Worth student body demographics, to work in our highest need schools
- Ensuring that all educator candidates go through certification programs and induction that prepare them effectively for classroom and school leadership
- Strengthening existing educator quality through improved, differentiated professional development supported by highly effective school leaders
- Increasing retention of quality, diverse educators by supporting schools and districts in proven retention strategies such as expanded career path options and an enhanced teaching environment

Specific **RESPONSIBILITIES** include:

### Organizational Leadership

- Provide thoughtful, adaptive leadership of our educator strategy, supporting staff development and building the relationships and systems that will be critical to the successful implementation of the effort
- Credibly represent Commit! as the public face of regional Educator Initiatives when helpful, while also understanding when to lead from behind in facilitating the collective impact bodies through which our partner organizations will implement change on the ground – the Educator Initiative Advisory Board, its associated Alignment Council representing area providers, and Working Groups
- Work across internal teams within Commit! – including data, fundraising, budgeting, and marketing/communications – to align priorities, marshal needed resources, and provide content expertise and direction

- Lead and manage a dedicated team of three staff people housed within Commit! while coordinating with additional resources found within both Educate Texas (a key strategic partner, funder and collaborator in this work) and Bain & Co

#### Relationship Management and Collective Impact Facilitation

- Cultivate strong, collaborative relationships with leaders of partner organizations – including school districts, institutes of higher education and other educator preparation programs, and philanthropic organizations – attracting and maintaining their engagement in the Advisory Board, Alignment Council, and Working Groups
- Build and maintain productive working relationships with chairpersons of each body and help maintain their enthusiasm and energy for the work
- Provide data to inspire and inform action by the Advisory Board, Alignment Council, and Working Groups, along with regular reports on progress against goals and indicators; with Educator Initiatives team, provide guidance and support to partner organizations in aligning their efforts to the Educator Initiatives strategy
- Manage staff providing facilitation of the Advisory Board, Alignment Council, and Working Groups, including assisting in meeting agenda setting, preparation of meeting materials, and ongoing group communications
- Build upon the Partnership’s identity as a respected, effective convener of these groups and its ability to inspire collective action without formal authority

#### Strategic Implementation and Continuous Improvement

- Build deep understanding of our regional educator strategy; lead its implementation, including providing guidance and direction to staff members in planning for and managing execution of each key strategic initiative
- Drive continued alignment on and excitement about our regional strategy among partner organizations
- Oversee the development and implementation of a shared Educator Initiatives measurement system that will track outcomes and indicators and use the results to inform continuous improvement; coordinate outcome and indicator refinement with the Advisory Board, Alignment Council, and Working Groups, ensuring that all partner organizations are on board with the shared targets
- Oversee the work of a data team member, including the creation of regular summary reports on Educator Initiatives progress
- Implement a continuous improvement process, utilizing data on outcomes and indicators to identify improvements in strategic plan implementation and, in the long-run, any necessary adjustments to the strategy

#### Resource Management

- Develop and manage the effort’s annual budget

- Identify capacity gaps within the dedicated team and create hiring plans that acknowledge and plan for possible organizational growth and contraction
- Select, contract with, and oversee the work of consultants as appropriate

## **QUALIFICATIONS**

Above all, the successful candidate will bring to the role a firm belief in creating conditions to ensure every child in the DFW region receives an excellent and equitable education. Further, s/he will have both deep expertise in education policy and/or administration and experience providing high-level strategic thinking and management. S/he will possess the following additional professional skills, experience and personal characteristics that validate her/his stated readiness to lead a broad based regional initiative:

- BA/BS required; graduate degree in educator policy and leadership, business administration, or management, and/or comparable experience, preferred;
- a minimum of 7 to 10+ years of experience in a senior staff or executive management position in at least one public policy organization, such as a state agency, school district, federal administration, or prominent and relevant non-profit;
- a professional background yielding deep familiarity with education and human capital policy and practice, and the dynamics of the organizations and political affiliations that shape it;
- experience serving as an external leader and spokesperson for an organization, and as a public thought leader in the space;
- experience setting and executing data-informed strategy and effectively motivating outcomes across diverse, peer constituents;
- a track record of providing inspiration, distributed leadership fostering a productive and results oriented culture;
- the managerial and financial acumen required to leverage assets and resources, seize opportunities, and maximize impact;
- strong presence, persuasive verbal communication skills and strong written communication skills;
- independent self-starter who embraces a collaborative work environment; resilience, creativity, and open-mindedness;
- excellent attention to detail and execution of multiple concurrent projects at various stages of maturity;
- experience at the school level, or other experience that yields understanding of teachers, school leaders and relevant human capital levers;
- A high degree of self-awareness, and excellent interpersonal skills

**LOCATION:** Dallas, Texas

**COMPENSATION:** Salary is competitive and commensurate with qualifications and experience.

**TO APPLY:** Interested candidates should email a cover letter and resume to Sagar Desai at [sagar.desai@commit2dallas.org](mailto:sagar.desai@commit2dallas.org). Please reference the "Director of Educator Initiatives" position in the subject line. For more information, [read more about us](#) or contact Sagar with questions.