



## **President Instruction Partners**

### **THE SEARCH**

Instruction Partners, a national nonprofit organization focused on strengthening instructional leadership, seeks a collaborative, innovative, and mission-driven leader to serve as its inaugural President as it shifts from a single CEO to a President/CEO model. This is a unique opportunity to join an impactful and growing organization and play a central role in ensuring that Instruction Partners effectively meets its ambitious goals for the future. The President will be a leader on strategy, alignment, and execution across the organization and will report directly to – and work closely with – the co-founder and Chief Executive Officer (CEO), Emily Freitag.

Instruction Partners aims to ensure that all students experience an excellent education that prepares them to contribute to their community, achieve economic security, and pursue their dreams. The organization seeks to strengthen instructional leadership in schools, school systems, and states to equip teachers with the support they need to improve learning experiences and outcomes for students. Their work particularly focuses on supporting students of color, students experiencing poverty, multilingual learners, and students with disabilities. Dedicated staff spend time getting to know the needs of the educators, leaders, and systems they serve, enabling them to co-create service plans with partners to support partner goals. Instruction Partners and its 160 staff members currently serve 75 school systems, 19 regional service centers, and five state agencies around the country.

In recent years, Instruction Partners has experienced rapid growth and is launching an ambitious five-year strategic plan. To support the success of this plan and the organization overall, Instruction Partners is adding a President who will lead all teams of the organization, coordinate work across the organization, maintain a people- and values-driven culture, and serve as a critical partner to the CEO and leadership team on long-term strategy. Specifically, the President will drive day-to-day activities, working closely with the leadership team to execute organizational goals; model and support cultural leadership aligned to Instruction Partners' [core values](#), ensuring staff across the organization feel supported and providing resolutions as needed; create cross-team systems, resulting in seamless information sharing and decision making; and partner with the CEO on external affairs, monitoring for alignment between fundraising efforts, current organizational goals, and meaningful engagement with school partners.

The ideal candidate will be a values-, outcomes-, and people-oriented leader who brings the following: a deep commitment to the mission of Instruction Partners; significant prior experience leading in an education-focused service provider (ideally experience leading work in school systems and education service-providing

nonprofits); an understanding of education at multiple levels and how different actors interact to support change; prior experience managing large teams, including managers and team leaders; experience helping a diverse group find and hold clear to a focus; experience as an effective team facilitator; strong communication skills; and the ability to lead and engage in deep, productive, and honest work on diversity, equity, and inclusion to advance antiracism.

Instruction Partners has retained Isaacson, Miller, a national executive search firm, to assist in the recruitment of the President. All inquiries, nominations, and applications should be directed in confidence, as noted at the end of this document.

## **THE ORGANIZATION**

Instruction Partners is a nonprofit organization that partners with schools, systems, regional service providers, and state departments of education to support excellent instruction for all students, with a focus on students in poverty, students with disabilities, multilingual learners, and students of color.

The organization's mission is to strengthen instructional leadership in schools, school systems, and states to ensure teachers have the support they need to improve learning experiences and learning outcomes for students. Instruction Partners' mission is in service of its vision, in which all students experience an excellent education that prepares them to contribute to their community, achieve economic security, and pursue their dreams. As a service provider, Instruction Partners is nothing more or less than its people and drives impact by supporting its people and culture.

Today, Instruction Partners has an annual budget of more than \$26 million, and its 160 staff members serve 75 school systems, 19 regional service centers, and five state agencies around the country. The organization focuses specifically on small school systems – those serving fewer than 12,500 students whose enrollment is at least 40 percent students of color or 40 percent students in poverty. Instruction Partners has seen remarkable growth and impact at multiple levels in recent years. For example, in the 45 schools with which Instruction Partners works in Texas, 91 percent of those partners outpaced state gains. In the next five years, Instruction Partners aims to scale their services while continuing to drive excellent results.

Instruction Partners carries out their work in alignment with their six core values: live big-hearted, choose optimism, advance antiracism, be honest, get practical, and keep learning. Through their core values, Instruction Partners creates and upholds space for all team members, partners, and students so they are seen, valued, and heard. More about Instruction Partners, their core values, and their work can be found on their [website](#).

## **THE ROLE OF THE PRESIDENT**

The President will manage the effectiveness of the organization as it executes an ambitious strategic plan and will ensure that internal and external leadership needs are well supported. The President will work closely with and report to the CEO, manage the full organization, and lead goal-oriented decision-making.

More specifically, the President will address the following priorities:

- *Drive the Instruction Partners team toward meeting the organization's goals.* The President will lead the internal functions of the organization and ensure that all teams are accountable for and moving toward organization-wide goals. The new strategic plan requires deeper coordination than ever before. The President will oversee day-to-day operations, including managing the leadership team, individual goal setting, and organizational goals. Additionally, the President will set clarity around priorities so that the team is united around and working toward a common purpose.
- *Provide cultural leadership and manage internal communications.* The President will be responsible for supporting and enhancing staff culture. This includes monitoring organizational culture initiatives, supporting resolutions, and proactively driving messages about team and staff culture.
- *Design, oversee, and support cross-team systems.* The President will design, modify, and/or expand current systems to share information and collaborate across teams. The successful president will oversee cross-team systems that make for smoother decision-making.
- *Partner with the CEO on key external affairs needs.* The President and CEO will work together to ensure the success of fundraising and partner engagement. The President will be responsible for ensuring the alignment of the organization's goals with fundraising campaigns and that fundraising supports the work happening within the organization.

## QUALIFICATIONS AND EXPERIENCE

The President must be aligned with the CEO on mission orientation, goals, performance culture, and people- and values-based leadership. The President will complement the CEO's perspectives and skill set. While no candidate will possess all the desired experiences of this leader, the ideal candidate will bring many of the following professional experiences and personal characteristics:

- A deep commitment to the mission of Instruction Partners and an understanding of what is required to achieve that mission.
- Significant prior experience leading in an education service provider organization.
- An understanding of education at multiple levels and how different actors—such as schools, systems, regional service centers, and states—interact to support change.
- Experience managing large teams and/or managing managers and team leaders toward strong outcomes. Experience building strong teams and developing people and culture.
- Experience helping a diverse group find and hold to a clear focus.

- Ability to lead culture authentically, with a high degree of personal responsibility, self-awareness, and personal learning.
- Effective team facilitator with experience facilitating conversations around complex decisions with real trade-offs.
- Strong communicator, skilled at identifying what needs to be communicated across disparate components and drafting a clear narrative.
- Eager to work on relationships, with the belief that they are central to team leadership.
- Prior teaching experience and instructional leadership experience with significant impact for students preferred.

The salary for this role is \$275,000-\$300,000. Detailed information about the organizational compensation philosophy can be found [here](#). Competitive benefits and private retirement investment options are available, as well as a generous vacation policy.

#### TO APPLY

Research shows that while men apply to jobs when they meet about 60% of job criteria, women and other marginalized groups tend to apply only when they check every box. So, if you think you have what it takes but are unsure that you check every box, Instruction Partners still wants to hear from you.

Screening of complete applications will begin immediately and continue until the search process is complete. Inquiries, nominations, referrals, and resumes with cover letters should be sent electronically, in confidence, to:

Katie Rockman, Partner  
Berkely Braden, Managing Associate  
Janette Martinez, Senior Associate  
Isaacson, Miller

<https://www.imsearch.com/open-searches/instruction-partners/president>

*Instruction Partners provides equal employment opportunities (EEO) to all employees and applicants for employment without regard to race, color, religion, sex, national origin, age, disability or genetics. In addition to federal law requirements, Instruction Partners complies with applicable state and local laws governing nondiscrimination in employment in every location in which the company has facilities. This policy applies to all terms and conditions of employment, including recruiting, hiring, placement, promotion, termination, layoff, recall, transfer, leaves of absence, compensation, and training.*