



Search for the Chief Information Officer

KIPP Foundation

New York, NY

THE SEARCH

The KIPP Foundation, a nonprofit organization that supports KIPP Public Schools' national network of public charter schools, seeks a Chief Information Officer (CIO) to drive the organization's technology, infrastructure, and data strategies across the KIPP network. The CIO will be a strategic and transformational leader who will provide direction for the data systems and technology operations and ensure organization-wide effective use of data and high-quality technology solutions to advance KIPP's commitment to dismantling inequalities and fostering a culture of inclusion across the organization.

The nonprofit KIPP Foundation trains and develops outstanding educators to lead KIPP schools; provides tools, resources, and training for excellent teaching and learning; promotes innovation; and facilitates the exchange of insights and ideas both within the KIPP network and with partners including other public schools, nonprofit organizations, and institutions of higher learning. In doing this work, the KIPP Foundation supports the KIPP network of 275 public charter schools with 16,500 educators and 175,000 students and alumni across the United States.

The Chief Information Officer will directly report to the Chief Operations Officer and will be a key partner to the senior leadership team, the Board of Directors, and KIPP Regional Leaders, providing leadership and strategy for the organization's technology, infrastructure, and data strategies to support the mission of delivering exceptional education to every student they serve. The CIO will lead the implementation of a multi-year data strategy, manage IT and data teams, and provide strategic leadership to ensure the organization's people, processes, and technologies support the execution of One KIPP priorities.

The ideal candidate will bring a record of accomplishment and experience in leading and aligning technology and data teams and systems across a complex organization while managing significant change toward successful outcomes and maintaining a strong focus on team culture. Given KIPP's deep commitment to racial justice and equity, the CIO must be a champion of these values, intentionally operationalizing policies, practices, and systems that foster equity and inclusion across KIPP's complex, distributed organizational structure.

This role is fully remote, with a slight preference for the candidate to be within commuting distance of KIPP's offices in New York City or Chicago.

The KIPP Foundation has retained Isaacson, Miller, a national executive search firm, to assist in conducting this important search and to help identify outstanding candidates. All inquiries, applications, and nominations for this opportunity should be directed to the search firm as indicated at the end of this document.

KIPP PUBLIC SCHOOLS & FOUNDATION

KIPP's diverse network of public schools, regions, and foundation are united around a shared commitment: a future without limits. By continually raising the bar for teaching and learning, they ensure success in one classroom travels across the network to hundreds more. Together, KIPP students and alumni are lighting ever-wider paths to opportunity and change for themselves, for all those who will follow them, and for us all.

KIPP believes every student walks through the doors of a school bearing gifts. Talent. Perspective. Drive. Inspiration. They support every student to see those gifts, then build the skills and confidence they need to pursue their highest aspirations.

KIPP Public Schools

KIPP Public Schools is a network of 275 public charter schools across 28 KIPP regions with 16,500 educators and 175,000 students and alumni. They are tuition-free, [public charter schools](#) open to all students. When parent demand exceeds enrollment capacity at a KIPP school, students are admitted based on a lottery.

The KIPP Difference:

KIPP's values are centered on affirmation, ensuring students build the skills and confidence needed to thrive; joyful excellence that nurtures students learning; partnering with families and communities in pursuit of equity and a just world; and collectively lighting paths to opportunity and change with optimism.

Every KIPP school is approved to operate by a charter school authorizer—typically a district school board, university, or state department of education—that ensures the school is living up to the commitments in its charter and complies with relevant federal, state, and local requirements. KIPP schools are primarily funded through public federal, state, and local dollars, along with supplemental funding through charitable donations from foundations and individuals.

KIPP Regional Organizations

Each regional organization is a separate nonprofit that oversees its local schools and provides shared services in areas such as alumni support, teacher training, leadership development, community outreach, operations, and data analysis. All regions are governed by a local board of directors, led by an executive director or superintendent, and often partner with neighboring schools and community-based organizations.

KIPP Foundation

KIPP schools are part of a national network of schools that operate with support from the KIPP Foundation.

The nonprofit KIPP Foundation trains and develops outstanding educators to lead KIPP schools; provides tools, resources, and training for excellent teaching and learning; promotes innovation; and facilitates the exchange of insights and ideas both within the KIPP network and with partners, including other public schools, non-profit organizations, and institutions of higher learning.

One KIPP

Recognizing that there has been significant variability in learning outcomes across regions and student demographics, KIPP leadership has created a strategy, One KIPP, to center its model on academic excellence and grounded in joy and identity affirmation to become the best K-12 system in the country. These outcomes will be achieved by moving towards a unified and aligned network that establishes a set standard for greatness, defining a core set of practices, encouraging across the foundation and network to move together with shared ownership, measuring outcomes that matter most, and accountability to deliver on progress. As a KIPP Foundation leader, the CIO will work closely with leaders across the foundation and regions to provide support, accountability, clarity, credibility, and capacity for technology functions.

KIPP Values

Focus on Excellent Results: *Winning for Children and Families*

Denying people of color and people experiencing economic hardship excellent outcomes from public organizations is longstanding and only perpetuates inter-generational racism and poverty. KIPP pursues excellence at a world-class level because children and families deserve nothing less. KIPP focuses on excellent results generated by excellent daily action because intentions alone will not enable children to lead fulfilling lives.

Courageous Action: *Do Hard Things All Day, Every Day*

KIPP's work is centered on reversing the impact of generational racism and poverty on children of color from low-income families. This work is inherently challenging and will never be easy. KIPP's mission requires that, through concerted action, they embrace, confront, and overcome adversity.

Resilient Solutions Focus: *Find a Way or Make One*

KIPP doggedly pursues solutions to every problem we confront. For every problem, KIPP finds or invests in a solution. KIPP is smart, optimistic, and thoughtful in crafting solutions, but also timely, recognizing that children only have one life to live. KIPP embraces a growth mindset, believing that simply because they have not achieved their ultimate aims today does not mean they cannot tomorrow. KIPP chases the continuous improvement of themselves, their interpersonal relationships, their teams, and the organization.

Financial Position

The KIPP Foundation is a national 501(c)3 nonprofit organization, whereas KIPP Schools & Regions are separate entities operating independently of the Foundation, and therefore, their financial situations are not reflected in the Foundation's financials described below. The KIPP Foundation's Board of

Directors is made up of highly engaged members who are actively committed to improving public education. Under the leadership of the Board and CEO Shavar Jeffries, the KIPP Foundation is in a position of strength and poised for continued growth in both scale and excellence as the organization aims to grow KIPP Public Schools to include 155,000 students, 345 schools in more than 50 communities, and 80,000 alumni by 2025.

The KIPP Foundation's 2021-22 annual operating budget was \$95 million, \$86 million of which went towards program services. Given the impact of their work on the educational landscape, the KIPP Foundation has been fortunate to receive the support of philanthropic and collaborative partners. In fiscal year 2022, the organization brought in over \$98 million in contributions as well as more than \$24 million in government grants.

The goal for financial sustainability is for KIPP regions to have reliable and renewable financial resources. Financially healthy KIPP regions manage within a budget, accurately forecast revenue needs, ensure they take on only the debt they can afford, have strong internal controls, and prudently save as insurance to weather the unexpected.

THE ROLE: CHIEF INFORMATION OFFICER

The Chief Information Officer will play a pivotal role in driving the organization's technology, infrastructure, and data strategies in support of the mission of delivering exceptional education to every student served. The CIO will be a strategic leader and systems thinker responsible for defining what technological and data sustainability means for KIPP regions, working closely with leadership and teams to ensure resources are put to the best use in service of educational impact and what's best for students.

Reporting to the COO, the CIO will lead the implementation of a multi-year data strategy, manage IT and data teams, and provide strategic leadership to ensure the organization's people, processes, and technologies support the execution of our One KIPP priorities.

A vital leadership role within KIPP Foundation, the CIO joins as the organization unveils a bold strategic vision to become the best K-12 system in the country, centered on KIPP's ongoing commitment to academic excellence and grounded in joy and identity affirmation. Early in its inception and dissemination across the network, the "One KIPP" vision aspires to achieve life-changing outcomes by moving toward a more unified, aligned network that sets a standard for excellence across the school experience, defines a core set of practices, encourages moving together with shared ownership; outlines the measures that matter most; and keeps one another accountable to deliver on shared progress. Critical to success in achieving these long-term objectives is a best-in-class technology and infrastructure model that champions "One KIPP." Reporting to COO Michael Ambriz, the CIO will achieve the below sets of responsibilities:

KEY RESPONSIBILITIES & DUTIES

Set and Drive Toward a Compelling Vision

The CIO will develop, communicate, and drive a compelling vision for technology and data systems, strategies, and initiatives to support the vision at the Foundation and across the KIPP network, which will be aligned with the One KIPP strategic goals and priorities. They will effectively communicate the status, value, and importance of data and technology to executive members and staff while breaking

down the complexities of IT into simple and translatable concepts. The CIO will take the initiative to build a data-driven culture that champions better use of data across the network.

Drive Data and IT Strategy and Structures

Establish and optimize the technology and data team structures to support One KIPP priorities and facilitate exceptional collaboration across teams and across the organization. This includes working to build the vision, goals, systems, structures, and relationships for the KIPP network of technology and data leaders and teams and providing the appropriate leadership, expertise, and support to ensure they are working in service of the One KIPP goals and the priority needs of their region and the larger organization and managing the data ecosystem in our federated model.

Manage IT and Data Teams

Provide exceptional management and development of IT and data teams, comprised of approximately 30 team members, to ensure the effective delivery of technology solutions and data management practices that support the organization's strategic objectives. Forecast changes and develop and implement plans to ensure that capabilities for technology and data are met.

Provide Organizational Leadership

Serve as a key member of the senior leadership team, providing strategic guidance and contributing to KIPP Foundation's development and success; the CIO will hold themselves and their teams accountable to org wide goals, expectations, and values. Partner effectively across program teams and with programmatic leaders to ensure they have the data and tools needed to drive outcomes for students.

QUALIFICATIONS, SKILLS & EXPERIENCE

Preferred qualifications for the CIO include:

- **8+ years of experience as a high-performing leader** in a chief-level role focusing on IT and Data strategy, ideally at a national organization and/or federated model;
- **Experience in systems-level leadership** with exemplary results, leading and coaching cross-functional teams at a nationwide scale; a track record of successfully working with distributed organizations, especially those undergoing change or transformation;
- **Industry Experience** with a track record of success in developing and implementing technology and data strategies that drive organizational growth and impact. Experience working in the education sector or with non-profit organizations is preferred but not required.

The ideal candidate will also bring the following experience:

- **Team and Change Leadership:** Proven experience in managing teams and driving results in a fast-paced, dynamic environment; demonstrated ability to lead organizational change initiatives and navigate through ambiguity toward desired outcomes; champion the ongoing spirit of improvement and professional growth across the organization;
- **IT Service Management & Data Acumen:** Demonstrate a strong understanding of emerging technologies and IT governance framework; can supply enterprise decision-makers with the right data

- effectively; able to evaluate and minimize cybersecurity risks;
- **Vision Setting, Strategic Clarity, and Strong Judgement:** able to set a vision for the department and design the structure, governance, and/or operations of the team to better meet long-term objectives; can make courageous yet necessary decisions in the interest of students and families;
 - **Relentless Focus on Solutions and Results**—Set culturally competent and ambitious goals with teams to achieve measurable outcomes; create an environment in which all systems and processes support high levels of efficiency to ensure that chief priorities are accomplished successfully;
 - **Strong Influence and Communication:** Can successfully translate complex data and analyses to convey fundamental key headlines to large-scale audiences through both written and verbal communications with a high yield of efforts;
 - **Champion for Racial Justice, Equity, and Inclusion** - Acknowledge systemic racism, power, and privilege in organizations; committed to dismantling inequities; a culturally competent leader who can inspire and foster a culture of inclusion by building relationships across lines of difference and including the voices of those closest to the challenge we seek to address;
 - **Mission & Student Focus:** Demonstrated commitment to education equity; a passion for KIPP's mission; desire and ability to uphold KIPP's values (Focus on Excellent Results, Courageous Action, and Resilient Solutions Focus).

Work Conditions

Travel requirements: The Chief Information Officer will be expected to travel to key events, board meetings, and presentations (around 25% of the time); it is a full-time, exempt position.

Location

This role also offers the option of working from a remote office full-time or in a KIPP Foundation office in NYC or Chicago.

WORKING AT KIPP

Compensation and Benefits

In compliance with local law, we are disclosing the compensation, or a range thereof, for roles in locations where legally required. Actual salaries will vary based on several factors, including but not limited to external market data, internal equity, and relevant experience. The salary range for this position is \$275,000-\$325,000. In addition, KIPP Foundation provides a variety of benefits to employees, including:

- 25 holidays for + 18 days additional flexible PTO days (flexible PTO increases to 23 days for years 3 and 4 and to 28 days for years 5+);
- 100% paid parental leave;
- 100% coverage of the premium for employee and 75% for employee + family's medical, dental, and vision plans;
- Wellness benefits such as fitness reimbursements, discounted tickets to theme parks/attractions, backup care support for children and adults/elders, and our employee assistance program;
- Finance Security benefits include such as a 401K retirement plan with a 4% match, employer-sponsored legal plans, life/disability insurance, and flexible spending accounts.

APPLICATIONS, NOMINATIONS, AND INQUIRIES

Confidential inquiries, nominations/referrals, and applications (including resumes and letters of interest responding to the opportunities and challenges outlined above) should be sent electronically to the Isaacson, Miller executive search team via the link below.

Pamela Pezzoli, Partner
Kahn Lee, Managing Associate
Melissa Barravecchio, Search Coordinator
Isaacson, Miller

<https://www.imsearch.com/open-searches/kipp-foundation/chief-information-officer>

The KIPP Foundation provides equal employment opportunity for all applicants and employees. As an equal opportunity employer, the KIPP Foundation hires without consideration to race, religion, creed, color, national origin, age, gender, sexual orientation, marital status, veteran status, or disability.