

LA PROMISE FUND

SENIOR DIRECTOR OF COLLEGE SUCCESS

EXECUTIVE RECRUITMENT

Conducted by



THE HAWKINS
C O M P A N Y

*Executive Search Consultants
Connecting Leaders; Affecting Change*

ORGANIZATION SUMMARY

For more than two decades, LA Promise Fund has uplifted schools, students and families in South LA to ensure more Black and Latinx students are prepared for success in college, career, and life. Today, we accomplish this goal as an education management organization that runs two South LA charter schools and coordinating high impact educational enrichment programming to ensure students are college and career bound. LA Promise Charter Middle and High Schools advance a college-prep culture and integrated digital media arts-themed education, with significant parent engagement, socio-emotional supports, and leadership development.

Simultaneously, LA Promise Fund works with schools County-wide to offer a portfolio of programs that foster motivated, engaged, and directed students poised for academic, professional, and personal success. Currently, these regional programs include a focus on female empowerment, STEM, media arts, college readiness, career exposure and work-based-learning, school improvement design, and parent engagement. We work alongside a network of essential partners, students, parents, teachers, and school leaders to build strong schools that increase educational equity within South LA and beyond. To learn more about LA Promise Fund visit www.lapromisefund.org.

THE NEED

LA Promise Fund is advancing a South LA Black College Success initiative that will partner with select California universities to create a pathway for college success, enabling more Black students from 12 South LA high schools to attend and graduate from 4-year colleges. Over the past decade, South LA high schools have increased the number of students that are prepared for admission to 4-year universities, but not at the same rates of their White and Asian counterparts. In addition, only approximately 26% of African American LAUSD graduates matriculate to a 4-year college/university, with only 17% obtaining a degree within 6 years. While these numbers vary by campus, overwhelmingly, African American students are not attending or succeeding in degree completion at acceptable levels. Significant cohort student supports, and systems alignment are needed to ensure student preparation, admission, transition and ultimate degree attainment.

POSITION SUMMARY

The Senior Director of College Success will oversee a pilot initiative to work with a cohort of South LA high schools, initiating with approximately 12, to ensure African American student preparation for, admission to, and success in colleges. The Black College Success initiative will cultivate strategic partnerships with key partners and universities that coordinate to successfully transition students to college and that support their persistence to degree attainment and preparation for job readiness. This includes the potential of partnering with employers, corporations and firms across health, bioscience, technology and other industries to actively hire Black students for apprenticeship and internship opportunities. The Black College Success Initiative will focus on calling on colleges and universities, various groups within each campus, and numerous outside agencies as partners in this work. A robust data tracking system and ongoing evaluation will be integral elements of the comprehensive college success initiative. This is a full-time, exempt position grant funded, for approximately twelve months initially with the goal of ongoing funding and employment.

The Senior Director of College Success will use the first year of the Black College Success initiative to:

- Continue to assemble The Advisory Committee that will consist of highly accomplished individuals across a variety of industries as well as representatives from participating universities and school district faculty and/or administrators.

- Develop and refine the program model and infrastructure to launch initial Year 1 work. Including: defining core strategies; determine and develop key high school and college partnerships; determine and establish data tracking systems, and begin recruiting team members.
- Begin fundraising for the first five years of programming. While the first year of funding has been secured, the Senior Director will work in conjunction with the Advisory Committee and the LA Promise Fund President to secure funding for years 2-5 and beyond.

RESPONSIBILITIES AND DUTIES include:

Partner Engagement

The Senior Director of Black College Success will:

- Cultivate College and University partnerships to build a network of participating postsecondary institutions and ensuring their commitment.
- Build and cultivate relationships with college alumni to facilitate their partnership in mentoring and supporting student participants.
- Build a process for College/University engagement, strategic alignment of resources, ongoing participation, and data tracking/evaluation.
- Engage external partners that support student college access and success.

Advisory Committee Development/Engagement

- The Senior Director of Black College Success will coordinate the Advisory Committee inclusive of recruitment of members, engagement, communication, strategic planning, partnership development and fundraising.
- Develop and refine logic models that maps program inputs and outcomes to meet the strategic goals and vision of the Advisory Committee.

Fund Development & Management

The Senior Director of College Success will:

- Seek funding for at least the first five years of programming--the first year of funding has been secured.
- Work in conjunction with the Advisory Council and the LA Promise Fund President to engage philanthropic organizations to secure funds to ensure the success and sustainability of the program for years 2-5 and beyond.
- Responsibly manage the funds of the Black College Success initiative.
- Interact with LA Promise Fund finance personal to ensure strong fiscal policies, accounting, and an annual audit.

Strategic Planning

- In conjunction with the Advisory Committee the Senior Director of College Success will establish an initial strategic plan that defines the Year 1 - 5 goals and strategies.

School/Student Engagement

- The Senior Director of College Success will launch Year 1 activities, which should be a pilot version of full initiatives. Each subsequent year additional program elements will be added.

Database Development and Evaluation

The Senior Director of College Success will:

- Build a data system to track participating high school students and their progress to colleges.

- With the help of the Chief Program Officer, select the software or product that LA Promise Fund will use.
- Ensure selected system and processes advance student privacy requirements.
- Develop and launch the database in conjunction with the strategic plan timeline.
- Define a data and evaluation plan for the program and lead the process for engaging an evaluation partner to lead such work.

Team Recruitment & Management

The Senior Director of College Success will:

- Determine key positions to launch the work and successfully achieve key metrics of success.
- Work with LA Promise Fund Human Resources team to recruit and hire top-notch individuals who represent the diversity of our community, are dedicated and committed to the success of the program, and understand k-12 education and matriculation to college.
- Lead the Black College Success team and manage, support and grow individual team members.

Other duties as assigned.

CANDIDATE QUALIFICATIONS:

Education and Experience

- Bachelor's degree required; masters and/or doctoral degree preferred.
- Familiarity with college access and persistence for underserved student populations.
- Demonstrated leadership skills and understanding of k-12 education and/or college success initiative and programs that promote access and retention.
- Education experience as a teacher, professor, administrator or service provider preferred.
- Exceptional leadership and program management experience, including budgeting, staffing and supervising staff.
- Experience with database software like Salesforce; preference for College Success specific database (e.g., Beyond12).

IDEAL CANDIDATE ATTRIBUTES:

- Mission-driven, visionary leader who can gather others around them in a common vision of success.
- Passionate about student success and closing the opportunity gap.
- Exceptional analytical, written and oral communication as well as interpersonal skills.
- Articulate, professional demeanor with strong self-confidence and initiative.
- Knowledge of public education and experience with K-12 schools and postsecondary institutions and particularly student advising.
- Ability to engage with philanthropic organizations and fundraise.
- Experience in working with low-income, diverse communities, students and families of color, particularly Black first-generation college-going students.
- Deep knowledge and experience in diversity, equity, and inclusion.
- Knowledge and visionary focus on closing the achievement gap.
- Outstanding organizational skills and attention to detail.
- Strong collaborator, good listener and strategist.
- Ability to relate to and communicate with diverse groups of stakeholders including, funders, college professors, high school administrators, and students.
- Self-starter with a knack for networking, creating new relationships and opportunities.

- Fluent in data management and evaluation to promote strong organizational programs, develop meaningful metrics and ensure continuous quality improvement of programs.
- Knowledge of Community Schools model to effectively link partners and wrap-around services to schools and students.
- Knowledge of adult learning theory to ensure college student needs are met.
- Entrepreneurial - a self-starter with a high energy level and an action-oriented individual.
- Commitment to LA Promise Fund mission and values.

COMPENSATION

Salary commensurate with qualifications, experience and education. Excellent, full benefits package.

HOW TO APPLY

The position is open until filled. First consideration will be given to applications received by **March 12, 2021**. To apply for this outstanding opportunity, please electronically submit your resume and a cover letter of interest to The Hawkins Company: college.success@thehawkinscompany.com. The letter of interest should outline why you are interested in this position and your relevant accomplishments.

Confidential inquiries are encouraged and can be directed to: Dr. Pamela Short-Powell, pspowell628@yahoo.com 626-216-9786, and/or Ms. Brett Byers, 323-403-8279, brett@thehawkinscompany.com .