

ISSUES FOR HEARING

Excellent Schools New Mexico

- In early FY16, Bellwether Education Partners, a nonprofit dedicated to helping education organizations in the public, private, and nonprofit sectors become more effective in their work and achieve dramatic results, especially for high-need students, advertised for a Founding Executive Director for the New Mexico Center for Charter Schools Excellence, a new nonprofit organization in New Mexico that “will help launch 30 new [charter] schools by 2020 through incubation, replication, and expansion of high-performing charter schools across the state.” See Attachment 1.
- The job announcement noted New Mexico has “friendly charter laws and generous per pupil funding.”
- In addition to launching 30 new charter schools, the announcement indicated the director will be responsible for attracting and cultivating a sustainable funding base for the long-term sustainability of the organization and charter school growth in New Mexico.
- In late 2016, Scott Hindman was hired as the Founding Director of Excellent Schools New Mexico. Mr. Hindman comes to New Mexico from Tennessee where he served as the Chief Financial Officer and the Director of Finance and Operations of the Achievement School District. Mr. Hindman was a member of the Broad Residency class of 2013-2015 and holds a B.A. in History from Princeton University, an M.A. from Stanford School of Education, and an M.B.A. from Stanford Graduate School of Business.
- Excellent Schools New Mexico is listed on the New Mexico Secretary of State’s (SOS) website as a domestic nonprofit that is not in good standing with the SOS for failing to submit required reports to date. The following individuals are listed as directors of the nonprofit:
 - Scott Hindman;
 - Alan Bell of Albuquerque;

- Amanda Kocon of Santa Fe (Executive Vice President, Strategy and Emerging Services, The New Teacher Project);
 - Joe Lujan of Albuquerque;
 - Patrick Mason of Gallup (Partner at Mason and Isaacson, P.A. – law firm that focuses on civil practice);
 - Pat McDonough of Santa Fe; and
 - Kurt Sommer of Santa Fe (Managing Partner, Summer Udall Sutin Law Firm – a law firm that focuses on civil practice including construction law, tax law, estate planning, wills, and trusts).
- Additionally, the SOS lists Jeremy R. Jones as the incorporator. Mr. Jones is also a lawyer with Summer Udall Sutin Law Firm.
- In January 2016, Mr. Hindman indicated much of the funding for the organization's efforts has been awarded to the organization from the Daniels Fund.
 - The Daniels Fund, a private foundation established by Bill Daniels, makes grants to nonprofit organizations and scholarships for deserving individuals in Colorado, New Mexico, Utah, and Wyoming. See Attachment 2 – excerpt from Daniels Fund 2014 Annual Report.
 - The Daniels Fund also awarded the Public Education Department \$26 thousand that was budgeted in September 2015 to plan and facilitate a charter school replication meeting to include at least seven high-performing charter school participants. PED has been collaborating with the New Mexico Coalition for Charter Schools and the following 12 locally and state-chartered charter schools that have A or B school grades to identify and eliminate barriers to increasing enrollment or replicating each charter school: Albuquerque School of Excellence, Albuquerque Institute of Math and Science, Public Academy for Performing Arts, Amy Biehl Charter High School, Cottonwood Classical Prep, Middle College High School, New Mexico School for the Arts, Turquoise Trail Charter School, Taos Academy, The ASK Academy, The MASTERS Program, and South Valley Academy.

- Mr. Hindman indicated the three strategic goals of Excellent Schools New Mexico are:
 - Funding new charter school start-up and ramp-up costs;
 - Funding teacher talent initiatives; and
 - Community engagement and education about school performance and choice.

**FOUNDING EXECUTIVE DIRECTOR
NEW MEXICO CENTER FOR CHARTER SCHOOL EXCELLENCE**

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Context

Far too many of New Mexico's students have limited access to an effective neighborhood school. In 2013-14, over 35% of New Mexico public schools, serving 119,000 students, received a grade of D or F, with many of those clustered in the same geographic areas. Another 90,000 students attend a school that received a grade of C in the same year.

There is no better time than now to fundamentally change public education in New Mexico and deliver on the promise of high-quality public education. Many members of the community, including business leaders and other key stakeholders, see high-quality charter schools as a core strategy for building on recent momentum and expanding the number of quality school options for New Mexico families.

Thanks to friendly charter laws and generous per pupil funding, charter schools currently make up 11 percent of the state's public school system—the vast majority of which are homegrown and operate as single-site charters. Many of these charters are outperforming their traditional district counterparts; in fact, seven of the top 10 high schools in New Mexico are charter schools. This recent progress and strong support presents a tremendous opportunity to accelerate the pace of change, laying the groundwork for an enduring and sustainable education system that will deliver the topnotch education that all families deserve.

The New Mexico Center for Charter School Excellence

Envisioned in response to the needs of the diverse community of education stakeholders and the favorable conditions in the state, the New Mexico Center for Charter School Excellence (NMCCSE) will be a nonprofit that aims to support efforts in New Mexico's communities to open new, high-performing schools. Its goal is to help launch 30 new schools by 2020 through the incubation, replication, and expansion of high-performing charter schools across the state. The organization will achieve these goals by recruiting exceptional school leaders, providing start-up support and leadership development to schools, and advocating on policy issues directly related to demonstrating the transformative power of a thriving, high-performing system of schools.

Position Summary

The NMCCSE seeks an entrepreneurial, visionary Founding Executive Director to launch the organization, run day-to-day operations, and implement its strategic vision. This is an unprecedented opportunity for a dynamic and driven individual to play a central part in shaping the trajectory of charter school growth in New Mexico. As such, the successful candidate must bring to the role a strong and sophisticated understanding of the national charter movement, as well as the passion and gravitas to champion this ambitious, reform-oriented mission to new audiences all over the state.

Responsibilities of the Founding Executive Director

Launch the NMCCSE

- design, build, lead, and run the New Mexico Center for Charter School Excellence, with the mission of launching 30 new high-performing charter schools in New Mexico by 2020;
- develop a local and national presence for the organization, including crafting and implementing a funding strategy and building a diverse board of directors;
- collaborate with the board to set strategic goals for the organization; report regularly on progress made toward achieving those goals;
- work with local education leaders in New Mexico, national charter school incubators, and other strategic partners to launch charter schools in regions of New Mexico where students currently do not have access to high-performing schools;
- manage the day-to-day operations of the organization, including staff recruitment, budgeting, and external communications; and
- attract and cultivate a sustainable funding base for the long-term sustainability of the organization and charter school growth in New Mexico.

Communications & Advocacy

- serve as the voice of the New Mexico Center for Charter School Excellence, representing its vision to external stakeholders and partners;
- establish the organization as an authority and trusted resource on charter school issues in New Mexico;
- educate policymakers and other key stakeholders on charter policy issues and selectively advocate for changes to support high-performing charter growth;
- develop and leverage relationships with key stakeholders in the New Mexico education landscape, including charter and public school leaders, state education executives, relevant community leaders, local politicians, and philanthropic funders;
- lead targeted advocacy on policy issues directly related to demonstrating the transformative power of a thriving, high-performing system of schools;
- engage local communities, including businesses and parents, to ensure that new charters meet regional needs and create schools in a culturally responsive way.

Start-Up & Technical Assistance to Charters

- build a vibrant ecosystem of support providers and partners focused on talent recruitment, operations, and advocacy across New Mexico;
- assist emerging charter schools with facilities solutions through partnerships with facilities experts and related partners;
- identify, recruit, and attract school leaders and operators to incubate and/or replicate in New Mexico;
- provide intensive incubation planning and start-up support to school leaders and operators and, subsequently, establish focused leadership development and academic supports to schools, and
- assist in the replication of existing high-performing charter schools and in the incubation of other charter schools.

Desired Profile of the Founding Executive Director

First and foremost, the Founding Executive Director will believe deeply in the transformative power of a healthy ecosystem of quality charter schools in New Mexico and possess the grit and tenacity to champion them tirelessly toward realizing the vision and potential of the Center.

Additionally, the ideal candidate will possess the following **knowledge and skills**:

- knowledge of, and existing relationships within, the political, philanthropic, and public education landscape in New Mexico;
- proven ability to identify and build authentic relationships with stakeholders who are critical to achieving an organization's mission;
- familiarity with the national charter landscape;
- exceptional communication skills, and
- demonstrated ability to develop effective strategies *and* execute them successfully.

Next, the successful candidate will have the following **professional experience**:

- knowledge of and familiarity with charter schools and their history, funding, successes, and failures sufficient to validate his/her stated readiness to be the founding leader of a charter support organization;
- at least 7 years of proven executive-level management and operational experience – in either a non- or for-profit context – which includes ultimate accountability for strategic planning and tactical execution experience as well as making resource allocation decisions;
- a strong track record of solving problems across a diverse group of stakeholders;
- experience building, leading, managing, and inspiring a high-performing staff toward results;
- demonstrated fundraising success to create a sustainable nonprofit organization, and
- experience building and collaborating with boards of directors.

Also, the successful candidate must possess the following **personal attributes**:

- demonstrated commitment to the mission of the organization, including a deep commitment to improving outcomes for students in all regions of New Mexico;
- a self-driven, entrepreneurial work ethic and a productive and engaged leadership style;
- an interest in the challenges and opportunities associated with starting an organization;
- authenticity, and
- humility.

Finally, the *ideal* candidates will also possess these ***desirable but not requisite*** qualifications:

- specific charter-related experience in areas such as school development, operations, grants, and facilities;
- a Master's degree or higher in a relevant field, and
- experience working in the start-up phase of an organization.

Reporting Relationships

The Founding Executive Director will report to the Board of Directors, and will build a team of 3-4 direct reports over the next two years. This team will include Directors focused on recruitment of charter leaders, community engagement, and charter school incubation & technical assistance.

Location

New Mexico

Compensation

The Founding Executive Director will earn a competitive salary and benefits commensurate with experience.

Start Date

As soon as possible.

To Apply

The executive search team at **Bellwether Education Partners** is leading the search. Inquiries and applications – comprising a resume and letter of interest – should be sent to:

Crystal Combs

Senior Consultant

Bellwether Education Partners

crystal.combs@bellwethereducation.org.

***Bellwether Education Partners** is a nonprofit dedicated to helping education organizations in the public, private, and nonprofit sectors become more effective in their work and achieve dramatic results, especially for high-need students. Our Talent Services practice identifies, places, and supports education leaders through comprehensive executive searches, customized search advisory services, and individual coaching. We also partner with clients to build talent-ready organizations where diverse teams can work, develop, and thrive.*

New Mexico Grants Strategy showing progress

2014 marked the start of the second year of our revised New Mexico grants strategy. We proactively seek out and invite grant requests from programs that have demonstrated the ability to improve the education continuum from cradle to career in New Mexico. We're seeing progress under this strategy and we're pleased to share some highlights.

Learn more at DanielsFund.org/Grants/NM-Grants

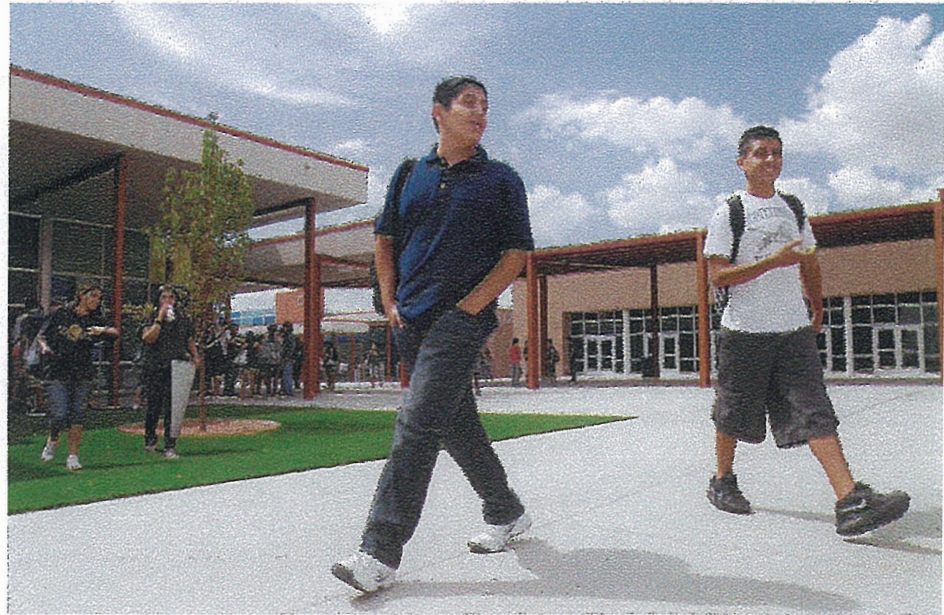
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Mission: Graduate Adding 60,000 new degrees to central New Mexico

Significant collaboration is under way to strengthen education in central New Mexico, and Mission: Graduate is leading the charge. The effort, managed by United Way of Central New Mexico, is successfully bringing together education, business, and the community with the goal of adding 60,000 new graduates with college degrees or certificates by 2020.

After helping launch the initiative in 2013, the Daniels Fund supported continued operations in 2014.

MissionGraduateNM.org



The Bridge of Southern New Mexico Replicating a highly successful school model

Another valuable community-wide effort is The Bridge of Southern New Mexico. The organization established the state's first Early College High School (ECHS) which allows students to earn both a high school diploma and an associate's degree in four years. The approach has been so successful at increasing graduation rates and preparing students for the workforce in Doña Ana County, the organization is helping communities throughout the state to replicate the model.

Daniels Fund support in 2014 helped four communities open ECHS schools.

TheBridgeofSNM.com

Leadership High School Network Preparing high-risk students for high-demand careers

The Leadership High School Network is successfully reengaging students who haven't thrived in a traditional school setting while, at the same time, responding to the employment needs of key industries in New Mexico. Each of the network's three charter high schools is focused on a different industry, and students learn through hands-on projects based on real-world situations. ACE (Architecture, Construction, and Engineering) Leadership High School celebrated its first graduates in 2014.

In 2014, the Daniels Fund supported continued ACE operations as well as expansion of the network, which included a new healthcare school and plans for a new technology school.

Leadership-PDC.org