



NEW SCHOOLS FOR NEW ORLEANS

Excellent Public Schools for Every Child in New Orleans

OPERATIONS CONSULTANT PROJECT DESCRIPTION

“New Orleans’ disastrously low-performing school system was almost entirely washed away in the flood. What is being built in its place is an educational landscape unlike any other, a radical experiment in reform that directly confronts the issue of providing equitable educational opportunities to all students.”

~ As described by Paul Tough in a New York Times Magazine profile of school reform in our city.

New Schools for New Orleans (NSNO) was developed in 2006 to support this quickly accelerating school reform effort. As the landscape in New Orleans is utterly unique, NSNO developed an innovative model to support and enhance these transformations. NSNO believes that the best way to accomplish systemic change in public schools is by providing exceptional human capital and developing excellent new schools.

In order to accomplish our vision, NSNO has partnered with the best human capital groups in the United States today—New Leaders for New Schools, The New Teacher Project, and Teach For America. Additionally, NSNO invests heavily in the development and support of public charter schools with the shared core values of serving all children by preparing students for college and beyond; no excuses in the pursuit of achievement; and an intense focus on results.

No other local organization is providing the type of support to New Orleans public charter schools that we offer. NSNO’s model of partnership, investment and support, combined with our extensive knowledge of the best practices of high performing urban charter schools and in-depth knowledge of New Orleans schools, positions us as a driving force behind the success of the present reform efforts. If these reforms are successful – and NSNO will work tirelessly to ensure that they are – New Orleans can prove to the nation that all children, regardless of race and class, can achieve academic excellence.

The mission of NSNO is to achieve our vision of excellent public schools for every child in New Orleans by:

- *Attracting and preparing talent to teach and lead:* Excellent schools are staffed by excellent educators. NSNO is supporting the development of human capital in our city’s schools by recruiting outstanding teachers and leaders through partnerships with teachNOLA and New Leaders for New Schools.
- *Launching and supporting open-enrollment public charter schools:* NSNO operates with an intense focus on student achievement, and this focus guides us as we invest in schools. Our work to date has involved recruiting and selecting exemplary school founders to launch new public schools and providing extensive support for existing charter schools and charter management organizations by way of funding, training, and partnering to develop new service providers.
- *Advocating for accountable and sustainable high-quality public schools:* NSNO serves as a voice for excellent open-enrollment schools in New Orleans, and advocates on their behalf in the community, the school district, and the state. Additionally, NSNO believes that the autonomy of school-based governance is a cornerstone of successful charter schools. To help support autonomy and quality in public charter schools, New Schools for New Orleans provides the only board governance support services in the city of New Orleans.

Among the accomplishments to date of which we are most proud are:

- **10** schools launched that make up **15%** of New Orleans public schools
- **Over 250 new teachers and school leaders** placed in New Orleans schools, impacting 96% of all open enrollment public charter schools in the city
- **36** charter school boards trained to support the management of **91%** of charter schools citywide
- **1** parent organizing network incubated which has published over **50,000** parent guides
- **21** start-up grants given to support the development of over **90%** of newly approved charters

CONSULTING OPPORTUNITY

This consulting opportunity has emerged at a pivotal point in NSNO's evolution in which its board and leadership are in the process of refining and finalizing a new strategic plan and setting a new organizational direction. In order for the organization to achieve its ambitious mission, its own operations must be highly functioning and revised to reflect the next phase in NSNO's evolution. The Operations Consultant will have an opportunity to play a critical and senior-level role in ensuring that NSNO is poised to maximize this shift and the impact of its work. Specifically, s/he will be the primary architect of an operational plan which will reflect the requisite infrastructure for effective financial planning, targeted and thoughtful alignment of human resources, sensible reporting structures, efficient administrative practices, and streamlined technology functions.

RESPONSIBILITIES

Reporting directly to CEO, the Operations Consultant will focus on two key internal aspects of NSNO – systems and human resources – and will be expected to assess and make substantive recommendations for improving each if necessary.

Specifically, in terms of **internal systems**, the Consultant will be responsible for:

- Identifying and establishing appropriate systems and processes for operational management, including those related to finance, communications, human resources, legal, benefits, compliance, and technology;
- Developing and implementing NSNO's financial modeling and forecasting processes; and
- Identifying improvements in the organization's use of data-driven decision-making and ensuring that systems are in place for data to be collected, integrated, and communicated effectively across the organization.

Specifically, in terms of **human resources**, the Consultant will be responsible for:

- Evaluating employee position bands, specific job responsibilities and related salary ranges;
- Analyzing staff utilization;
- Helping to align resources and staff across the emerging strategic priority areas;
- Identifying capacity gaps and creating hiring plans that acknowledge and plan for possible organizational growth and shrinking;
- Refining systems for new employee orientation, on-boarding, and ongoing training/professional development designed to ensure alignment with the new strategic priorities and to ensure that NSNO remains a continuous-learning organization;
- Developing and implementing systems to tie performance appraisal and compensation to competencies; and
- Overseeing the revision of the organization's employee policy manual.

REQUISITE QUALIFICATIONS

This is an outstanding opportunity to play an indirect, yet critical, role in public education reform in New Orleans. Therefore, first and foremost, the Operations Consultant must be committed to the mission of NSNO and be in alignment with NSNO's beliefs that:

- Every child deserves an excellent education and it is the responsibility of adults to ensure that this occurs;
- Charter schools and parent choice are critical to the education reform landscape; and
- The successful creation of an excellent system of schools in New Orleans has the potential to be a model for urban school reform nationwide.

Additionally, the successful candidate must:

- Possess the ability to lead and effect change in a fluid, unstructured, entrepreneurial environment without formal authority;
- Be flexible and have the ability to work autonomously as well as take direction as needed;
- Bring at least 10 years work experience including 5 or more years of operations and management experience;
- Have experience creating, implementing, and/or revising sustainable, efficient and scalable systems and processes to support a growing organization;
- Have advanced strategy and planning skills and a demonstrable ability to think ahead and plan over a 1-3 year time span including financial and budget modeling;
- Possess the executive presence to lead, inspire and help develop a high performing team;
- Demonstrate strong analytical and critical thinking skills;
- Demonstrate excellent interpersonal and communication skills (written and oral);
- Have a high degree of integrity and ethics; and
- Have an MBA.

DESIRED QUALIFICATIONS

- Experience in a start-up environment;
- Professional knowledge of urban public education; and
- Familiarity with New Orleans

COMPENSATION

Compensation for this temporary position is competitive and commensurate with experience.

LOGISTICS

Applicants who are available immediately will receive highest consideration. The project is estimated to be 5-6 months in length. The Operations Consultant will be expected to spend an average of three days per week working in the NSNO office in New Orleans.

APPLICATION INSTRUCTIONS

We are seeking expressions of interest **immediately**. Applications (with current resume and letter of interest) should be sent *electronically* to **Monisha Lozier, Partner, Bellwether Education Partners, monisha@bellwethereducation.org**.

For more information about NSNO please go to www.newschoolsforneworleans.org.

New Schools for New Orleans is an equal opportunity employer.