

KOYA

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POSITION
PROFILE

CaliberSchools

Chief Executive Officer
February 2019

Caliber Schools
Chief Executive Officer
Richmond and Vallejo, CA

ABOUT CALIBER SCHOOLS

Caliber Schools' ("Caliber") mission is to achieve educational equity by shifting the experiences, expectations, and outcomes for students in historically underserved communities. Our strengths-based educational program validates, affirms, respects, and supports students, families, and staff members to reach their full potential. Caliber graduates will be academically college ready; have emotional intelligence or 'EQ'; be critical thinkers and have the skills and desire to be changemakers in their communities and the world. Caliber's annual report [available here](#) outlines our data driven approach to educational equity.

Caliber's four graduate pillars--Heart, Smart, Think, Act--guide our work. Caliber teaches computer science as a core academic subject K-8th grade to directly challenge the inequitable presence of women and underrepresented minorities in the computer science industry. We are a community-based organization and celebrate the diversity of the communities we serve. Our parents are active partners; frequently engaging through school events, restorative practices, and academic support. For more information about how Caliber Schools defines success for these four pillars please visit [this link](#).

Our first school, Beta Academy in Richmond, CA, opened in 2014 and is now a fully-grown K-8 campus serving 800 students. ChangeMakers Academy in Vallejo, CA opened in fall of 2016. ChangeMakers is also now a fully-grown K-8 campus serving 700 students. We plan to open additional schools in 2021-2023 as we grow to nearly 3,000 seats K-12 in the Bay Area.

For more information, visit www.caliberschools.org.

THE OPPORTUNITY

At this exciting point in the organization's growth, Caliber seeks a dynamic mission-driven education leader to manage and lead the organization into its next evolution. This is a unique opportunity for a proven and established instructional leader to oversee Caliber's innovative schools with a passionate, dedicated team of faculty and staff and to work collaboratively with our families, students, and community members while laying the groundwork to significantly expand the Caliber network in the coming years.

Reporting to the Board of Directors, the CEO will oversee a \$20M budget, 2 schools with 1,500 students, and total staff of 170. This individual will oversee all aspects of the organization, including academic programming, operations, compliance, finance, talent, and community engagement.

The CEO will develop a team culture of accountability and excellence to advance Caliber's goal of achieving educational equity. This outcomes-driven leader will set organizational priorities and communicate them clearly to the Caliber team. The CEO will share Caliber's steadfast commitment to social-emotional learning (SEL) and restorative justice practices. This inclusive leader will have the opportunity to build strong and lasting relationships with the families and communities Caliber serves and will ensure that the organization continually advances its mission of creating educational equity.

Key Responsibilities

Strategic and Academic Vision: The CEO will be a proven strategic thinker with the foresight, capacity, and experience to balance complex constituent needs. This individual will work with the Board to establish long-term, scalable goals and systems for the organization. The CEO will implement a bold instructional model, with a focus on student outcomes.

Caliber Schools
Chief Executive Officer
Richmond and Vallejo, CA

Commitment to Equity: The CEO will continue Caliber's commitment to educational and racial equity to its diverse communities and historically underrepresented students.

Leadership: The CEO will inspire, motivate, develop, and lead a team of talented professionals. This person will develop a culture of accountability, high performance, and cohesion to help faculty and staff work effectively across all campuses and departments.

Operational Excellence: The CEO will have a management track record and will be a collaborative leader who builds consensus. The CEO will work with the Board and senior leadership to identify and implement the structures and systems needed to support Caliber's goals.

Fundraising: The CEO, in concert with the Board and staff, will complement Caliber's existing funding with diversified support from foundation, corporate and individual funders, government, and other sources of income.

CORE COMPETENCIES

The CEO will be an inspiring and collaborative leader with the relevant instructional background required to advance Caliber's mission. The CEO must have a genuine commitment to serving children and families and will bring this commitment to life every day as the leader of Caliber Schools.

The CEO will work across Caliber's diverse communities to develop strong relationships with the organization's various stakeholders, including the Board, staff, parents, school district, county, community, and other constituents. This individual will be a confident and effective communicator with the ability to speak persuasively to Caliber's vision, history, and mission. The CEO will be a hands-on visionary; they will help Caliber embed its mission and vision into the operations and systems throughout all levels of the organization. The CEO will be leading the organization through significant change as Caliber distinguishes itself in the market.

The ideal candidate will have significant experience in an education leadership role, preferably at a high-performing network of innovative schools. Additionally, the successful candidate will have the following professional competencies and personal characteristics:

Passion for the Mission and for Education: The CEO will have a passion for whole child development and education and will be a staunch supporter of SEL and restorative practices. A successful candidate will have a demonstrated history of success working with diverse student populations and will have a clear history as an advocate for equity and inclusiveness. The CEO will lead with empathy and respect.

Strategic Academic Leadership: The CEO will be an ambitious academic leader with a proven track record of success in a similar organization. This individual will work collaboratively with the board, faculty, and staff to craft a strategic plan for the organization. The CEO will strive to reimagine education and will elevate academic rigor with a particular focus on equity of student outcomes.

This individual will establish rigorous academic goals that challenge the status quo, while building consensus for bold ideas. This person will lead through steady change and will have a leadership style and a cohesive vision that engender broad support from the entire Caliber community.

Relationship Building & Collaboration: This leader will establish genuine connections with internal stakeholders and will galvanize community support for Caliber's vision. The CEO will foster teamwork and alignment across Caliber's campuses and will work collaboratively to promote open dialogue, identify

Caliber Schools
Chief Executive Officer
Richmond and Vallejo, CA

equitable practices, synthesize divergent views, and coalesce groups around shared goals and action plans.

External Relations and Communication: The CEO will be the outward-facing voice of Caliber; this individual will continue building the brand of Caliber Schools towards growth and expansion. Strong communication and media skills will help this CEO share new initiatives and developments to the broader Richmond and Vallejo communities.

In partnership with the Co-Founders, the CEO will be effective in identifying, cultivating, and enhancing partnerships with a variety of different funders in an effort to diversify the sources of revenue for Caliber. Through persuasive communication and an inspiring personality, the CEO will differentiate Caliber and its unique approach to education with funders.

Organizational Excellence: The CEO will establish clear roles, responsibilities, and targeted outcomes for the central team and the school teams. This individual will be outcomes driven and will demonstrate the ability to build, inspire, nurture, and retain a strong team of professionals focused on excellence, accountability, and efficiency.

This person will establish systems that allow faculty and staff across the organization to operationally implement Caliber's mission and vision in a clear and consistent way. With the organization's financial and personnel needs in mind, this leader will forecast progress towards stated goals and position the organization for growth and success with sustainable solutions.

CONTACT

Caliber Schools has engaged Koya Leadership Partners to help in this hire. This search is being led by Michelle Bonoan and Medelene Beasley. Please submit a compelling cover letter and resume [here](#), or email Michelle and Medelene at the following:

Michelle R.S. Bonoan
Managing Director

mbonoan@koyapartners.com

Medelene Beasley
Principal

mbeasley@koyapartners.com

Caliber Schools provides equal employment opportunities to all employees and applicants for employment without regard to race, ethnicity, religion, gender, sexual orientation, national origin, age, disability, marital status, or status as a covered veteran in accordance with applicable federal, state and local laws.

ABOUT KOYA LEADERSHIP PARTNERS

Koya Leadership Partners is a national retained executive search and human capital consulting firm that works exclusively with nonprofits and social enterprises. We deliver measurable results, finding exceptionally talented people who truly fit the unique culture of our client organizations and ensuring that organizations have the resources and strategies to support them. For more information about Koya Leadership Partners, visit www.koyapartners.com.