



JOB SPECIFICATION

ORGANIZATION: eStem Public Charter Schools
POSITION: Chief Executive Officer
LOCATION: Little Rock, AR
REPORTS TO: Board of Directors

Background

Founded in 2008 as one K-9 school serving students throughout central Arkansas, eStem Public Charter Schools is now a network of five schools, serving close to 3,000 students in grades K-12. Since its inception, eStem Public Charter Schools has worked to create a student-centered, collaborative, and innovative learning environment. Located in the thriving financial district of downtown Little Rock, eStem schools currently serve students who reflect the racial, ethnic, and economic diversity of the city. As a system of open enrollment public charter schools, eStem is accessible to any student who is a resident of the state of Arkansas through an open application and lottery process. In 2022, eStem received a 10-year charter renewal from Arkansas State Board of Education.

eStem's mission is to develop students who are critical thinkers, problem solvers, and collaborative members of a learning community and society. eStem encourages students to be risk takers and enthusiastic life-long learners who are versed in engineering, science, technology, economics, math, and literacy. eStem additionally has an active partnership with the University of Arkansas at Little Rock, which is the location of eStem's High School.

For more information about eStem Public Charter Schools, please visit their [website](#).

Opportunity

The eStem Board of Directors seeks an experienced, transformational education leader who will set the vision for academic and organizational excellence, build the teams and structures necessary to transform practice, and ultimately move the needle on student achievement.

The new CEO will lead eStem to accomplish the following key priorities:

- Re-invest key stakeholders in the mission, vision, and goals of eStem to ensure the organization's value proposition is compelling so that it can continue to thrive in the community;
- Create and deliver on a multi-year strategic plan in concert with leadership, the Board, staff, students, parents/families, and other key stakeholders to:
 - Significantly improve student academic outcomes;
 - Create consistent priorities, practices, and goals, in addition to creating systems to measure the impact of these priorities on student learning and achievement;
 - Increase student enrollment;
 - Improve teacher retention;
 - Deepen and expand community partnerships.
- Galvanize the eStem community around the multi-year vision that integrates key foundational aspects of the network with new efforts, initiatives, and priorities.

With active partners in eStem's Board and strong community resources and partnerships to leverage, the CEO will be supported and empowered to drive organizational change in support of student outcomes. Through collaboration with and direct management of the leadership team, including leaders in the areas of academics, finance, and school



operations, the CEO will ensure that eStem delivers on its promise to provide students and families with the highest quality education possible.

The ideal candidate is a champion for children who embraces challenges, thinks strategically, is already familiar with (or can quickly immerse themselves in) the local community, and will show up as a credible, visible leader of the organization.

Responsibilities

Strategic Leadership

- Create a multi-year strategic vision and plan in collaboration with the Board of Directors, leadership, staff, students, families, and other key members of the eStem community;
- Ensure accountability by setting clear academic, operational, talent, enrollment, and financial goals and priorities aligned with the strategic plan;
- Clarify and promote eStem's mission and lead the organization to fulfill its mission.

Leadership and Team Management

- Develop, coach, and retain a high-performing leadership team and manage them towards ambitious goals;
- Clarify the organizational structure and define leadership team roles and responsibilities and the relationship between central office and schools;
- Foster an inclusive, collaborative, and accountable culture where everyone is focused on student success and growth;
- Create and execute strategies to improve teacher retention;
- Collaborate with the leadership team to strategize, develop, and implement plans for staff development, including establishing an organizational performance management system.

External Partnership, Engagement, and Sustainability

- Externally champion the vision, mission, goals, and values of eStem, including speaking publicly and communicating widely about the work and accomplishments of the organization;
- Create and execute strategies to increase student enrollment and limit student attrition;
- Build and expand partnerships in the local community, including working with key local leaders, government officials, community-based organizations, and the University of Arkansas at Little Rock;
- In collaboration with the Board of Directors and leadership, ensure that eStem has a strong long-term financial plan; manage the organizational budget of approximately \$33 MM while laying the groundwork to increase funding opportunities over time.

Partnership with the Board of Directors

- Continue to develop an engaged and active Board in close partnership with the Board Chair;
- Cultivate and steward board leadership; recruit new board members and ensure board members bring different perspectives, experiences, community ties, and areas of expertise to bear in their roles;
- Update the Board of Directors regularly regarding the academic state of the network, policy review, board directives, and fiscal matters.

Qualifications

The ideal CEO candidate will bring the following experiences, skills, and mindset/values:



Experience

- At least ten years of professional experience, including a track record leading a school or school network to meet ambitious student achievement goals;
- Experience teaching and leading at a high performing charter or district elementary, middle, and/or high school with a student population similar to the communities eStem serves; deep experience and strong track record of results at the elementary level preferred;
- Experience successfully managing, developing, and supporting inclusive, high-performing, diverse teams;
- Experience building and stewarding external partnerships and serving as the external face of an organization a plus;
- Experience overseeing a large organizational budget preferred; experience making strategic financial decisions required;
- Experience successfully working with boards preferred;
- Connection to and/or understanding of the Arkansas educational landscape a plus; commitment to driving educational equity in Arkansas required;
- A bachelor's degree from an accredited, four-year university required, advanced degree or equivalent preferred.

Skills

- Ability to collaborate with stakeholders to create a shared strategic plan with clear metrics for success, and lead a team to execute the plan;
- Depth and breadth of academic knowledge including an understanding of effective school models and current trends and innovations in K-12 education;
- Superior relationship management and communication skills; the ability to engage and inspire a diverse set of stakeholders.

Mindset/Values

- Alignment with the mission and vision of eStem and an appreciation for the organization's history and legacy in Arkansas;
- Belief that all students can succeed;
- A deep-seated commitment to leading with authenticity, integrity, and transparency;
- Collaborative and accessible leadership style; present, engaged, and accessible leader;
- Evidence of well-developed emotional intelligence, humility, growth mindset, and receptiveness to feedback.

Compensation and Application

The salary range for this position is \$150,000 to \$200,000 annually, commensurate with experience. eStem offers a comprehensive benefits package including health insurance, participation in the Arkansas Teacher Retirement (ARTR) plan, an elective 403b retirement option, and relocation support.

To apply, please email your resume to Jobs@k12searchgroup.com with a subject line of "eStem Public Charter Schools CEO."

Initial Application Deadline: Midnight CST on March 25, 2024.