

Education Pioneers

T A L E N T T O T R A N S F O R M

ACCELERATE YOUR IMPACT





“Our Fellow is absolutely amazing. We feel like we hit the jackpot. She is moving our business planning process forward effectively and efficiently, in ways we could not have done on our own. Thank you, Education Pioneers, for bringing such talent to Charter Board Partners! You are helping to impact our organization in ways that will make a measurable, lasting difference for years to come.”

Simmons Lettre, Executive Director, Charter Board Partners

For the 2011 Graduate School Fellowship...

94%

of Partners rated the overall quality of Fellows' work as excellent or good.

92%

of Partners rated the quality of the final product delivered as excellent or good.

90%

of Partners strongly agreed or agreed that Fellows' skill sets were aligned with their projects.

Let Us Find The Talent You Need

Education Pioneers offers a solution for education organizations to secure top leaders and managers, accelerate strategic initiatives and make giant leaps forward. Since 2004, Education Pioneers has connected over 160 leading education organizations nationwide with more than 1,200 high-potential professionals who offer the skills, experience and results-driven approach to make an immediate and significant impact on your work.

Whether it's 10 weeks, 10 months or one year of exceptional work from an Education Pioneers Fellow, or filling a permanent leadership role by connecting to our robust Alumni community, an Education Pioneers partnership offers access to a broad, deep bench of talent. As a Partner, you can access top talent through the Education Pioneers Alumni Network, Graduate School Fellowship, Yearlong Fellowship and Analyst Fellowship programs.

A Broad, Deep Bench of Talent: The Education Pioneers Alumni Network

“Education Pioneers is a tremendous source of talent for schools, districts, and education organizations. When Aspire Public Schools needed to fill an important staff position, Education Pioneers’ network of alumni was one of our top hiring resources.”

Don Shalvey, Co-Founder and Board Chair, Aspire Public Schools

To fill full-time roles, we provide our Partners with access to our robust Alumni network that we expect to grow to over 2,200 by 2013. Partner Services are designed to provide a valuable hiring resource to our Partners, and to support our Fellows as they move into permanent leadership roles in education.

Features for Partner Organizations Include:

- Free, high-traffic online Alumni job board to post open positions
- Access to our semi-annual national Alumni resume book (spring and fall)
- Invitations to networking and recruiting events for full-time talent

Summer Graduate School Fellowship

The 10-week summer Graduate School Fellowship provides our Partners with the best and brightest graduate school students from our nation's top business, education, policy and law programs who have the skills and experience to advance and complete strategic initiatives during a focused timeframe. In many cases, our Fellows' 10-week projects provide frameworks to guide organizations for a year or more.

Cost: \$10,000. (\$7,000 stipend to Fellow for 10 weeks of full-time work, and a \$3,000 Partner fee to Education Pioneers.)

Our Partners estimate that it would cost them nearly 50% more to identify, recruit and compensate a 10-week consultant with a skill set similar to that of one of our Fellows.

Commitments:

- Partners provide a well-scoped, mission-critical project and experienced supervisor for a high-achieving graduate student. Past Fellows' projects have included:
 - Managing a \$600,000 charter school facility renovation
 - Analyzing teacher retention and creating teacher retention strategy
 - Developing strategic plans and curriculum
 - Performing financial and student achievement data analyses
- Partners actively participate in and contribute to the Education Pioneers experience
- Partners complete and submit Partner Application and Partnership Agreement for each of the desired Fellowship programs by the stated deadlines*

Graduate School Fellowship Timeline:

November 7, 2011	Online Partner Application Launch
December 6 & 8, 2011	Q&A Webinars for Prospective Partners
January 13, 2012	Priority Deadline for Partner Application
February 3, 2012	Partnership Agreement Deadline to Guarantee Fellow Placement
February 10, 2012	Final Deadline for Partner Application*
February 17, 2012	Final Deadline for Partnership Agreement*
June 2012	Graduate School Fellows Begin Work at Partner Organizations
August 2012	Fellowship Ends

“Our Fellow’s work to develop our per-pupil funding formula for schools and to create a simple, user-friendly budget planning tool for principals will serve as the foundation for how we allocate and plan resources for our schools for years to come.”

Jeff Kang, Project Officer, Office of the CFO, Prince George’s County Public Schools

* Check with your local Education Pioneers contact for partnership availability beyond these dates.

Yearlong Fellowship (2012 Pilot)

Locations: Chicago, DC Metro Area, Los Angeles, and San Francisco Bay Area

The Yearlong Fellowship pilot program was created to serve Partners who need full-time talent and prospective Fellows who are looking to establish careers in the education sector. The Yearlong Fellowship provides our Partners with the best and brightest recent graduates from our nation's top business, education, policy and law programs who have the skills and experience to advance and complete strategic initiatives. Yearlong Fellows have an average of 4.5 years of full-time work experience by the time they begin their one-year Fellowship commitment.



Cost: Approximately **\$75–85,000**. (\$65–75,000 salary plus full-time benefits to Fellow for one year of full-time work, and a \$10,000 Partner fee to Education Pioneers.)

Commitments:

- Partners provide a well-scoped, mission-critical project and experienced supervisor for a high-achieving recent graduate of a top graduate program
- Partners actively participate in and contribute to the Education Pioneers experience
- Partners complete and submit Partner Application and Partnership Agreement for each of the desired Fellowship programs by the stated deadlines*

Yearlong Fellowship Timeline:

November 7, 2011	Online Partner Application Launch
December 6 & 8, 2011	Q&A Webinars for Prospective Partners
January 13, 2012	Priority Deadline for Partner Application
February 3, 2012	Partnership Agreement Deadline to Guarantee Fellow Placement
February 10, 2012	Final Deadline for Partner Application*
February 17, 2012	Final Deadline for Partnership Agreement*
June 2012	Yearlong Fellows Begin Work at Partner Organizations
May 2013	Fellowship Ends

* Check with your local Education Pioneers contact for partnership availability beyond these dates.



Analyst Fellowship

To meet the demand for more analytic talent in education, the 10-month Analyst Fellowship identifies early career professionals who have at least two years of work experience at top-tier private-sector firms and have demonstrated exceptional analytic, quantitative and project management skills. We place Analyst Fellows with Partner organizations in select locations, where they lead and manage strategic, data-based projects.

Cost: Approximately **\$55,000**. (\$45,000 plus full-time benefits to Analyst Fellow over 10 months, and a \$10,000 Partner fee to Education Pioneers.) Partner is also responsible for travel costs for Analyst Fellow to attend mandatory professional development sessions operated by Education Pioneers during the 10-month Fellowship, for a total of 12 training days (during the workweek).

Commitments:

- Partners provide a well-scoped, mission-critical project and experienced supervisor for a high-achieving, early-career professional. Potential Analyst Fellow projects include:
 - o Student achievement analysis
 - o Talent management evaluation
 - o Strategic planning
 - o Designing or codifying processes
 - o Program evaluation
 - o Budget management
 - o Stimulus funding support
 - o Financial modeling
- Partners actively participate in and contribute to the Education Pioneers experience
- Partners complete and submit Partner Application and Partnership Agreement for each of the desired Fellowship programs by the stated deadlines*

Analyst Fellowship Timeline:

November 7, 2011	Online Partner Application Launch
February 3, 2012	Priority Deadline for Partner Application
February 3, 2012	Partnership Agreement Deadline to Guarantee Fellow Placement
March 16, 2012	Final Deadline for Partner Application*
March 16, 2012	Final Deadline for Partnership Agreement*
August 2012	Analyst Fellows Begin Work at Partner Organizations
June 2013	Fellowship Ends

Why Partner with Education Pioneers?

1

Top talent—recruited and vetted by Education Pioneers—placed directly into your organization to complete exceptional work on mission-critical projects.

2

Access to our robust, national Alumni network to fill key full-time leadership roles

3

Assurance that all Education Pioneers Fellows and Alumni are supported through ongoing professional development and industry access to become education leaders.

4

Access to networking and collaboration with other leading education organizations as part of the Education Pioneers network.

* Check with your local Education Pioneers contact for partnership availability beyond these dates.

**What
Partners are
Saying About
Their Fellows:**

He brought *insight, dedication, and creativity* to his job, and he *immediately connected* with the people inside and outside of the organization.

In an organization that has been struggling with low morale, our Fellow was *a breath of fresh air*.

Our Fellow's project will *forever be impactful* with our organization. The way we onboard our new leaders is critical to the successes of our school that impact students.

Our Fellow was *truly exceptional*. She was visionary and took initiative and *surpassed our expectations*.

She provided valuable information about our financial processes that directly impact our ability to meet demands of our federal funders.

Education Pioneers

T A L E N T T O T R A N S F O R M

Our Locations:

Chicago ★ DC Metro Area ★ Greater Boston Area ★ Houston
Los Angeles ★ New York Metro Area ★ San Francisco Bay Area

Education Pioneers believes it is critical for leaders in urban education to reflect the urban communities they serve. We actively recruit people of color for our Fellowship Programs.

For more information visit: educationpioneers.org

Education Pioneers mobilizes and prepares a national network of talented leaders and managers to accelerate excellence in education and transform our education system into one that equips all students with the skills they need to thrive in college, career, and life. Through the organization's Fellowship and Alumni programs, Education Pioneers increases the talent supply of top leaders in education to improve the leadership capacity in key education organizations—such as school districts, charter school organizations, and nonprofits—and to ensure that education is the best managed and led sector in the U.S. economy.