



LEADERSHIP OPPORTUNITY PRESIDENT/CEO

DENVER PUBLIC SCHOOLS
FOUNDATION

THE HEART

OF OUR COMMUNITIES DEPENDS ON DENVER PUBLIC SCHOOLS.

DENVER PUBLIC SCHOOLS DEPENDS ON ALL OF US.



The DPS Foundation is a catalyst for change in Denver Public Schools.

Our city and our communities are strengthened by each student who graduates ready to lead a successful life. Our goal is to help every student, in every school, have the tools and resources to reach their highest potential.

As the strategic fundraising partner for DPS, we work together to identify and raise funds for the highest impact investments. We help to accelerate progress and we support the most meaningful ways to empower teachers, students and families and fuel engaged learning.



We help change happen faster and funds go further so our students and our city thrive.

We are the only foundation that exclusively raises funds for Denver Public Schools.

We invest strategically in proven and innovative programs to help every student have the resources and opportunities to succeed.



We **invest** in accelerating progress.

We make strategic investments in proven and promising programs that spur growth for our students and schools.



We **connect** the community to our classrooms.

We forge partnerships that bring talent, resources and volunteers together to benefit students and schools across Denver.



We **inspire** confidence in the promise of public education.

We celebrate our students' triumphs, and demonstrate what's possible when our students, teachers and schools have access to greater opportunities.

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PRESIDENT/CEO



The Board of Directors of Denver Public Schools Foundation seeks an experienced, committed President/CEO to lead DPS Foundation's next chapter of growth and development.

As DPS's strategic fundraising partner, the President/CEO is charged with serving as a lead fundraiser to direct and execute a comprehensive and multi-faceted fundraising and community engagement operation to support the long-term vision and annual fundraising goals of DPS Foundation. The President/CEO works collaboratively with the Board of Directors to execute a highly strategic vision and to facilitate relationships with key stakeholders including but not limited to local, state, and national education and philanthropic leaders, corporations, and media as well as the DPS Superintendent and other school district leaders.

The President/CEO works closely with the Superintendent of Denver Public Schools and community leaders to shape programs, provide resources, and implement innovations that accelerate progress in DPS and connect the community to the classroom, while inspiring confidence in the promise of public education.

The President/CEO manages an annual fundraising budget of \$5-8 million, an operating budget of \$1.65 million, and a team of nine talented professionals.



The incoming President/CEO will lead efforts in several different areas over the next 3-5 years.

The leader of DPS Foundation is a skilled and visionary leader, highly adept as a manager and a fundraiser. The President/CEO has a proven track record of balancing a long-term and holistic fundraising and nonprofit strategy with tactical execution.

KEY OPPORTUNITIES FOR IMPACT INCLUDE:

- Further strengthen the relationship between DPS Foundation and DPS and support the effective transition of the new DPS Superintendent into the Denver community.
- Partner with the Board of Directors and staff to further refine DPS Foundation's annual goals and areas of focus.
- Enhance DPS Foundation's work with donors to embrace DPS Foundation's asset-based approach to supporting students.
- Continue the growth and impact of the \$1 Million Fund (innovative funding opportunity for DPS schools) and sources of unrestricted funds to provide increased reach of DPS Foundation's grant-making efforts.
- Maintain a strong focus on the power of students to achieve and continue to help donors find ways to partner with schools and students in achieving their goals.
- Identify mechanisms to support DPS's initiatives in new areas including student mental health and career and technical education efforts, among others.
- Identify effective mechanisms to support post-pandemic efforts within DPS; incorporate learnings from the pandemic response effectively into DPS Foundation practices.
- Continue to embed diversity, equity, inclusion, and belonging principles into DPS Foundation's culture, policies, and processes.

The incoming President/CEO will build on DPS Foundation's past success, while developing new and creative initiatives to expand DPS Foundation's scope and impact. The President/CEO will manage a myriad of initiatives in a fast-paced, highly collaborative environment.

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Leading DPS Foundation successfully requires a multi-dimensional leader who has skills in directing and growing organizations and initiatives. Successful candidates will possess:



COMMITMENT TO MISSION AND PUBLIC EDUCATION

- Proven commitment to public education, ideally with some experience in K-12 education systems; current or prior connection to DPS and its community preferred.
- Alignment with DPS Foundation Core Values.
- Ability to be credible with educators at all levels of DPS and be part of the national conversation regarding education effectiveness and delivery.
- Knowledge of the Denver education, civic, political, and/or business communities preferred.



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- Significant organization leadership experience in nonprofit, public service, or private enterprise with large annual budget responsibility.
- Outstanding leadership and skillful management experience in building a strategic vision and articulated roadmap to guide a strong, dedicated, and effective staff.
- Proven ability to organize and manage multiple projects/tasks simultaneously with the ability to work independently and collaboratively and to adapt to changing priorities.
- Strong operations, fiscal management, staff management, and development experience; experience in organization development and how to guide an organization to new levels of impact.
- Knowledge of how to build, engage, and inspire a governing board of directors.
- Effective internal capacity builder and communicator, adept at delegation and sharing information and tasks to engage the entire team in the overall organization momentum.
- Proven experience in building culture and processes that fully embed diversity, equity, and belonging inclusion principles into the fabric of an organization.



FUND DEVELOPMENT

- A proven track record and deep understanding of all aspects of a complex, successful fundraising program, engagement of affinity groups and execution of successful special events.
- Successful cultivation and stewardship of major donors, corporations, and foundations.
- Knowledge of emerging fundraising techniques and the effective use of technology to drive new sources of funding.
- Sophisticated world vision with the ability to help donors see how this work shapes the broader community.



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COMMUNICATION AND PARTNERING

- Proven collaborator with outstanding verbal, written, and presentation skills.
- Outstanding public communication skills and proven ability to be an effective “face” of an organization with multiple constituents and in various settings.
- Exceptional relationship development and management skills, matching the interests and passions of donors, board members, and volunteers with the work of DPS Foundation.
- Experience in complex communications to multiple stakeholders and constituents - the ability to translate and market DPS Foundation’s unique role as DPS’s fundraising partner to align DPS’s highest strategy goals with major donors and community members.



MEMBERS OF DPS FOUNDATION ALSO EXHIBIT THESE PERSONAL QUALITIES ON A CONSISTENT BASIS:

- Initiative, flexibility, mission-driven
- High level of energy with a positive can-do attitude; brings appropriate sense of urgency without unnecessary drama
- Highly collaborative, warm, open, good listening skills
- Savvy, recognizing opportunities that others might miss
- Comfortable with complexity
- Values fun in the workplace and in working with teams

Candidates must have a minimum of a bachelor’s degree and be willing to live and participate actively in the metro Denver community.



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Salary and Benefits

DPS Foundation has a flexible, supportive work environment and strives to work with our Core Values at the forefront of what we do. We value each team member and are excited to hear different perspectives and ideas.

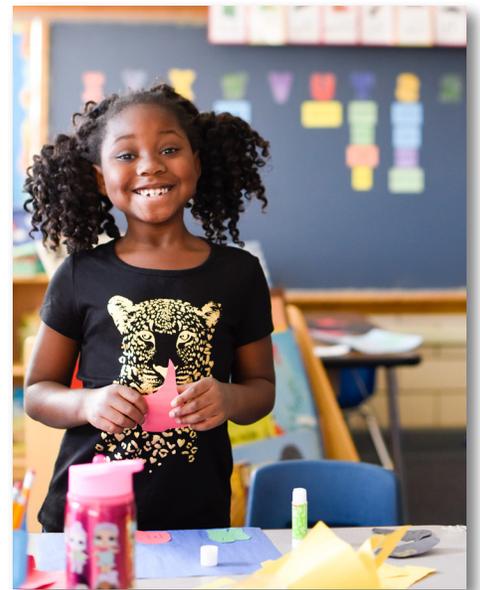
DPS Foundation offers a competitive salary range from \$165,000-\$185,000 commensurate with experience and qualifications. Additionally, DPS Foundation offers a generous benefits package including paid time off (PTO) days, 15 paid holidays annually, 100% paid health, dental, vision, life, and short-term disability insurances, partial parking reimbursement when working in the office, and a fully-vested matching contribution to a 401(k) retirement plan after the first year of employment.

How to Apply

Qualified candidates are encouraged to apply as soon as possible by sending a cover letter, resume, and salary requirements to Carolyn McCormick of Peak HR Consulting, LLC at Carolyn.McCormick@peakhrconsulting.com. All applications are to be submitted via email. To learn more about this position and the work of DPS Foundation, please visit us at dpsfoundation.org.

Commitment to Diversity, Equity, Inclusion, and Belonging

In alignment with our [Core Values](#), DPS Foundation is committed to fostering, cultivating, and preserving a culture of diversity, equity, inclusion, and belonging. Our human capital is the most valuable asset we have. The collective sum of the individual differences, life experiences, knowledge, inventiveness, innovation, self-expression, unique capabilities, and talent our team members invest in their work represents a significant part of not only our culture, but our reputation and organization's achievement as well. We embrace and encourage differences in age, color, disability, ethnicity, family or marital status, gender identity or expression, language, national origin, physical and mental ability, political affiliation, race, religion, sexual orientation, socio-economic status, veteran status, and other characteristics that make individuals unique. DPS Foundation encourages all qualified candidates to apply. All employment is decided on the basis of job related factors such as qualifications, merit, and business need.



CORE VALUES



Our students depend on Denver Public Schools. Denver Public Schools depends on all of us. We strive to live by these values, and see them as commitment to ourselves, to DPS, and to the students and families we have promised to serve.

Students First: We place the successful education and experience of the whole student at the forefront of everything we do.

- Connect our community partners whose work aligns with student growth and incorporate more engagement opportunities
- Monitor and adjust our student-focused goals with the ever-changing needs of students
- Seek clarity and remind ourselves we all share the same goal of Students First

Integrity: We tell the truth to ourselves and to others. We strive to keep our word. We hold each other accountable. We listen with the intent to understand.

- Say what we mean and mean what we say
- Actions match our words
- Communicate successes, challenges, and broken promises to donors, board members, and each other
- Do the right thing when no one is looking and when it is hard
- Reflect on our actions to find the truth, accept the truth, and move forward collectively
- Practice active listening and seek clarity

Equity: We value our diversity. We understand each student has unique needs. We are intentional about identifying opportunities and providing resources to help ensure every child succeeds.

- Understand your own biases and take actions to prevent a negative impact
- Host courageous conversations about diversity, inclusion and systemic oppression
- Celebrate all voices and experiences through storytelling
- Ask whose voice is missing
- Speak up when help is needed for equity and/or ask who needs help for equity
- Be culturally responsive in our work

Collaboration: We honor the skills, talents, and perspectives each person brings to the team. We work with and support each other to reach our common goals.

- Understand and appreciate how others learn, work and need feedback to keep collaboration positive
- Recognize and leverage each other's strengths
- Build relationships and seek opportunities to partner
- Be flexible, curious and listen with an open mind
- Work through disagreements
- Contribute to the team as a learner and a leader

Accountability: We take responsibility for our work and commitments. We own our successes and mistakes. We seek clarity and actively pursue continuous improvement.

- Reflect on our own actions before critiquing the actions of others
- Be a patient, understanding, respectful, and engaged listener
- Correct mistakes in three steps: ask why it happened, what can be done to fix it now, and how it can be prevented in the future
- Learn and grow from successes and failures and come with an action plan for improvement
- Seek and provide clarity, have realistic expectations, and be comfortable asking/providing the "why"

Fun: We create a place where people want to work. We value our relationships and celebrate each other. We value the opportunity to do meaningful and impactful work. We work in an environment that facilitates a healthy work life balance.

- Find opportunities to celebrate the achievements of students, the generosity of donors, and the commitment of DPS
- Strive to live a balanced life and know and value the importance of self-care
- Encourage professional growth and a pursuit of lifelong learning
- Take time to connect with others
- Recognize people and their contributions in ways meaningful to them
- Create an atmosphere where people can be their authentic self
- Create opportunities to grow together as a team