



P A R T N E R S H I P

EXECUTIVE SEARCH FOR THE POSITION OF

Executive Director

TARRANT COUNTY, TEXAS

THE ORGANIZATION

Rev Partnership (Rev) is a regional education backbone organization catalyzing system solutions across Tarrant County's educational ecosystem that educates 750,000 students and employs 48,000 educators. Its vision is a commitment to the best public education system for students, schools, and community by fostering relationships between Tarrant County's public education system, business ecosystem, and social support infrastructure for students to thrive. Rev achieves this vision by empowering education leaders to achieve better results through collaboration.

Tarrant County ISDs represent 7 percent of all students in the state of Texas, making Rev Partnership's collective approach even more impressive when considering the county's scale and diversity. To benchmark this scale, this number of students is larger than the entire school-aged population of 15 other states and the collective budgets of Tarrant County ISDs is \$3.5B. Students are educated across 569 public school campuses making Tarrant County's public education system a larger employer than regional companies including Lockheed Martin, BNSF Railway, Bell Helicopter, or American Airlines. The 17 ISDs, which are rural, urban and suburban, range in student enrollments of 75,000 to 2,500 and economic disadvantage of 94 percent to one percent. This opportunity for impact is significant not only for students, neighborhoods, and communities – but for the entire state.

Rev fills a gap by creating a forum for the county's education system to leverage their collective scale for system impact.

STRATEGIC LEVERS

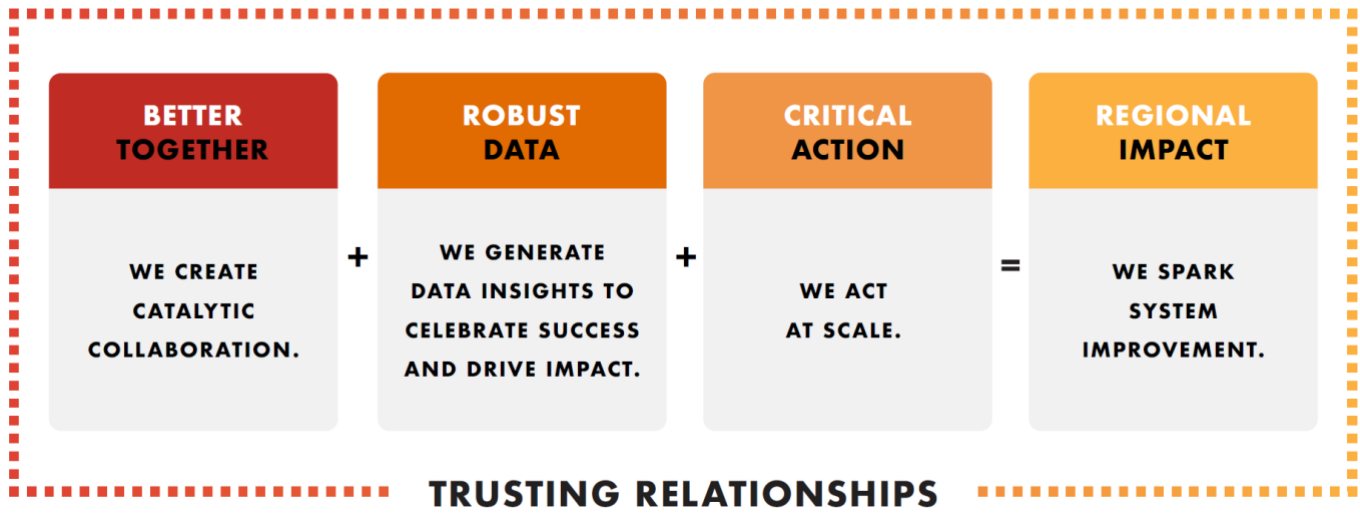
We create the conditions for collaboration amongst regional education leaders. When collaboration sparks regional pilots and initiatives, Rev Partnership provides backbone support to operationalize ideas into action.



This model is needed:

- 100 percent of education leaders voiced a unanimous need for collective, regional action.
- 59 percent of children who attend Tarrant County's public schools live in poverty.
- \$2.9M in lifetime earnings are foregone for each student who does not graduate high school.

OUR THEORY OF ACTION



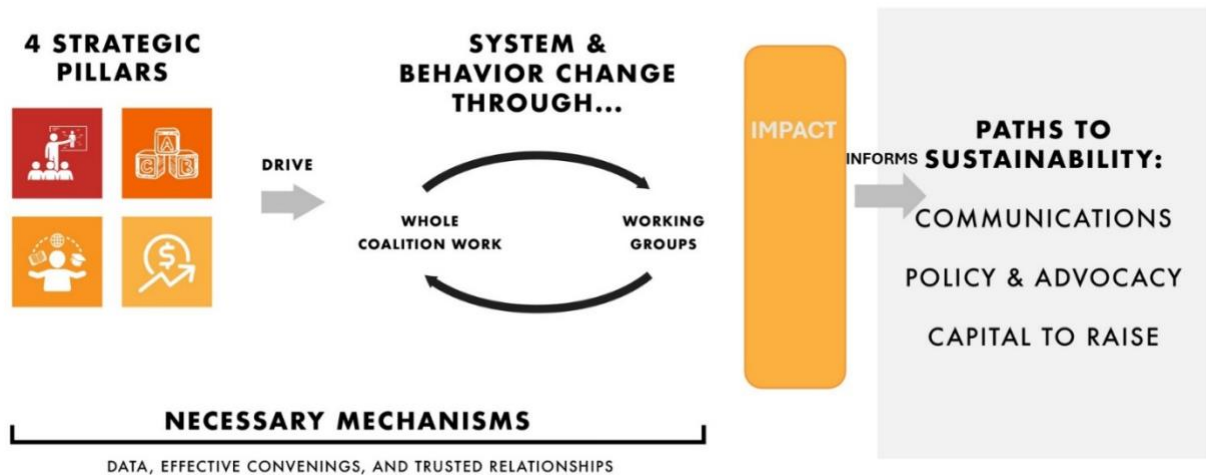
Rev Partnership defines system-level improvement as work that impacts an entire district or multiple districts. To increase access to educational opportunities for students and educators, Rev is focused on public resources to fund solutions at scale and multi-sector relationships that contribute to shared goals. Rev increases the quality of systems through efficiencies and effectiveness of district systems, human capital, and policies to drive student academic outcomes and readiness.

The core mechanism for action is the coalition of Tarrant County's 17 ISDs. Collectively, these education leaders identified four regional strategic priorities in the fall of 2022, and they deputized their chief decision makers to co-develop regional goals to achieve success in these priority areas. The regional strategic priorities are driving improvement in an effective educator workforce, early math and literacy through Pre-K enrollment strategies, and CTE and CCMR outcomes. In these initial two years, the Partnership prioritized capital investments in advancing outcomes in two of the four strategic priority areas: driving improvement in an effective educator workforce and Pre-K enrollment.

The forum for collaboration produces action that is leveraged through the size and scale of Tarrant County's education system working together with one united voice on critical topics, and when smaller groups of districts advance pilots and initiatives that achieve the Partnership's strategic priorities, they share these learning back with the entire collation to scale effective practices region-wide.

Monitoring and measuring the impact of this system-level change informs the organization's – and the region's – communication, capital investments, and paths to advocacy.

OPERATING APPROACH



Rev Partnership is a 501c3 nonprofit governed by a Board of Directors comprised of four members. The agency employs a team of four full-time employees and leverages external contract support. Its FY2025 operating budget is \$1.1M. The organization is financially stable with two years of cash committed and a finance and investment committee who oversees the organization’s financial operations and investments.

THE OPPORTUNITY

The Executive Director is the organization’s strategic and operational leader who reports directly to the Board of Directors. The role is the key leader in the execution of Rev Partnership’s mission to drive system-level strategies to ensure all Tarrant County students are equipped to lead and succeed in their homes, schools, and communities.

The Executive Director manages organizational planning that reflects the vision and mission as set forth by the Board of Directors, leads strategic and operational implementation, fosters and manages critical partnerships, and monitors and measures progress towards goals. The Executive Director works in partnership with the Board of Directors on strategic development, growth, risk management, and communication, and unless otherwise reserved, maintains final say in operational decisions and works directly with the Stakeholder Advisory Council who provides counsel on strategic partnerships, communications, and programming

This leader will be immediately responsible for procuring financial capital to operate the organization’s strategic initiatives, manage a team of emerging leaders to achieve an ambitious multi-year strategic plan, and develop relationships with key education leaders, senior district staff, and community organizations for the purpose of driving collective action and ensuring commitments translate into sustained implementation. The Executive Director will be held accountable to achieving the organization’s existing multi-year strategic plan which was co-developed with input from Tarrant County superintendents and the board and informed by regional academic data. While the groundwork has been laid, the plan leaves room for the Executive Director to provide significant input into the initiatives and strategies that drive progress towards this strategic plan. The Executive Director will be responsible for developing the organization’s subsequent strategic plans.

Rev Partnership was formed with the unanimous support of superintendents in Tarrant County, each expressing the value of a collective impact organization to drive systems level change for student outcomes across the region.

This coalition of education creates a unique opportunity for regional action and systems building. Tarrant County is a microcosm of the range of school districts across the state, from very large urban, to small urban, and rural districts; from high poverty to very affluent. Solutions proven and scaled here could pave the way for statewide implementation.

The Board of Directors maintains and is the primary relationship contact with superintendents, the media, and elected officials. The Board will develop a plan for transitioning all other relationships.

Primary responsibilities reflect Rev's current needs more explicitly. This distribution ensures that operational/financial stewardship and coalition-building are clearly prioritized alongside people leadership and strategy.

- **Leadership in People Development & Management.** Responsible for creating a strong team culture, coaching and developing staff, and implementing systems for professional growth. Ensures individuals understand their measurable contributions to organizational goals.
- **Leadership in Education Strategy & Systems.** Responsible for developing and executing strategic plans that reflect the needs of Tarrant County's students and Rev's vision. Includes setting measurable priorities, facilitating progress monitoring, and reporting outcomes to the Board. This role is responsible for data driven strategic thinking. They must be a leader in interpreting complex data and translating it into clear priorities, performance measures, and communications that align stakeholders and hold coalitions accountable for follow-through.
- **Leadership in Coalition Building & External Relations.** Responsible for cultivating and sustaining partnerships that contribute to Rev's success. Engages district teams, community leaders, business partners, and policy stakeholders to ensure coalition commitments translate into action. Represents Rev at convenings and works in partnership with the Board and Advisory Council to advance organizational goals.
- **Leadership in Operations & Finance.** Responsible for ensuring Rev's long-term sustainability through strong business operations and financial management. Oversees financial planning, budgeting, and reporting; secures revenue from philanthropic and public sources; and ensures effective business operations, including payroll, invoicing, requisitions, HR, compliance, and risk management.

The selected candidate has a team of five full-time employees: Strategy & Impact Sr Director, Regional Impact Director, Regional Impact Manager, Data Impact Director, and Communications & Engagement Director.

These employees report to the Executive Director: Strategy & Impact Sr. Director, Regional Impact Director, and Communications & Engagement Director. The Regional Impact Manager reports to the Regional Impact Director. The Data Impact Director reports to the Strategy & Impact Sr. Director. The Executive Director leads quarterly Stakeholder Advisory Council and Board of Director meetings, and they attend monthly convenings.

A full job description is enclosed.

PROFILE OF SUCCESSFUL CANDIDATES

- Career experience leading organizations in the education, nonprofit, or business sector and reporting to a Board of Directors.
- Demonstrated career experience in managing people, developing organizational strategy, leading organizational operations, and cultivating coalitions or strategic partnerships.
- Career experience working in education or youth development with a strong working knowledge of the public education system.
- Proven track record of delivering ambitious results in growing organizations or departments.

- Demonstrated experience in managing relationships with community leaders, philanthropists, system leaders, and education experts.
- Experience in developing education strategy with a demonstrated understanding of assessing for the mechanisms correlated to academic outcomes.
- Demonstrated success in building trusted-based coalitions that generate action through a distributive leadership approach.
- Proven track record of achieving fundraising goals including procuring revenue from philanthropic partners and local, state, and/or federal government.
- Proven track record of applying state education regulations to drive measurable student impact in metrics along the academic pipeline.
- Demonstrated success understanding system levers and leading action that generated measurable system-level impact.
- Proven ability to interpret complex data and translate it into actionable strategies, performance measures, and compelling communications that align coalitions and sustain district-level follow-through.
- Proven experience elevating the performance of staff through investing in identifying skill gaps and team development approaches.
- Experience influencing partnerships and coalition building through astute and tactful relationship cultivation and communications strategy.
- Demonstrated success in leading partnership and coalition efforts that engage diverse stakeholders — such as district teams, community leaders, policy actors, and business partners — to move from shared commitments to sustained collective action.

The role will require some nights and weekends, as the work dictates. Driving within Tarrant County is required and transportation across the state is periodically necessary. Rev Partnership offers a benefits package including medical, dental, and vision insurance, 401K retirement plan and employer match up to 5 percent, PTO, and a hybrid work environment.

To apply for this role, please send a cover letter and resume to Rev Partnership's strategic consultant, Paula Shannon at paula.shannon@wholeleaderlab.org.