

LEADERSHIP PROFILE

Executive Director

Georgia Leadership Institute for School Improvement (GLISI)

Duluth, Georgia

Mission: To develop world-class education leaders who advance student achievement and organizational effectiveness.

THE OPPORTUNITY

As the state of Georgia, and the region, works collaboratively to improve outcomes in student education, the Georgia Leadership Institute for School Improvement (GLISI) stands out as an innovator, an advocate and a voice for equity in education.

The heart of GLISI's mission is to level equity in public school education. GLISI is part of an evolution to develop leaders who think holistically, breaking through barriers to connect school administrators, teachers and communities for the flourishing of all of Georgia's children.



GLISI's impact is especially felt when they are deeply embedded within a district. Districts leverage GLISI training, research and consulting to change how they do business, achieve their systemic goals and ultimately impact instruction and student achievement. In 2016, GLISI supported 34 Georgia school districts, impacting over 600,000 students, through six

Finding leaders that matter for missions that matter®



service lines. Since 2014, GLISI district-partners report that students' graduation rate gains outperformed the state average by 5%.

GLISI is aware that districts who need their services the most are often unable to afford them. GLISI's premier program, Base Camp Leadership Summit (BCLS) averages \$3,100 per participant. GLISI subsidizes this cost for all attendees, and also offers a number of scholarships that cover the full cost of attendance to districts

with limited financial resources. BCLS attendance was up 26% this year and continued expansion of GLISI services will depend on greater awareness of the program and increased fundraising to support those districts most in need.

GLISI's team of talented professionals and their deep convictions have earned the trust of Georgia school districts. There is enormous potential to scale their unique services to more districts throughout the state and to brand GLISI as a premier educational leadership development organization.

GLISI is poised to become a critical member of the education ecosystem. It will be important for the next leader to elevate GLISI's profile, becoming visibly inter-connected with other education leaders, partners, and organizations working to solve the multi-faceted issues that impact student performance and success.

GLISI is on the brink of next-level growth and the sky is the limit. Vital to realizing this future the next Executive Director will be charged with:

- Expanding GLISI's reach across the state and, potentially, the region.
- Elevating GLISI to a critical member of the state's education ecosystem.
- Advocating for equity, student achievement and outcomes.
- Developing leaders who think holistically.

THE ORGANIZATION

In 2001, a coalition of education, business, and government leaders came together to improve schools in Georgia. They believed school leaders needed tools and training to prepare more students for college and career success. They founded GLISI, as part of the University System of Georgia, to provide those tools and training.

As of 2012, GLISI is an independent, non-profit organization that provides leaders in education – superintendents, principals, teachers, aspiring leaders – with the support, resources and data they need to improve learning outcomes for Georgia students.

Led by their intrepid Executive Director, Gale Hulme, who has announced her retirement, GLISI boasts an impressive team of researchers, consultants and educators who are highly credentialed, deeply experienced and demonstrably passionate about the mission.

GLISI's board of directors are comprised of education, nonprofit and for-profit business leaders who care deeply about the mission. There exists for the next leader a unique opportunity to leverage the passion and gifts of this board even further.

Well regarded throughout the state by those in educational leadership, GLISI provides three core services: [leadership development](#), [consulting](#), and [research](#). They are best known for hosting the [Base Camp and Leadership Summit](#) (BCLS), professional learning that partners educators and administrators with GLISI's team. Through BCLS, in 2016, GLISI supported the professional development of 1,383 leaders in Georgia. In 2016, nearly 1 out of 3 participants in GLISI's Aspiring Leaders program have been promoted to a school or district leadership position. BCLS has produced impressive results through its ongoing partnerships with districts like [Paulding County](#), and [Carroll County](#) as well as with [Druid Hills High School](#).

Custom Consulting is a recent revenue-generating addition to GLISI's core offerings. Through a combination of coaching, professional development, and process facilitation, Custom Consulting provides districts with practical methods and solutions tailored to their individual context and specific challenges. Managing the nuances of this new enterprise has been a growing edge for a team more accustomed to research and facilitation than scaling enterprise.

The current funding mix for GLISI is largely government, services and foundation funding. They have strong support from the philanthropic community, including the Whitehead and Dobbs Foundations. Critical to their future will be diversifying the current funding structure to include a vibrant mix that includes more corporate and private donors.



THE RESPONSIBILITIES

GLISI seeks an entrepreneurial Executive Director with a blend of business and education experience who is passionate about the mission and capable of branding GLISI as the state's premier educational leadership development organization. Leveraging existing assets, which include the board of directors and the entire GLISI team, he or she will be nimble enough to balance the roles of visionary, strategist, chief fundraiser, regional partner, and thought leader.

The Executive Director will:

- 1. Grow and enhance awareness of GLISI.** The Executive Director will be a persuasive and passionate leader and partner, uncommonly good at telling the GLISI story and inspiring people to support the vision. He or she will elevate GLISI as a dynamic research and data driven change maker and an ally for education leaders.
- 2. Be a strategic, visionary leader.** The Executive Director will be a progressive, compelling leader. The Executive Director will keep GLISI in the forefront of school districts and educators as providers of research-based solutions to challenges in education. He or she will be comfortable envisioning, implementing and leading a data driven strategy as a solutions-driven partner in education.
- 3. Effectively manage the business:** The Executive Director will lead, drive and inspire organizational excellence and sustainability. He or she will provide astute ongoing management of core business lines, while envisioning new opportunities to scale services to serve more districts throughout the state and, potentially, the region. The Executive Director will also be adept at effectively engaging with the broad and diverse rural, urban and suburban districts and stakeholders across the state. He or she will be capable of understanding and managing the diversity and complexity of the environment and its multiple partners.
- 4. Increase and diversify funding.** GLISI benefits greatly from the success of the BCLS and its government and philanthropic foundation funding. As the organization enters a new phase, the Executive Director will work to maintain these relationships and grow and diversify the base of ongoing support by developing a sophisticated fundraising strategy. He or she will engage state and local legislators, existing partners, corporate and private donors, and potential new donors in effective and convincing ways.
- 5. Engage and build the Board.** GLISI benefits from a Board passionate about the work of GLISI. The Executive Director will have the opportunity to attract new

leaders from the business and civic community to increase the size, support and advocacy of the Board.

THE CANDIDATE

The Executive Director of GLISI will be a progressive, compelling leader who values data-driven change implementation, understands the landscape of education in the state and the region, and has experience growing and scaling an organization. The ideal candidate will have displayed the following characteristics:

- Servant leadership.
- A deep understanding of the public education environment.
- Strong vision articulation.
- Entrepreneurial mindset.
- Experience scaling and growing a business.
- Ability to strike the balance between developing new business and expanding business with existing customers.
- A collaborative leader adept at engaging others, yet comfortable making decisions.
- Proven ability to advocate effectively with legislators in a non-partisan manner.
- Demonstrated ability to lead, inspire and empower staff.
- Proven fundraising acumen and relationship-building skills.
- Evidence of a bias to innovation and continuous improvement.

THE RELATIONSHIPS

Reports to	<ul style="list-style-type: none"> • Board of Directors, GLISI
Manages direct reports	<ul style="list-style-type: none"> • Deputy Director • Vice President, Programs • Vice President, Strategy and Finance • Vice President, Operations and Talent
Has other key relationships including	<ul style="list-style-type: none"> • State school district superintendents • State and local legislators • Foundation executives • State and metro Atlanta community, civic, philanthropic, corporate and nonprofit leaders • Statewide professional organizations • Current and prospective donors and partners

THE LOCATION

GLISI is located in Duluth, a suburb of Atlanta. Duluth was ranked among the best affordable suburbs in Georgia by BusinessWeek Magazine. With easy access to Atlanta, Duluth is a culturally diverse and vibrant community, offering the best of big-city amenities and small-town ambience. Residents and businesses enjoy sidewalks and bikeways that connect all areas of the city, with easy travel to celebrations such as Art Week, Duluth Fall Festival, and more.



For potential consideration or to suggest a prospect, please email GLISI@BoardWalkConsulting.com or call Crystal Stephens or Ayanna Hunt at 404-262-7392.

