



Organization: Benjamin Franklin High School at the Katherine Johnson Campus
Position: Chief Executive Officer
Reports to: Board of Directors, Advocates for Academic Excellence in Education, Inc.
Location: New Orleans, Louisiana
Application Deadline: December 1, 2023

Opportunity

The CEO role represents a rare opportunity to lead Benjamin Franklin High School, one of the premier public high schools in the U.S., within a unique all-charter district in the vibrant city of New Orleans. The Board of Directors is seeking a proven, dynamic leader with a passion for education and servant leadership to serve as Franklin's inaugural Chief Executive Officer (CEO). The new CEO will build upon the success of the past, while defining the path ahead, by galvanizing the school community and leveraging divergent perspectives to create a decisive vision that integrates foundational aspects of the school with new efforts, initiatives, and priorities. The CEO will be expected to embody, promote, and clarify the mission, vision, and goals of Benjamin Franklin High School and shape the school's next chapter.

Background

[Benjamin Franklin High School](#), also known as "Franklin," was founded in 1957 as a school for the academically advanced students of New Orleans. Inspired by the launch of Sputnik and the space race, Benjamin Franklin opened ahead of the National Defense Education Act, which put a new focus on science and mathematics, and aspired to attract the best educators teaching the brightest students in the city. In 1963, Benjamin Franklin became the first desegregated public high school in New Orleans. By 1965, Benjamin Franklin's spirit of excellence had taken root, and the school saw 38 of its 96 seniors recognized by the National Merit Scholarship Corp. In 1990, the school moved to a new building on the New Orleans lakefront. Despite monumental damage in 2005 from Hurricane Katrina, the Benjamin Franklin community came together to raise \$1.9 million in private funds to reopen as a public charter school. On January 17, 2006, Benjamin Franklin High School was the first public high school in New Orleans to reopen after the storm.

In the years since, Franklin has worked hard to recruit new students and continue its traditions. Franklin currently has a robust and diverse student body of over 1,000 students from every neighborhood in the city. The student population currently identifies as 46% White, 29% African American, 17% Asian American, 9% Hispanic, 7.5% two or more races, and less than 2% Native American. Approximately 30% of Franklin students are eligible for federally subsidized free and reduced lunch. Students have access to a curriculum taught at the honors, gifted/talented, and Advanced Placement levels, in addition to dual enrollment courses at the University of New Orleans. Franklin is consistently named one of the top schools in the state and ranked as one of the top charter schools in the U.S. One hundred percent of Franklin students gain admission to colleges and universities in Louisiana, the United States, and internationally, and receive millions of dollars in scholarships each year.

Franklin's mission is to prepare students of high academic achievement to be successful in life. Additionally, Franklin considers diversity, access, equity, and inclusion a hallmark of its school environment. Although Franklin is a selective admissions school, there is no enrollment cap. The student body at Franklin is truly socioeconomically, ethnically, and culturally diverse. In 2023, the Board of Directors recognized the need to restructure the school's organizational leadership and create positions for both a CEO and a Principal in order



to realign responsibilities with the board's academic and fiscal goals, and to better serve Franklin's growing student population.

The CEO will be expected to:

- Create, deliver, and champion a clear and compelling vision and operational plan in collaboration with the Board of Directors, Principal, faculty, staff, students, families, alumni, and other stakeholders of the Franklin community. The vision and operational plan should:
 - Continue driving strong student academic outcomes, including college preparation, acceptance, and matriculation;
 - Lead all school operations in support of the school's mission and vision;
 - Harness school achievements and stakeholder synergies to ensure that Franklin continues to be one of the top schools locally and nationally;
- Build and support an inclusive, equitable, transparent, and accountable organizational culture;
- Engage the Board of Directors collaboratively and productively, and promote rigorous board-management discussions to solve challenges in order to realize Franklin's mission;
- Engage stakeholders effectively and build authentic relationships to inspire action aligned to organizational goals;
- Establish and maintain a strong financial position with a budget surplus;
- Develop a long-term plan for the facility in collaboration with the Orleans Parish School Board to ensure that Franklin can continue its policy of admitting all eligible students.

The CEO will report to the Board of Directors and directly manage the leaders of the academics, operations, enrollment, financial, and fundraising teams.

Responsibilities

Leadership and Team Management

- Recruit, manage, inspire, evaluate, and provide leadership to the school's leadership team, including the Principal, CFO, and non-academic department directors;
- Promote and model cultural competence, equity and inclusion;
- Nurture and develop a high-performing, collaborative executive team, and build out/define a strong distributed leadership model;
- Foster an inclusive and collaborative culture where everyone is working in support of the mission and vision of Franklin and feels supported, appreciated, and respected;
- Create and execute strategies to attract and retain BIPOC educators;
- Coach and mentor direct reports, ensuring the clarity and resources they need for success;
- In collaboration with the Board of Directors, oversee and develop all policies for employment, employee relations, benefits and services, safety consciousness, performance management, and salary administration;
- Collaborate with the leadership team to strategize, develop, and implement plans for staff development;
- Meet regularly with the teachers' union representative to maintain a culture of accountability and transparency.

Programmatic, Operational, and Financial Leadership

- Work with the Board of Directors and leadership team to ensure accountability across the organization by setting clear academic, operational, and financial goals, values, and priorities aligned with the strategic plan;



- Ensure that the academic program has a relentless focus on student achievement, student well-being, and college and career readiness;
- Ensure that operations and facilities are safe and support the academic program;
- Maintain legal compliance with all local, state, and federal rules and regulations;
- Ensure that Franklin has a long-term financial plan, sustains key financial metrics, and manages resources strategically;
- Oversee all aspects of school operations including finance, human resources, facilities, admissions, compliance, development, IT, and communications.

Partnership with the Board of Directors

- Provide responsive and anticipatory communication with transparency, trust, and integrity;
- Update the Board of Directors regularly regarding educational matters, policy review, board directives, and fiscal matters;
- Provide timely communication to the students, families, staff, Board of Directors, Orleans Parish School Board, state and federal agencies, and all community stakeholders.

External Partnership, Engagement, and Sustainability

- Work closely with the Board of Trustees of Friends of Franklin and the Director of Development to develop new and nurture existing individual and foundation philanthropic relationships, and lead all fundraising efforts;
- Develop meaningful partnerships and relationships with key local leaders, government officials, and community-based organizations;
- Promote and build Franklin's brand by externally championing the vision, mission, goals, and values of Franklin, including speaking publicly and communicating widely and prominently about the work and accomplishments of the school in the greater New Orleans community;
- Interact regularly with the Orleans Parish School Board (the authorizer) to ensure compliance and the long-term sustainability of the school.

Qualifications

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

Experience

- At least 12 years of professional experience, including successful management of a team of adults in a complex organization (preferably a nonprofit or foundation related to education) with ambitious organizational, fiscal, and student achievement goals and a budget equal to or greater than \$10 million;
- Demonstrated ability to lead by example and create a positive work environment defined by a culture of transparency, high expectations, accountability, and continuous improvement;
- Experience successfully working with boards; working with unions a plus;
- Experience managing an organizational budget and proven fundraising abilities required;
- Experience leading, investing, and motivating stakeholders in a vision for an organization, and defining strategies to operationalize that vision;
- Experience building and stewarding external partnerships and serving as the external face of an organization;
- Experience successfully building coalitions, negotiating, and navigating environments with diverse stakeholders;
- Master's degree from an accredited university is required; terminal degree a plus.



Skills

- Ability to collect different perspectives, make difficult decisions, and stand by those decisions;
- Excellent business skills, including financial management, personnel administration, vendor relations, and regulatory compliance;
- Ability to foster an organizational culture that values diversity and inclusion, particularly focused on hiring, developing, and retaining a staff that is representative of the student body;
- Ability to create a strategic plan with clear metrics for success, and lead a team to execute the plan;
- The executive presence and integrity to inspire confidence and mutual respect that engenders an environment of trust, collaboration, teamwork, and psychological safety;
- The ability to maintain calm and make critical decisions while under pressure;
- The ability to communicate clearly, including listening with intent to stakeholders, and appreciate opportunities for dialogue and sharing of information.

Mindset/Values

- Has a philosophical alignment with the mission of Franklin and an appreciation for Franklin's history and legacy;
- Believes in the importance of engaging with and investing in students, families, and the broader school community, investing whatever time is needed to ensure goals are met;
- Seeks out opportunities to observe best practices across the country to continuously improve the organizational model;
- Models consistency, integrity, and transparency in action and follow through, and builds trust with others by prioritizing accountability and follow-through;
- Has an understanding/familiarity/appreciation for the local NOLA context, understands the parent choice-driven enrollment system, and commits to serve all students in the city;
- Models leadership that is empathetic, collaborative, accessible, visible, and engaged.

We understand that there are many paths to acquiring experience and that lived experience can provide important skills and abilities. Therefore, we welcome candidates from diverse and nontraditional backgrounds for this role, including those who have demonstrated transferable skills to carry out the major duties outlined in this job description.

The compensation range for this role is \$200,000 to \$220,000 annually, commensurate with experience. The CEO will also receive a generous benefits package including medical, disability and life insurance, employer pension contributions to the Teachers' Retirement System of Louisiana, and 30 paid leave days annually.

To apply, please email your resume to Jobs@k12searchgroup.com with a subject line of "Benjamin Franklin High School CEO." **Applications must be received by midnight CST on December 1, 2023.**