

# Leading Educators

## CEO Role Profile Development

### *Request for Information*

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#### **ORGANIZATIONAL CONTEXT:**

Across the country, school systems are striving—sometimes struggling—to make meaningful progress toward equitable outcomes. Leading Educators exists to support school systems in doing exactly that with world-class professional learning.

We're raising the bar for teacher support, igniting the potential for exponential impact in schools and across districts. Leading Educators partners with school systems to build and sustain the conditions, teaching, and leadership to ensure that the students furthest from opportunity succeed in school and in life.

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#### **REQUEST FOR INFORMATION:**

- Please describe your company's experience developing leadership frameworks, specifically: CEO role profiles, executive profiles, and executive leadership competency models particularly across various functional models in nonprofit.
- What is your methodology towards the development of a CEO profile (including validation)?
- What resources could be provided for executive assessment, development and implementation? What would be required by LE?
- Please describe your company's approach and experience in working with CEO role profiles and executive leadership competencies in support of succession management.
- Please describe your company's assessment and development tools/instruments? Are these validated and legally defensible? What benchmarks do they have relative to other nonprofit leaders?

## **SUCCESS REQUIREMENTS**

The ideal consultant will:

- Develop Straw CEO Profile and Executive Leader Capabilities
- Understand Desired Executive Capabilities & Skill Requirements
- Understand Existing Leadership Model

The ideal consultant will also bring these other capabilities:

- Designing 360 Surveys
  - Developing Draft Survey and Timeline
  - Launching Tailored 360 survey based on CEO Role Profile
- Perform 360 Interviews
  - Design Feedback Interview Protocol
  - Conduct Behavioral Interviews
  - with each Executive
  - Conduct Direct Report, Peer, and Boss In-Depth Interviews

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## **SUBMISSION INSTRUCTIONS:**

We are requesting pricing options from qualified equity consultants. These can take a variety of forms – flat fee, hourly, mixed, cost +.

Please submit a Statement of Capabilities (no more than 2 pages) and qualifications (biography, resumes, organizational achievements) by Close of Business May 22, 2023. Proposals should be submitted to Marques Celestine at [mcelestine@leadingeducators.org](mailto:mcelestine@leadingeducators.org). We encourage early submission.