



KIPP Foundation Chief Executive Officer Search – Request for Proposals

INTRODUCTION

The KIPP Foundation is seeking proposals to conduct a national search for the organization's next Chief Executive Officer. Your firm, among others, is invited to submit a proposal on a competitive basis in the format described in this Request for Proposal (RFP). This RFP establishes requirements and defines responsibilities of the respondent to launch the search for the person who will serve in this role following the sixteen (16) year tenure of the KIPP Foundation's current CEO, Richard Barth. The term "Respondent" refers to any person or organization responding to this RFP.

This RFP in no way constitutes an agreement between the KIPP Foundation and any Respondent. The objective of the RFP is the negotiation, execution, and consummation of a definitive agreement between the KIPP Foundation and appropriate respondent to provide the services described herein. Information contained in the RFP is provided in strict confidence and may only be used for purposes of responding to this RFP.

ABOUT THE KIPP FOUNDATION

In 2000, Doris and Don Fisher created the KIPP Foundation to grow the KIPP ("Knowledge Is Power Program") charter school network by training outstanding school leaders to open and operate KIPP schools. Since 1994, KIPP has grown from two teachers in a single classroom to nearly 10,000 teachers educating more than 120,000 students in 270 schools across the country and supporting 40,000 alumni in college and career. The KIPP Foundation, through its KIPP School Leadership Program, has recruited and trained nearly 2,500 KIPP school leaders to open new KIPP schools or succeed founding school leaders.

The KIPP Foundation is currently responsible for supporting excellence and sustainability across the network and leading network-wide innovation efforts to leverage our growing scale. The KIPP Foundation provides a variety of supports and services to KIPP schools and regions in areas such as legal support, real estate finance, technology, finance, corporate governance, operations, communications, marketing, and development.

Our Mission: Together with families and communities, we create joyful, academically excellent schools that prepare students with the skills and confidence to pursue the paths they choose—college, career, and beyond—so they can lead fulfilling lives and build a more just world.

Our Vision: Every child grows up free to create the future they want for themselves and their communities.

To learn more about KIPP, please visit www.kipp.org.



PROJECT DESCRIPTION

Following a successful 16+ year tenure, KIPP Foundation's current CEO is departing to pursue a new opportunity. During his tenure, the KIPP Foundation and network of schools have grown into a complex enterprise:

- KIPP schools now educate 120,000 students in grades Pre-K to 12 in over 30 communities across the country; schools are operated locally by independent KIPP regions, with strategic leadership, innovation, and some direct supports provided by the KIPP Foundation
- The staff of the KIPP Foundation has grown five-fold;
- The organization's annual budget averages approximately \$50M with over 80% of revenue from philanthropic sources; and,
- The organization annually oversees the distribution of approximately \$43M in public and private grants to twenty-eight KIPP regions across the country.

The KIPP Foundation Board of Directors ("Board") is seeking a leader who will advance the organization and network in the realization of our vision of every child in the United States having access to joyful, academically excellent schools in which they are seen, supported, and fully equipped with the tools and skills they need to create the future they want for themselves and their communities. The successful Respondent will work directly with the Board to recruit and select its successor CEO.

PROJECT TIMELINE

Below is an overview of our timeline from now until the next CEO is hired:

- Vetting & selection of search firm: September – October 1, 2021
- Stakeholder interviews & finalization of position specification: October – November 1, 2021
- Surfacing and vetting candidates: November 2021 – February 2022
- Offer to top candidate: By March 1, 2022



SELECTION CRITERIA

Respondent proposals will be evaluated against the following criteria:

- Search team to include more than one senior search professional with a strong track record (10+ years in the field) of demonstrated performance bringing significant talent to the process. Success is defined as a track record of executing confidential “cold” approaches to individuals currently in positions of public prominence and persuading them to consider entering the search process;
- Search team must include one or more senior professionals with a track record in implementing diversity, equity, and inclusive (“DEI”) practices and policies throughout the search process. The search team should have experience working in the DEI space across large organizations including non-profit organizations;
- Respondent must provide references from organizations that have used its services for similar CEO searches for large scale organizations;
- Respondent should demonstrate a track record of speed, responsiveness, empathy, and strong follow-through;
- Respondent must demonstrate that it is prepared to undertake extensive community engagement with a wide variety of stakeholders to surface requirements for the role, work with the Board on the position specification, and undertake an expedited search;
- Respondent must be experienced in carefully navigating engagement with internal candidates regarding their desire to be considered for the role;
- Respondent must demonstrate flexibility to leverage existing data to understand KIPP’s organizational culture, leadership structure, and talent practices; and,
- Respondent must demonstrate a strong track record for sourcing and placing diverse candidates.

RFP IMPORTANT DATES (subject to change)

Date	Description
9/24/21	RFP Response Due
By 10/1/21	Follow-ups, as needed
10/1/21	Search Firm Selection
10/1/21	Engagement begins after selection



RESPONSE INSTRUCTIONS

KIPP Foundation requests each respondent to provide a detailed written proposal in response to this RFP by **EOD September 24, 2021**. Please include:

- Contact information for 2-3 references (ideally including at least one reference from a non-profit organization);
- Cost estimate for search and any discounts for charitable organizations; and
- Contact information to reach the respondent via email and phone

Please contact kippceorfp@kipp.org if you have any questions about your response.