



## DIRECTOR OF IMPACT PARTNERSHIPS JOB DESCRIPTION FULL TIME POSITION

### Who We Are

[United to Learn](#) (U2L) is a Dallas-based education nonprofit with a stated mission of changing lives by transforming the relationship between schools and community. United to Learn is focused on accelerating student achievement across 49 Dallas ISD elementary schools, and growing purposeful leaders through partnerships with businesses, high schools, colleges, faith-based organizations, and engaged individuals and groups. Together we work to create a united, thriving community.

### What We Believe

Our values underpin everything we do. Together we aim to be:

- **Optimistic:** We believe that with the right resources all children can achieve greatness
- **Nimble:** We respond flexibly and creatively through active listening
- **Culturally Competent:** We build a positive understanding of diverse perspectives
- **Collaborative:** We respectfully and empathetically work to learn from each other and build coalitions
- **Effective:** We use evidence-based practices for high-impact results

### The Role

United to Learn's **Director of Impact Partnerships** plays a critical role in executing our collaborative model as the lead relationship manager of a robust portfolio of corporate, faith-based and non-profit organizational partners that make a significant financial investment in U2L. The Director of Impact Partnerships will build and lead a team that furthers the mission of United to Learn by stewarding meaningful relationships between investing partners and U2L Dallas ISD elementary schools. Through implementation of customized collaborative partnership plans on each campus, the Director drives student achievement across our Dallas ISD elementary schools while also developing purposeful leaders within our investing partner organizations. Furthermore, the Director creates year-round opportunities to engage investing partners in meaningful activities and dialogue through the management of targeted affinity groups. The Director oversees the full investor relationship lifecycle from recruitment and on-boarding to implementation and stewardship of each vital partner.

### Reporting Structure

The **Director of Impact Partnerships** will design, implement and lead an effective school partnership team of U2L staff and volunteers. The role reports to the Chief Advancement Officer and has management responsibility for the U2L Liaison Manager and Faith-based Partner Manager.

### Essential Responsibilities

#### *Growing Investing Partnerships*

- **Maintain portfolio of Investing Partner prospects** to engage through the U2L Community Partnership Program through investments of \$15,000 or greater annually
- **Design and execute regular investment partner cultivation events**
- **Collaborate with the communications team** to design collateral and identify tiered recognition opportunities for Investing Partners
- **Actively network throughout the greater community**, representing United to Learn at stakeholder events to build connections and develop a prospect pipeline of investing partners

#### *Managing and Stewarding Investing Partnerships*

- **Design a customized annual experience for each U2L Investing Partner**, coordinating with U2L Programs staff, volunteer U2L Liaisons, and Dallas ISD partner schools to set and execute objectives that meet both school and partner needs
- **Coordinate and attend engagement opportunities between Investing Partners and U2L Schools** to include twice yearly progress updates, educator appreciation initiatives, and career days, among other events.
- **Design and execute year-round calendar** of Investing Partner fellowship and engagement opportunities
- **Build and manage affinity groups** within portfolio of Investing Partners
- **Work closely with Communications team** to execute Investing Partner recognition at U2L and school levels
- **Management responsibility for U2L Liaison Manager** (who oversees 50+ volunteer U2L Liaisons) includes providing strategy guidance, coaching and performance feedback, while collaborating to best serve the needs of U2L elementary schools
- **Collaborate with U2L Programs team** to coordinate volunteer and other resource coverage from investing partners

## Ideal Candidate Qualifications

- Demonstrate a strong commitment to equity, public education, student achievement and U2L mission, vision and values
- Display excellent written and verbal communication skills to engage a wide range of stakeholders
- Be comfortable networking among and presenting before a broad audience of executive level stakeholders
- Have strong background in or deep understanding of the Dallas corporate environment, preferably with experience in fundraising or corporate social responsibility
- Hold a Bachelor's Degree with 5-10 years of experience in development, membership, volunteer engagement, corporate social responsibility, or a related field
- Have a history of success securing gifts of \$15,000 and greater
- Display initiative, drive and comfort working within a fast-paced, collaborative environment
- Be proficient in Excel, Word, PowerPoint, Google Suite, DonorPerfect (or other constituent relationship management database), and Asana (or other project management system)
- Capacity to manage programs at schools citywide, maintain valid driver's license, insurance and ability to lift up to 20lbs.

## Brief Overview of the Organization

[United to Learn](#) (U2L) was founded by Abigail Williams, who created the concept based on her personal experience as a product of public education and later a private school parent and public school volunteer. Given the silos that exist across Dallas, Abby realized the untapped opportunity to activate Dallas' abundant talent and resources within a customized and proximate model to provide more equitable opportunities for ALL students.

At U2L we believe that our city's prosperity can be shared more equitably as more students are prepared for college and career success, thus we embrace our responsibility to address resource gaps in public education to achieve a more equitable, prosperous community. Knowing that a child who is reading on grade level at 3rd grade is three times more likely to achieve long term sustained academic success, U2L has defined 3rd grade literacy as our North Star metric.

To ensure efforts align to accelerate student outcomes, our research driven initiatives aim to: 1) improve our schools' **social emotional health**, 2) create aspirational **learning environments**, 3) drive student **literacy achievement**, and 4) **activate an informed community** empowered to advance for educational equity from a culturally competent perspective.

U2L partner schools have seen significant literacy achievement as demonstrated by Texas Education Agency ("TEA")-administered STAAR 3rd grade reading tests, with a growth of 39% over the five years preceding COVID, outpacing achievement seen across Dallas ISD, county, and state. Despite significant learning losses experienced nationwide in response to COVID disruptions, U2L partner schools saw only limited regression, approximately 50% of the losses seen across the District and County. Based on our success building relationships and driving student achievement, Dallas ISD invited U2L to expand to reach more students and campuses in need. In the 2020-2021 school year, United to Learn welcomed 21 partner elementary schools in Southern Dallas, representing a 64% increase over last year in students and educators served.

United to Learn now supports 2,100 educators and 26,110 students, reflecting one-third of all elementary students in Dallas ISD. Our partner schools are located citywide, with concentrations across Dallas ISD's Northwest Clusters as well as feeder patterns across Southern Dallas. Of our 26,110 supported students, 92% live in poverty, 51% are English language learners, and despite significant gains in recent years, an alarming majority of fourth grade students are not reading on grade level. Equally concerning, 90% have experienced prolonged trauma, enduring multiple adverse childhood experiences which can alter the structure of a child's brain, creating additional barriers to learning and academic success if left unaddressed. Racial demographics of our supported students reflect: 28% Black, 63% Hispanic, 9% Other. Of our students, 49% are female and 51% are male.

United to Learn is made up of full-time and part-time staff and contractors. We are governed by a Board of Directors and receive guidance throughout the year from an active Advisory Council.

Volunteers are intrinsic to the fabric of United to Learn. Twenty-eight hundred students, business professionals, and community volunteers contributed over 17,800 hours during the 2021-2022 school year, serving as school liaisons, tutoring young learners, completing campus improvement projects, distributing meals to families, and executing teacher appreciation initiatives, among other important roles.

Named to honor the enduring legacy of visionary, thought-partner, the [Serena Connelly U2L Liaisons](#) are a central component of our collaborative model. Each dedicated U2L Liaison is paired with an individual campus. U2L Liaisons

keep us abreast of the present successes and challenges schools experience so that our support can be nimbly tailored to each school's evolving needs.

Through our Community Activation programming, we inform, empower, and engage high school and college students and adults to understand systemic inequities that remain to be addressed, creating lifelong advocates for public education and building purposeful leaders who can find their role in eradicating those inequities.

### United to Learn Theory of Change

United to Learn's Theory of Change was developed in the 2020 Strategic planning process to outline the causal linkages in our work and define our pathway to desired outcomes, with corresponding interim measures of progress toward our ultimate goals. In our work, we leverage our unique strengths and resources to establish and facilitate consistent and streamlined communication between schools and community partners. The inherent flexibility of our model is anchored in careful listening to the micro and macro communities of our schools and allows us to better understand the unique circumstances faced by each campus. Dedicated Serena Connelly U2L Liaisons who are paired with each individual campus provide a solid foundation as thought partners to each elementary school, bridging interactions among partners. These trusted liaison relationships provide vital input for the experienced United to Learn staff who then create tailored programming within our pillars to address opportunity gaps, provide resources and meet specific needs.

Together, our highly engaged network strives to accelerate student achievement while also developing purposeful leaders to support a united and thriving community.

### United to Learn's Unique Role in the Education Ecosystem

U2L is the only organization in Dallas that brings together Dallas ISD, investing partners and other nonprofits to jointly focus on accelerating student achievement while also building purposeful community leaders. With key Dallas ISD relationships, from the campus level to district management through to the superintendent's office, United to Learn's efficient model is in sync with District priorities, complementing and never duplicating other support efforts. United to Learn's unique listen-first model enables us to customize programs to the ever-changing needs of our U2L schools.

This unique position as an external thought partner to both our Dallas ISD partner schools and our community partners allows us to embrace separate organizational and individual objectives in order to align with a more substantive vision of student achievement and shared community prosperity. Time and again, our activated United to Learn network has stood alone in the gap, filling campus-specific needs of our schools with expert programming and available volunteer and social capital within the private sector. Our staff is composed of industry leaders, who both hear the challenges of our partner schools and appreciate the level of rigor necessary to design programs that drive student achievement.

Our ability to steward relationships among our school and community partners and meaningfully accelerate student achievement was most recently evidenced by the District's invitation to double our footprint of partner schools as well as selecting U2L for Dallas ISD's [Jeanne Fagadau Leading the Charge Award](#). Given the looming unfinished learning and impact to social and emotional health posed by the evolving COVID pandemic, we eagerly accepted the invitation by accessing our proven army of industry experts and empathetic community volunteers to uplift students and step in where limited public dollars stop.

### Salary and Other Benefits

As a full-time employee, the Director of Impact Partnerships will receive:

- Competitive Salary plus insurance benefits including dental and vision plans
- Participation in employer contributed retirement plan through a Vanguard IRA Fund
- Generous holiday schedule including 10 Federal holidays plus an additional 15 holidays in accordance with Dallas ISD's administrative calendar during the academic school year, which reflects extended Thanksgiving, Winter Holiday and Spring Break paid time off. Additionally United to Learn recognizes Juneteenth and Independence Day holidays.
- Plus, ten days of paid time off as requested throughout the year.

**To apply, please email a cover letter and resume to [careers@unitedtolearn.org](mailto:careers@unitedtolearn.org).**