



Position: Partner

Location: Milwaukee, WI and/or Chicago, IL

Start Date: Ongoing

Our Approach

At Fulcrum Education Solutions, we support schools to ensure that every teacher has the support and development they deserve by providing high-quality, customized coaching to instructional leaders and their teachers.

Fulcrum's work is distinguished because it is:

1. *Customized* – We get to know each organization and their vision for excellent instruction to tailor our work towards their unique context. We don't assume what an organization values, how they operate, who serves as leaders, or what possible solution will work best.
2. *Focused on Application* – All work occurs right in the context where it must be applied. We work alongside our partners, in classrooms, during meetings, in their building, to ensure that their development is seen through to successful execution with their stakeholders.
3. *Consistent* – We are available and reliable. No discipline issue, parent meeting, or budget crisis will require us to put support on hold.
4. *Sustained* – We partner with organizations over multiple years so that our work takes root and develops people for the long-term. Organizations and people don't change overnight or after one session.

Job Description

Fulcrum Education Solutions is seeking a Partner to join our team and push our company forward. The Partner fills a dynamic support role whose main responsibilities include:

1. Lead partnerships with Fulcrum's partner schools, where our work is focused on the development of the leaders (ILs) and broader leadership structures in the school.
 - Generating clear direction and strategies to develop using Fulcrum tools
 - Communicating and executing the direction and strategy with goals for the partner
 - Monitoring and adjusting the approach
2. Take on Fulcrum projects to drive the company forward.
 - Creating and refining products to support school partnerships during all phases
 - Networking and external relationship responsibilities

The Partner is challenged to perform as an executive of Fulcrum. They are supported and developed in all responsibilities within company structures and a largely flat organizational structure.

There is the possibility of some travel between Chicago, Milwaukee, Indianapolis, and/or other expanding regions.

Goals:

All Fulcrum Team members are held to of the same goals, scaled to their individual role:

1. External partners achieve results.
2. External partners are retained in Fulcrum's progressive support model.
3. External partners advance in our progressive support model.
4. Fulcrum team members are excellent stewards of Fulcrum's brand and values.

We deeply believe in meeting the needs of our school partners and balancing our own personal goals. We strive for excellence in the role and supporting one another to get there.

Skills:

The Partner role requires a broad skill set centered on a deep knowledge of organizations, schools, instruction, and educators. Most crucial in performing in the role and achieving its goals are:

- **Ability to Form Positive Relationships Quickly** – You can sit down with someone you just met, establish immediate trust and rapport, and begin to push them forward.
- **Adaptive Leadership** – You understand people because you care about them. But you care about them enough to still lead them onward, with a tailored approach that may be different from your initial plan or from how you'd work with another person in the same school building.
- **Strategic Thinking** – You see three steps ahead, what's around the corner, and where you're headed. You make decisions in the short-term that matter for the long-term.
- **Autonomy and Self-Efficacy** – You can think on your feet and operate with minimal guidance and direction. You trust yourself to make productive, mission-aligned decisions, but you know when to ask for help and input.

Qualifications:

These qualifications need not be a steadfast barrier but more seen as a guide.

- 2+ years of experience as a school leader charged with the support, development, and management of other instructional leaders (e.g., principal, assistant principal, network instructional leader, etc.)
- Demonstrated instructional leadership results across a variety of grade-levels, content areas, and teacher experience levels
- Master's degree (or higher) in education or related field

Compensation

Starting for the Partner role begins at \$120,000. The value of working for Fulcrum goes well beyond the monetary compensation received:

Additional Compensation: We offer competitive salaries and bonuses to invest in our people to the greatest extent possible. Fulcrum is a growing organization. We compensate as fairly as possible given our company's growth trajectory and our team's experience and expertise. We strongly believe that the lifestyle associated with being a Fulcrum employee provides clear value for our team as well. Fulcrum also offers health, dental, and vision insurance to employees as well as retirement benefits. Partners have the agency to identify their PTO needs and to design their schedules to support that.



Growth potential is high and you can expect your compensation and responsibilities to rise considerably as the company continues to grow and we learn more about the value you bring to Fulcrum!

Application

If you are interested in applying for the Partner role, please submit a current resume to **hiring@fulcrumeducationsolutions.com**. With your resume, please include a cover letter that speaks specifically to your motivations for wanting to join a growth-stage education company working on this problem in this way in this role. We will do our best to respond to your application within 3 business days. We are prepared to conduct the hiring process virtually and candidates balancing family, work, and exploring new opportunities with Fulcrum will be treated with the generosity and gratitude everyone deserves during this challenging time. From start to finish, we anticipate the process to take 4-6 weeks.

Anti-Discrimination Policy & Commitment to Diversity

Fulcrum Education Solutions is committed to providing equal opportunity to all employees and applicants without regard to race, color, religion, national or ethnic origin, sex, age, marital status, familial status, sexual orientation, political affiliation, family responsibilities, gender identity or expression, pregnancy, military status, or any other characteristic protected under federal, state, or local law. We are committed to ensuring that we recruit and retain a diverse team who represent the communities and organizations we work with.