

Executive Director, MathPOWER

Location: Boston, MA

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Organization

With a mission to achieve transformational change in the lives of urban youth by developing proficiency in advanced mathematics and personal resiliency, MathPOWER has impacted almost 10,000 students, teachers and parents since its inception in 1989.

Inspired by the work of civil rights activist and educational visionary Dr. Robert Moses, MathPOWER was founded as the Boston Algebra in Middle Schools (AIMS) Project. The AIMS Project changed its name in order to address broader curricular and pedagogical issues prompted by educational reform in Massachusetts. In keeping with Dr. Moses's vision, MathPOWER continues to address the inequities in public education that disproportionately affect underserved population groups, specifically those in African American, Latino and impoverished communities.

Numerous national studies have demonstrated that one of the best predictors of completion of a college degree is competency in advanced mathematics. MathPOWER promotes personal and academic transformation in young people while instilling the perspective that mathematics can be a critical stepping stone to future career success. In its 26-year history, MathPOWER's staff and volunteers have gone beyond teaching mathematics skills to instill resiliency, foster social-emotional growth and build self-confidence in the students engaged in its programs.

Over the past two decades, MathPOWER has collaborated with numerous educational reform initiatives. The organization has worked with Boston Public Schools, the Boys and Girls Clubs of Boston, Boston After School and Beyond and many other organizations that address similar needs.

In addition to the aforementioned partnerships, MathPOWER has forged a close working relationship with Northeastern University, where its offices are housed. With an integrated learning model, MathPOWER serves Boston's urban students and their teachers, working both within and outside of schools, allowing MathPOWER's programming to seamlessly integrate in-school learning with after-school support.

Services for teachers include coaching and professional development. Students from kindergarten to eighth grade receive intervention services that address gaps in math knowledge and encourage continued development of new skills. Operating on a year-round basis, MathPOWER also offers an acclaimed Summer Academy consisting of five weeks of additional educational support and mentoring to students. The organization's primary programs are:

- **Coaching and Professional Development:** School Educators and Out-of-School-Time (OST) providers (pre-school – eighth grade) receive direct services, empowering them to develop tools and skills to help improve students’ understanding of mathematical concepts.
- **Math*STARS After School Programs:** Tutoring and mentoring after school is delivered to students by trained volunteers to reinforce math instruction occurring in the classroom.
- **Algebra Plus Summer Academy:** Having more than doubled the number of students served since 2007, this five-week program bolsters students’ understanding of grade-level mathematical concepts, reduces summer learning loss, strengthens math skills and increases confidence in students’ ability to learn new material. It also offers students an opportunity to engage in STEM activities through afternoon clubs.

MathPOWER is led by an engaged board of directors and has a dedicated staff of seven. The organization’s annual budget is \$870k. Despite a 2014 leadership transition, MathPOWER’s daily operations have been ably managed by an interim executive director and staff have remained enthusiastic, energized and committed to further developing their work with the organization. With a combination of part-time coaches, volunteers, students and office staff, MathPOWER currently tutors students in three sites, offers coaching to teachers in three schools and serves 21 schools through the Summer Academy.

Strategic Opportunities and Challenges

MathPOWER is at an important juncture in its development as it considers how best to leverage its history of success. Led by Board President Robert Gittens, Executive Director of Cambridge Family & Children’s Services, MathPOWER’s board of directors is poised for growth, with a goal of expanding to 10 members by the end of 2017.

MathPOWER has a model that works. Partnering with the Boston Public Schools, the organization envisions an expanded impact that introduces this model into more schools in and around Boston. Clearly, it is highly replicable in other urban areas in Massachusetts, such as Cambridge, Somerville, Lawrence, Lowell, Fall River and New Bedford, and can have a far greater impact in the years ahead.

MathPOWER has attracted the attention of major corporations and foundations, both regionally and nationally, including the Barr Foundation, the Linde Family Foundation, the Wellington Management Foundation, Liberty Mutual, the Toyota USA Foundation, Northeastern University and others. However, there is more to accomplish in this area. Individual donor support has been a minor component of the organization’s funding. In the next three years, there will be a greater focus on developing diverse funding streams and vital new partnerships, affiliations and programmatic initiatives.

Over the next three years, MathPOWER intends to:

- **Utilize Enhanced Technology:** The organization will use technology more intensively in its teaching and coaching methods, in keeping with current educational practices. As inner city youth are increasingly exposed to or equipped with technological tools for learning, this becomes imperative.
- **Expand Data Collection:** To track the impact and effectiveness of its work, MathPOWER will emphasize the collection of meaningful data from students and teachers with whom it works.
- **Diversify Revenue and Plan for Sustainability:** To ensure financial stability and support organizational growth, MathPOWER will develop a sound fundraising plan that aligns with organizational growth strategies and market trends. MathPOWER will build its organizational and financial capacity and market position to grow and replicate its program model.
- **Create New Branding Opportunities:** To enhance its visibility, MathPOWER will be conscious of branding opportunities when its programs are subsumed under the rubric of other organizations, such as the Boys and Girls Clubs and extended day programs in the public schools.
- **Create Expanded Partnerships with the Corporate Community with a Focus on STEM:** Through its corporate partnership strategy, MathPOWER will target companies that align with its mission to support youth, education, STEM and, more broadly, foster resilient communities and economic opportunity.
- **Expand Geographically:** With the full knowledge that its programs are effective, MathPOWER will expand geographically to reach other urban youth in greater Boston and cities beyond Boston.
- **Establish Ninth Grade Students as Target Population:** For its Summer Academy, MathPOWER will build on well-established, collaborative relationships with high schools to focus on ninth grade students, a critical population for its programs.

The Ideal Candidate

This position requires an individual who is an enthusiastic and energetic advocate for urban youth and an innovative thinker who shares MathPOWER's vision of a world in which all students achieve competency in advanced mathematics, a gateway to lifelong learning and a productive career. The organization seeks a hands-on operational manager who is adept in partnership building and fundraising, and can serve as the public face of the organization to diverse audiences.

MathPOWER's ideal candidate will demonstrate these skills and attributes:

Knowledge of Urban Education and Local Landscape

The new executive director will be knowledgeable about greater Boston's urban education needs and MathPOWER's current and potential role as an agent of change. The successful candidate must have a genuine passion for community engagement and programmatic growth, and an understanding of the current regional and statewide education landscape.

Fundraising and Relationship-Building Skills

Adept at cultivating and retaining donors, the ideal candidate will be equipped to acquire diverse funding, possess strong communication skills and have prior experience in revenue growth, institutional donor development, acquisition, retention, and grant writing. He or she will be experienced in identifying and cultivating new partnerships and maintaining positive relationships with funders.

Collaborative and Community Relations Experience

The next executive director will bring significant skills in outreach, community relations and partnership and collaboration development. He or she will be an engaging spokesperson for MathPOWER with the proven ability to connect with diverse audiences.

Resource Management and Administration Experience

The ideal candidate will be comfortable with financial and operational management in a public or nonprofit agency or program. Marketing acumen will be very valuable in this role. The next leader should have staff management experience and an understanding of workplace compliance and employment law. The ability to assure adequate control and accounting of all funds, including maintaining sound financial practices is essential to the position.

Board Experience

MathPOWER seeks candidates with significant experience working effectively with and growing a board of directors or advisory group to carry out the mission of the organization.

Education and Leadership Experience

A Bachelor's degree is required, and a Master's degree in a relevant area is preferred. Five or more years of increasing leadership responsibility is required.

Submission of Candidacy

This executive search is being conducted by Third Sector New England's Consulting and Executive Transitions Program with Transition Consultant Cathy Cohen. All submissions are confidential. *Only online applications will be accepted.*

Apply here: <https://goo.gl/L9zL4o>

Candidates should include a resume and a cover letter that describes how their qualifications and experience match the needs of MathPOWER, along with salary requirements, how they learned of the position and any other relevant information (such as published articles). All applications will be acknowledged. Applications will be accepted until the position has been filled.

This is a full-time position offering a competitive salary and benefits commensurate with skill and experience.

MathPOWER is an equal-opportunity employer and actively seeks a diverse pool of candidates. People of color, women, and transgender people are encouraged to apply.