



Proposal

Compass Charter Schools,
Superintendent & CEO

July 2022

Contents

Who We Are

- ∖ [Why We Exist](#)
- ∖ [How We Work](#)
- ∖ [Services](#)
- ∖ [Clients](#)
- ∖ [Results](#)
- ∖ [Team](#)

Project Proposal

- ∖ [Process](#)
- ∖ [Timeline](#)
- ∖ [Fees](#)

Case Studies

- ∖ [GO Public Schools](#)
- ∖ [Parent Revolution](#)

Who We Are

Why We Exist

Put your values to work. Act on equity.

People are what matter most in almost every field — especially in social impact organizations. Yet default practices reinforce existing structures, costing organizations the genius and diversity they need. Edgility runs executive searches to place transformational leaders — then we help those and other social impact organizations bring practice and structure into alignment with their values.

\ **Our Why:** With the right leaders and the right talent systems, equity can be achieved.

if we...

- \ place **equity minded leaders** into **equity centered systems**
- \ measure our **impact over time**
- \ make **consistent improvements**



we will...

- \ close **wage gaps**
- \ close **opportunity gaps**
- \ build a **leadership bench** in our sector that is truly **reflective of the communities we serve**

Our Services

Placing Exceptional Leaders	Closing Wage Gaps	Closing Opportunity Gaps
<ul style="list-style-type: none">\ Executive Search\ Recruitment Campaigns\ Transition Support	<ul style="list-style-type: none">\ Compensation Program Design\ Wage Gap Assessment\ Implementation Support	<ul style="list-style-type: none">\ Equity Assessment\ Performance Management Design\ Career Pathways Design

Our Clients

We work with social impact organizations striving to build a more equitable world for **youth, families and communities.**



Our Results

79%

of candidates placed in Edgility searches in the last three years identify as people of color

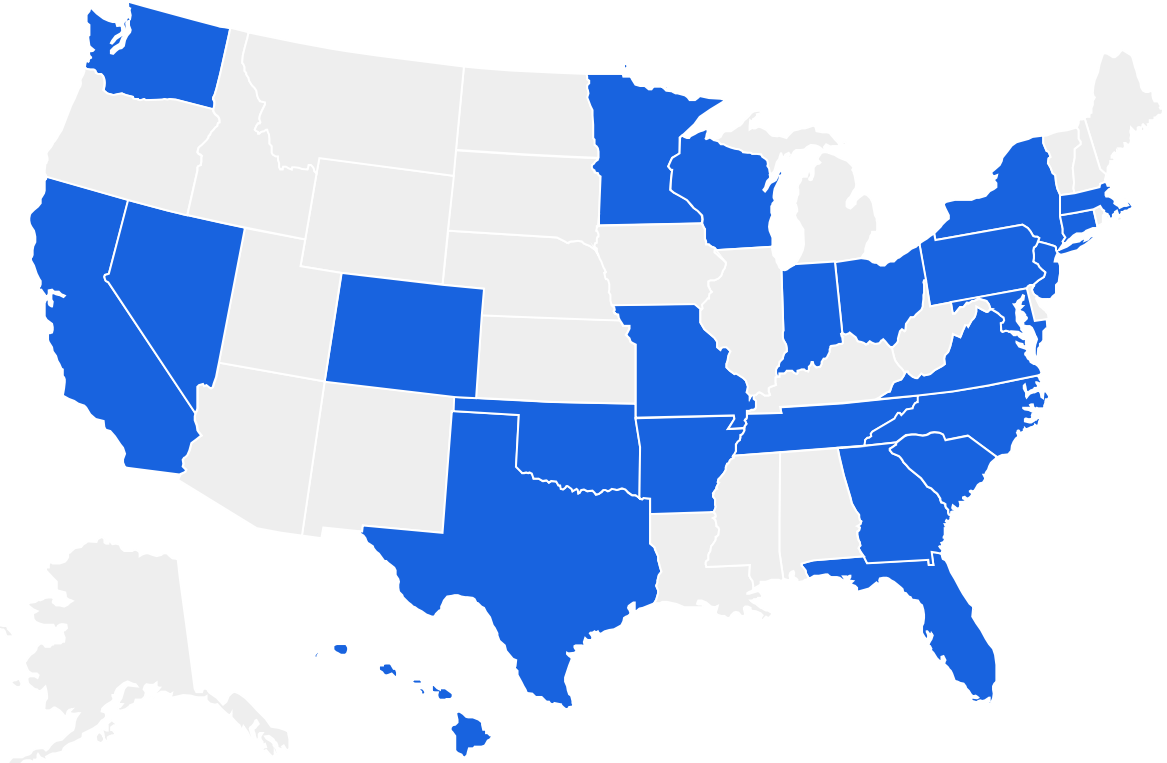
65%

of candidates placed in Edgility searches in the last three years identify as non-male

96%

of clients say they are satisfied, very satisfied, or extremely satisfied with Edgility's work

Our Placements



Our Team

The Edgility team reflects the diverse staff, experiences and perspectives that exist in our clients' organizations. We live all across the country with deep networks and real-world knowledge to help solve today's greatest equity challenges. **We understand mission-driven organizations because we've walked in your shoes—as recruiters, internal talent professionals and organizational leaders.** For us, equity in the workplace is all about putting values into action. We won't stop until it's the standard for the way organizations everywhere hire, compensate and grow their teams.

Management Team



Allison Wyatt, Co-Founder and Partner

- ✍ Prior to founding Edgility, Allison built and scaled a human capital consulting practice at a nationally recognized executive search firm.
- ✍ As the Vice President of Human Capital for Education Pioneers she built the HR department of a national, education reform organization from the ground up and increased its staff by over 500%.
- ✍ She holds a Master's degree in Business Administration from The MIT Sloan School of Management and Bachelor of Arts in East Asian Studies from Wesleyan University.



Christina Greenberg, Co-Founder and Partner

- ✍ Before launching Edgility, Christina owned and ran Redwood Circle Consulting, a recruitment and talent management firm, for five years.
- ✍ Christina has spent 17 years as a recruiter - leading searches for professionals serving in a range of executive leadership roles in education, youth development and social justice organizations.
- ✍ She holds a Master's degree in Public Affairs from the School of Public and International Affairs at Princeton University and a Bachelor of Arts in Political Science from UCLA.

Recruitment Team



Ron Rapatalo, Associate Partner

- Before joining Edgility, Ron had his own executive search practice, recruiting and selecting hundreds of candidates to become education and nonprofit leaders.
- Ron worked at New Leaders for seven years and was promoted four times to eventually lead the design and implementation of the Aspiring Principals Program admissions process nationally.



Dyan Sellers, Principal

- Dyan began her career in education in 2000 as a middle school science teacher in Atlanta. Prior to her work at Edgility, she served as the Director of Recruitment and Selection for Baltimore City Public Schools.
- Dyan holds a BS in Zoology from the University of Michigan and an MS in Human Resources Management from The Catholic University of America.

Recruitment Team



Brett Kunsch, Sr. Recruitment
Consultant

- ✍ Prior to his work at Edgility, Brett served as a Director of Implementation and a Director of Staffing Support for NYC DOE in the offices of School Wellness Programs and Teacher Recruitment & Quality.
- ✍ Brett holds a BA in History from Stony Brook University, and a coaching certification from the International Coach Academy.



BriAnn Gibson, Selection
Consultant

- ✍ Before Edgility BriAnn joined Teach for America; she taught multiple elementary math grades and coached robotics for 5 years. She also served as a recruitment lead for a national charter school network in the Mississippi Delta.
- ✍ BriAnn holds a Bachelor's degree in Social Work from The University of Memphis.

Project Proposal

Process

For an equity-driven organization to be truly successful, we believe a diverse group of people must lead the work. When paired with the right opportunity, a person's unique identity becomes one of their greatest professional assets. We focus on candidates' experience, skills, knowledge and career goals, rather than who they know and where they went to school.

By introducing a more objective process that challenges biases and assumptions, people who most experience structural racism and discrimination have greater opportunity to reach an organization's highest levels. And this means they're more reflective of the communities they serve.

1 Stakeholder Engagement

2 Candidate Cultivation

3 Candidate Screening & Assessment

4 Hiring Process Support

Process

Stakeholder Engagement

We meet with your key constituents—from board members to community members—to develop an ideal candidate profile and position competencies.

Deliverables

- ✓ Ideal candidate profile
- ✓ Job description and marketing materials
- ✓ Competency-aligned rubric
- ✓ Compensation study specific to your position

1 Stakeholder Engagement

2 Candidate Cultivation

3 Candidate Screening & Assessment

4 Hiring Process Support

Process

Candidate Cultivation

We build and execute a recruitment strategy that leverages our network of 40,000 nominators, personalized outreach, as well as social media and online tools to reach a diverse talent pool.

Deliverables

- Candidate outreach materials and job posting list
- Targeted candidate list based on your profile
- Real-time tracking and reporting of metrics related to marketing outreach, email/phone responses and applicant sources

1 Stakeholder Engagement

2 Candidate Cultivation

3 Candidate Screening & Assessment

4 Hiring Process Support

Process

Candidate Screening & Assessment

We shepherd incoming candidates through a consistent, transparent, and competency-based process before passing the top candidates along to your team.

Deliverables

- One-way-video interview screens
- Phone interviews conducted to follow-up on video
- Report out of candidates' proficiency against selection competencies at each stage of the process
- Submission of 4-6 candidates for you to interview

1 Stakeholder Engagement

2 Candidate Cultivation

3 Candidate Screening & Assessment

4 Hiring Process Support

Process

Hiring Process Support

We support your candidate diligence process, project manage your onsite interviews, and facilitate hiring committee debriefs grounded in anti-bias principles.

Deliverables

- Interview guides (including competency-aligned questions and performance tasks) for each phase of the process
- Anti-bias and interview norming session held with hiring committee and/or key decision makers
- Facilitation of client interviews
- Support with candidate offer process

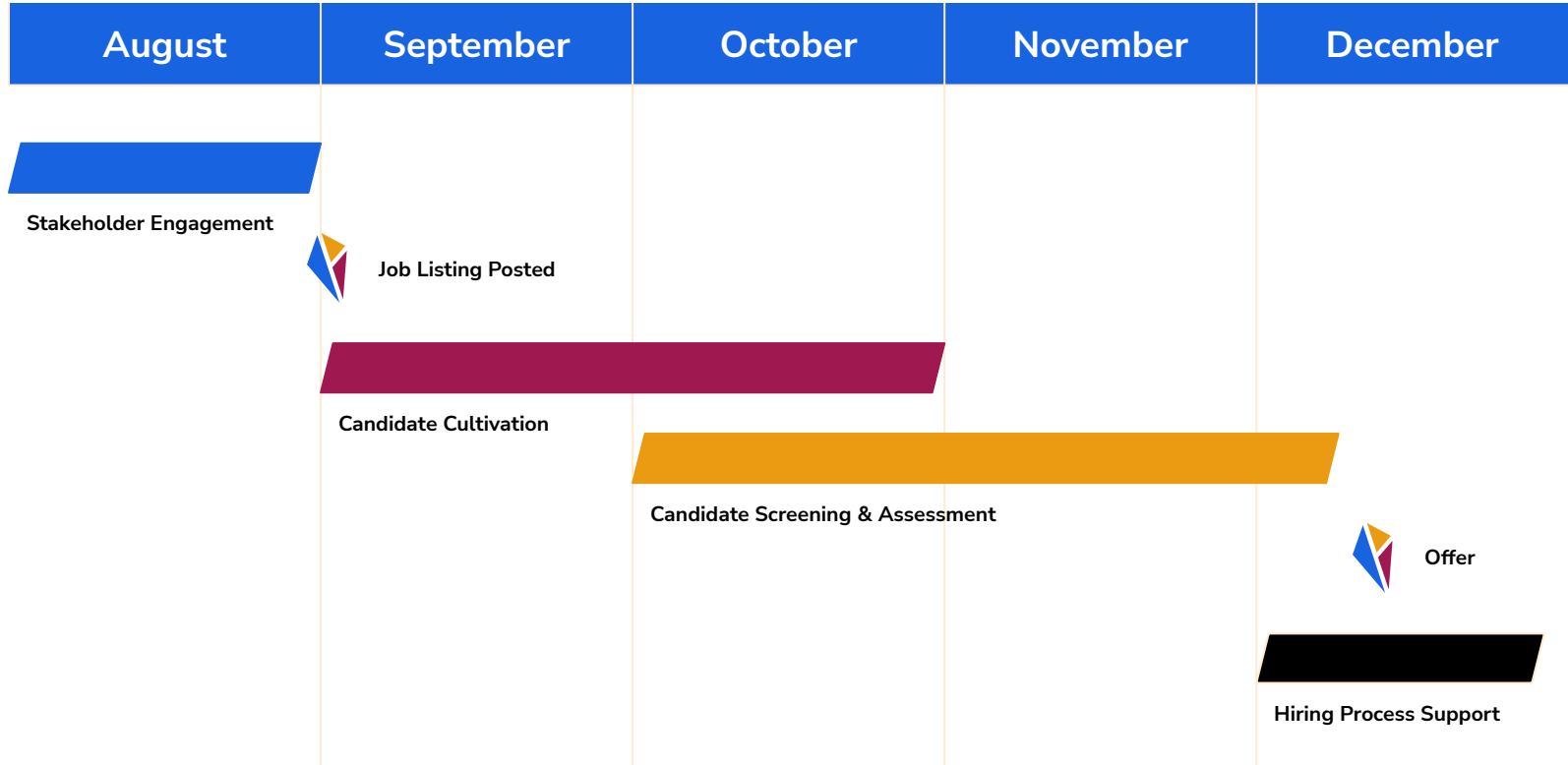
1 Stakeholder Engagement

2 Candidate Cultivation

3 Candidate Screening & Assessment

4 Hiring Process Support

Timeline



✓ Fees

The fee for this project as outlined above would be **\$55,000.00**, assessed on the following schedule:

- ✓ 50% payable upon signature of the contract;
- ✓ 25% when three highly qualified candidates are presented;
- ✓ 25% when offer letter is signed.

*This total does not include a \$2,500 advertising fee. Travel and other hard expenses are pre-approved by the Client and will be billed back as actuals.

Setting Up Your Incoming Leader for Impact

For an equity-driven organization to fully realize its values, placing an equity-minded leader is often not enough. Leaders enter organizations inheriting the the default ways of hiring, compensating, and managing people which often reflect status quo practices that reinforce deep racial and gender divides. Edgility can help fix these systems and unleash your executive's ability to lead with equity.

Month 1

Organizational Diagnostic: How Equitable is your Org?

Assess how equitably your talent management practices support the growth, engagement and retention of staff from all backgrounds. Empower your incoming leader with actionable insights to build sustainable, equitable people practices.

Months 2-3

Talent Management Strategy: Aligning Strategy & Values

Codify your guiding beliefs & policies for talent management, engagement and staff development. Once this is defined, we apply your philosophy to talent practices, clarifying policies for feedback, coaching and assessment.

Months 4-8

Talent System Design: Centering Equity in Action

Develop an equity-centered compensation, career pathways and performance management program. Receive robust implementation support such as staff trainings and manager coaching tools.

Supplemental Support Services - Pricing

	Tier 1 <30 Staff	Tier 2 <50 Staff	Tier 3 <75 Staff	Tier 4 <100 Staff	Tier 5 100+ Staff
\ Organizational Audit	\$2.5k	\$2.5k	\$2.5k	\$2.5k	\$2.5k
\ Talent Management Strategy	\$10k	\$15k	\$20k	\$25k	\$25k
\ Talent System Design - Compensation	\$25k	\$30k	\$45k	\$55k	*Request a quote
\ Talent System Design - Career Pathways	\$10k	\$15k	\$20k	\$25k	\$35k
\ Talent System Design - Performance Management	\$10k	\$15k	\$20k	\$25k	\$35k
\ Bundled Package - All of the Above	\$50k	\$70k	\$95k	\$120k	*Request a quote

Case Study



We're so grateful to Edgility for helping us go beyond simply posting a job description online. **Its deep network of qualified candidates and thorough vetting process far exceeded our own abilities to find new leaders to champion quality education in California's underserved communities.**

-Darcel Sanders
CEO, GO Public Schools

[Learn More >](#)



Thank you.

Ron Rapatalo

rrapatalo@edgilityconsulting.com