



**HEAD OF DEVELOPMENT**  
**[SUCCESS ACADEMY](#)**  
**NEW YORK, NEW YORK**



Aspen Leadership Group is proud to partner with Success Academy in the search for a Head of Development.

Success Academy seeks a visionary Head of Development to lead its fundraising efforts, managing a portfolio of principal and major gift donors and prospects to support its investments in K-12 scholars, innovations, research and development, capital, and advocacy. The Head of Development will oversee both the Individual Giving and Institutional Partnerships teams, cultivating a highly productive and agile group of fundraising professionals dedicated to delivering extraordinary results. As a key strategic partner to the Chief Advancement Officer, the Founder and CEO, trustees, and other stakeholders, the Head of Development will play a crucial role in advancing Success Academy's dual mission of innovative education and advocacy. This role involves expanding the network of transformational donors and establishing a high-performing, scalable development program aligned with Success Academy's priorities. Additionally, the Head of Development will engage in strategic planning, driving innovation, growth, and results, and will craft and execute comprehensive plans for identifying, engaging, and stewarding high-net-worth individuals and institutional funders to ensure Success Academy exceeds its ambitious commitments to its scholars and educational initiatives.

Choosing the right school for a child is one of the most important decisions a parent will make—it will profoundly influence their outlook and success in life. As the highest-performing, free public charter school network in New York, Success Academy (SA) creates an environment where children can stretch and grow, be challenged and excel, and discover natural talents and develop resilience, all while building meaningful relationships with educators and peers.

Success Academy is redefining what is possible in education. Every day, students prove that children from all demographics can achieve in school and life when presented with the right opportunities. Success Academy fosters a love of learning while creating opportunities for children to become critical and creative thinkers, build life skills and confidence, pursue passions, and secure exceptional careers.

The dual mission at Success Academy is to build world-class K-12 public schools in NYC while advocating to change policies that prevent children from accessing excellent educational experiences. Success Academy also collaborates with social-emotional learning specialists and school psychologists to cater to the whole child, creating empowering educational experiences that nurture children's character and self-belief while growing their knowledge and academic abilities.

Success Academy believes all children should have access to an excellent education. Its mission to deliver educational equity is founded on a belief in the power of children to learn and achieve. When children have access to high-quality teaching—and supportive adults who hold them to high expectations—almost anything is within their grasp. Success Academy is committed to constant reflection and improvement, and it prioritizes diversity, equity, and inclusion in all its work.

Success Academy nurtures children's natural curiosity to help them become excited about learning. Teachers limit direct instruction, instead fostering students' independent thinking and problem solving. Students explore texts, math problems, science experiments, chess strategies, and works of art.

The continually evolving K-12 curriculum prepares students to graduate from four-year colleges or universities. To date, 100% of graduating seniors have gained admission to college, including many selective and highly selective colleges and universities.

Success Academy schools have historically ranked in the top 1% to 3% in math and reading compared to all 3,500 NY State elementary and middle schools. Last year, Success Academy students far outpaced their peers in other charter schools and the larger state and New York City district schools. Most recently, Success Academy ranked #1 in New York State in Math test scores and #3 in English Language Arts among districts with test participation rates of 95% or more. In a time when racial disparities in achievement and access to opportunities continues to persist across the city and state, no other large school district in the state came close to Success Academy's scores among Black and Hispanic students. The success at SA goes beyond state tests, though. Success Academy students have won dozens of state and national division chess titles, performed and competed internationally, claimed numerous top debate awards, signed professional sports contracts, and more.

The Success Academy school design, founded on a love of learning, offers excellent academics and a wide variety of co-curriculars that create critical thinkers and confident students who are set up for a lifetime of success.

## **REPORTING RELATIONSHIPS**

The Head of Development will report to the Chief Advancement Officer, Lance King. The Head of Development will oversee a team of six professional staff.

## **FROM THE CHIEF ADVANCEMENT OFFICER**

*Success Academy was founded in 2006 with the mission of reimagining public education as an excellent, efficient, and equitable pillar of American society. In the 2024-2025 school year, our 57 schools will serve more than 22,000 scholars, kindergarten through 12<sup>th</sup> grade, in many of the lowest-income neighborhoods of New York City. As one of the nation's highest-performing districts, we stand as an exemplar and resource for educators, schools, and districts across the country. We have outperformed affluent white students on the available standardized metrics, and educators who worked and trained at Success are leading preeminent schools and districts around the country. All of our graduates—100%—have been accepted into college, and scholars from our first graduating classes are enrolled in selective colleges and universities across the country.*

*What Success Academy has achieved in less than two decades is unprecedented, but with the U.S. education system in profound crisis, we are redoubling our efforts. We spent more than a year carefully reexamining our design, best practices, and outcomes to chart our path forward, resulting in three interconnected major initiatives. We are growing our district by 50% over five years by adding 10,000 seats for the students who need us the most and hyper-scaling our district-level systems and infrastructure to support this growth. We are dramatically increasing the quality of our schools and how well we prepare children for college and for life—tightly integrating schooling from kindergarten through 12<sup>th</sup> grade. And to bring this vision for unparalleled excellence to life, we are building the school of the future: a landmark K-12 campus that will serve 2,400 scholars in the Bronx and demonstrate our new model for American public education.*

*The next Head of Development will join Success Academy at an auspicious time. We are in the final two years of a five-year, \$500 million campaign, and exceeding that goal is within our sights. As a key thought partner and collaborator with our dynamic Founder and CEO Eva Moskowitz and with me, as well as a leader among our team of dedicated Advancement professionals, the Head of Development will not only be integral to that near-term success but will have the opportunity to help architect what comes next. This role presents the successful candidate with a platform and opportunity to be part of something truly transformative in public education. And as we continue to forge ahead to create greater educational opportunities for even more kids and to lead efforts to eliminate barriers that block children from accessing those opportunities, greater philanthropic resources and talented fundraising leadership will be essential to all that we do. We look forward to your application!*

—Lance King, Chief Advancement Officer

### **SUCCESS ACADEMY'S COMMITMENT TO DIVERSITY, EQUITY, AND INCLUSION**

Success Academy has a powerful approach to anti-racism and DEI that most organizations do not have available to them. Most other organizations have to add in a DEI program because they exist either to make money or to combat some other issue from climate change to health care. But Success Academy's mission is the essence of anti-racism: It seeks to directly counter inequity by providing world-class education to those who would otherwise be denied it. Success Academy has an unwavering belief in the power of children and their capacity to learn and achieve, regardless of race, background, or socio-economic status. When children have access to high-quality teaching and learning—and positive, supportive adults who hold them to high expectations—almost anything is within their grasp.

### **PRIMARY RESPONSIBILITIES**

The Head of Development will

- manage a portfolio of principal and major gift donors and prospects with the capacity to support Success Academy's investments in K-12 scholars, innovations, research and development, capital, and advocacy;
- oversee both the Individual Giving and Institutional Partnerships teams (currently six positions) and, build and nurture a highly productive and agile team of fundraising professionals that produce extraordinary results;
- serve as a key strategic partner to the Chief Advancement Officer as well as Success Academy's Founder and CEO, trustees, and other key stakeholders, all united in their belief and commitment to actualizing Success Academy's dual mission of innovative education and advocacy;
- expand the nucleus of transformational donors and establish a high-performing development program scaled, and further scalable, to the needs and priorities of Success Academy;
- engage in strategic planning and its implementation and drive innovation, as well as growth and results; and
- craft and execute strategic and operational plans for the identification, qualification, engagement, cultivation, solicitation, and stewardship of high-net-worth individuals, as well as aligned corporate and foundation funders, to ensure Success Academy can surpass its ambitious commitments to its scholars and educational innovations.

## LEADERSHIP

### Lance King

#### Chief Advancement Officer

As Chief Advancement Officer, Lance King leads efforts to grow philanthropic support for Success Academy's mission, strategic enterprise goals, and continued growth. His team facilitates the engagement and solicitation of individual donors and institutional funders who share Success Academy's vision for expanding educational excellence and opportunity. Lance brings more than 30 years of diverse leadership and management experience in nonprofit and for-profit organizations to his role, including with leading public research universities, cultural and scientific organizations, and in philanthropic consulting, among others. He most recently served as Chief Development Officer at the Clinton Foundation. A graduate from The University of Texas at Austin College of Pharmacy, Lance also completed a postgraduate executive residency in nonprofit management.

## PREFERRED COMPETENCIES AND QUALIFICATIONS

Success Academy seeks a Head of Development with

- a commitment to the mission of Success Academy—to build world-class K-12 public schools in New York City while advocating to change policies that prevent children from accessing excellent educational opportunities;
- experience managing a portfolio of principal and major gift donors, with a particular focus on educational institutions highly desirable;
- an ability to oversee and lead diverse teams, particularly within Individual Giving and Institutional Partnerships, and a history of building and nurturing highly productive fundraising teams;
- strong strategic partnership skills, including experience working closely with senior leadership, including Chief Advancement Officers, CEOs, trustees, and other key stakeholders;
- expertise developing and scaling high-performing development programs that meet the evolving needs and priorities of an organization;
- strategic planning experience, including implementation, driving innovation, and achieving data-driven, measurable growth and results in fundraising initiatives; and
- an ability to craft and execute strategic and operational plans for donor identification, qualification, engagement, cultivation, solicitation, and stewardship, particularly with high-net-worth individuals and institutional funders.

A bachelor's degree is required for this position. At least 10 years of progressively responsible experience in fundraising, including principal and major gifts fundraising and institutional giving, as well as effective leadership and performance management of other fundraising professionals is preferred. Success Academy will consider candidates with a broad range of backgrounds. If you are excited about this role and feel that you can contribute to SA, but your experience does not exactly align with every qualification listed above, we encourage you to apply.

## SALARY, BENEFITS, AND CULTURE

The base salary for this position is \$225,000 to \$250,000 annually with performance incentives. Success Academy offers a competitive package of benefits and opportunities for professional growth.

The talented staff members of Success Academy are curious and team-oriented, and together they create an invigorating workplace infused with camaraderie, humor, and a shared passion for delivering life-changing opportunities for children. Running the largest, fastest-growing, and highest-performing network of public charter schools in New York City takes a village—families, children, teachers, staff and faculty, advocates, and supporters alike. The Success Academy team works tirelessly every day to ensure each child in New York City has access to a fun, rigorous, whole-child education regardless of zip code or economic status. When you join Success Academy, you play a part in giving every student who walks through the doors of one of its 57 schools in the city a fair shot at reaching their potential.

Success Academy is an equal opportunity employer and values diversity at its organization. It does not discriminate on the basis of race, religion, color, national origin, gender, sexual orientation, age, marital status, veteran status, or disability status. It actively seeks applications from people of all backgrounds to strengthen its community and the perspectives needed to flourish in a multicultural world.

## LOCATION

This position is in New York City. The Head of Development is expected to be on-site in Lower Manhattan at least three days per week.

## APPLICATION INSTRUCTIONS

All applications must be accompanied by a cover letter and résumé. ***Cover letters should be responsive to the mission of Success Academy as well as the responsibilities and qualifications presented in the prospectus.*** Review of applications will begin immediately and will continue until the successful candidate has been selected.

To apply for this position, visit: [Head of Development, Success Academy](#).

To nominate a candidate, please contact Gregory Leet, [gregoryleet@aspingleadershipgroup.com](mailto:gregoryleet@aspingleadershipgroup.com).

*All inquiries will be held in confidence.*