

PRIOR EXPERIENCE

Summary of Prior Experience

Since 2013, ATS+Partners has provided recruitment services to government agencies, school districts, nonprofits, and charter schools nationally. These services have included executive search, staffing, training, and consulting, in addition to strategic project planning, implementation efforts, and marketing strategy.

Below you will find a select listing of ATS engagements, all within the budgeted time, scope, and funds allocated to the project. Each of the projects listed touches on our experiences working with schools, non-profit organizations as well as government agencies. Additionally, we have also shared information regarding projects relevant to the specific scope of TRPCS needs as outlined in the proposal request.

Relevant Project List

ROSEVILLE COMMUNITY CHARTER SCHOOL

Client Description	Since 2011, Roseville Charter School has served the Roseville section of Newark, NJ. The school serves over 320 elementary school students in Pre-Kindergarten through 4 th grade. The racially diverse school has approximately 60% Hispanics, and 39% African-Americans enrolled.
Roles Supported	K-5 Principal (also recruited Deans and Teachers in previous searches)
Project Overview	<p>Challenge: A multi-million dollar school lost two school principals in one school year and needed an executive search solution to fill a Principal position in the off-peak recruitment season. The ATS team had previously recruited other instructional personnel and understood the school environment well for this new search.</p> <p>Solution: The consultant team developed a targeted recruitment campaign to attract passive senior education leader candidates.</p> <p>Impact: Though an internal candidate was entered into the pipeline late in the process, the team met the hiring target within eight weeks of starting the process.</p>

Client Description	Great Oaks Charter School was established as a part of the Newark, NJ community in 2011. The foundation was later created to manage and oversee its growing network of schools, including three additional schools in New York, Delaware, and Connecticut. Its tutor corps members live throughout the local community, including in Teachers Village, a mixed-use community that serves as the home to hundreds of educators and GOCS' middle school in the heart of downtown Newark.
Roles Supported	Vice President
Project Overview	<p>Challenge: After struggling to achieve academic success across its network of schools, its President deployed a strategic plan which included the hiring of a Vice President in a newly created position. The search needed to be completed in three months, during the holiday season.</p> <p>Solutions: ATS created a customized executive search process comprised of video interviews, board interviews, and an on-site assessment process. The team crafted targeted campaigns to attract senior-level executive candidates, created candidates video compilations for board members, and developed customized candidate competency screening rubrics.</p> <p>Impact: Though two additional steps were added to the initial timeline, the hiring target date was met with great feedback from the Foundation.</p>

MARION P. THOMAS CHARTER SCHOOL NETWORK

Client Description	Marion P. Thomas Charter School (MPTCS) is the largest independently-operated free public charter school in Newark, NJ. MPTCS was established in 1999 by a group of individuals born and raised in Newark and wanted to provide the best possible educational experience for the next generation of Newarkers. The school is one of the only minority-led charter schools in Newark, reflecting both its student population and the community it serves. Since 1999, MPTCS I has grown from four classrooms to four campuses and now serves 1,300 students from kindergarten through the 12th grade.
Roles Supported	Teachers, Interventionists, Deans, Vice Principals, Culinary Staff
Project Overview	Challenge: The network of four charter schools took over a low-performing school, doubled its student population, terminated 35% of their staff, and had no dedicated recruitment team to fill over 80 positions.

	<p>Solutions: The ATS Team managed their entire recruitment project, assigned a dedicated on-site contract recruiter, and provided two sourcers to screen more than 1,000 applicants.</p> <p>Impact: Successfully managed their recruitment process and hired 83 people; the contract was extended twice to manage new needs; onboarded and transitioned recruitment to the new Department of HR.</p>
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PARTNERSHIP WITH CHILDREN

<p>Client Description</p>	<p>Partnership with Children provides trauma-informed counseling, school-wide services, and family and community outreach in New York City Public Schools, where students are at the highest risk of academic failure and dropping out. For over 100 years, Partnership with Children has been helping New York City’s children overcome the severe and chronic stress of growing up in poverty.</p>
<p>Roles Supported</p>	<p>Program Directors, Site Supervisors</p>
<p>Project Overview</p>	<p>Challenge: A multi-million dollar Nonprofit needed a Recruitment Process Outsourcing solution that met their current need of hiring an uncertain number of staffers due to the extension of government contract/programs.</p> <p>Solution: The consultant team developed a targeted recruitment campaign to attract passive candidates, adapted and managed the entire recruitment process, and identified quality, culturally aligned mid-to-senior level Social Work Directors and Supervisors.</p> <p>Impact: The initial hiring target was met within six weeks. Our contract started with seven positions and was extended twice to hire for 14 positions in a 2-month period.</p>