



**JOE SIEDLECKI**

Associate Commissioner for School System Support,  
Innovation, and Charters  
Texas Education Agency

# Joe Siedlecki

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## Summary

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Change maker with a demonstrated record of partnering with school system superintendents and civic leaders to design and successfully execute state and citywide education strategies that generate measurable results for kids. Excel in seeing around the bend and strategic thinking. Will pursue all potential paths toward student success.

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## Professional Experience

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### **Texas Education Agency**, Austin, Texas (2016 - Present)

*A state education agency providing leadership, guidance, and support to 1,200 school districts serving 5.2M students*

#### **Associate Commissioner for School System Support, Innovation, and Charters**

- Managed multiple divisions (School Improvement, Innovation, Community and University Partnerships and Charter School Authorizing) with 4 direct reports and 40+ staff, more than \$100M in annual grants
- Reorganized the School Improvement Division, recasting all roles to be in better service of school districts
- Conceived of and built a completely new division, the Division of System Support and Innovation
- Led the development of the school improvement resources and support section of the Texas ESSA Plan
- Led the development and state-wide implementation of a new school improvement framework, the Effective Schools Framework, engaged 20 regional Education Service Centers, 50 districts, and 300 staff in design process, aligned more than \$60M annually to the implementation of the ESF in districts and schools
  - 72% of F rated campuses improved at least one accountability grade level between 2018 to 2019
  - Campuses supported by SI team improved performance scores 6% more than similar campuses
- Created and oversee administration of the School Action Fund, a \$30M annual ESSA grant to support districts to explore, plan, and execute bold actions such as new schools, district-charter partner schools, district-university partner schools, and other third-ways approaches
  - Have supported planning or implementation of 162 bold school actions
- Created and oversee the implementation of the System of Great Schools Network, an opt-in network of 15 school districts that are pursuing the System of Great Schools strategy, an adaptation of the portfolio model
  - SGS districts increased the number of students in A/B rated schools by 104% and decreased the number of student in D/F rated schools by 36%
- Oversaw the largest charter school portfolio in the nation (177 operators, 800+ schools, 316,000 students), revised the charter application process and renewal/revocation processes, and designed a new charter school performance framework
  - Have overseen 61% increase in number of A/B rated charter schools, 34% decrease of D/Fs
- Secured \$60M charter school program grant from USDE to support replication and expansion of charters
- Played an instrumental role in the legislative and implementation process, specifically related to incentivizing district-charter partnerships, aggressive school reconstitution/restart strategies, and charter transparency
- Played a critical advisory role in planning the state transformation of school districts where the state has installed boards of managers
- Record of leveraging relationships, resources, and support to successfully encourage school district leaders to pursue new ways of expanding options and improving outcomes, in urban and rural districts

### **Michael & Susan Dell Foundation**, Austin, Texas (2007 - 2016)

*A \$1B venture philanthropy focused on measurably improving lives of poor children in US, India, and South Africa*

#### **Portfolio Director, US Education Program, Quality School Options** (2011-2016)

- Member of Foundation's Global Leadership Team, leading foundation strategy across three countries
- Conceived of, designed, and implemented foundation's Quality School Options strategy, which supported both districts and city funds to pursue the Portfolio School District strategy
- Multiple cities (Denver, Chicago, DC, Camden) that have implemented the strategy with fidelity have seen significant increases in the number and percentage of low-income students in high performing schools
- Advised school system leaders in the design and implementation of policies and processes necessary to ensure successful implementation of new state "innovation school" laws that create autonomous schools
- Supported the design and implementation of holistic school accountability systems that use multiple measures, including student/family survey data, equity measures, and school inspections/quality reviews
- Influenced district and charter leaders to partner in creation of equitable school enrollment and expulsion policies to help bring coherence and fairness to un or under regulated school choice markets
- Managed team and investment budget of \$20M in annual commitments

**Program Officer, US Education Program, Data Driven Education** (2007-2010)

- Responsible for all MSDF relationships and investments in Chicago, DC, Baltimore, and Denver
- Led diligence and management of portfolio of K-12 education sector investments totaling \$40M
- Developed clear project plans and outcome metrics for more than 30 diverse engagements
- Identified and was first national investor in multiple innovative programs in school support & teacher pipelines

**White House Office of Management and Budget**, Washington, DC (2005-2007)

*Serves the President of the United States in implementing their vision across the Executive Branch*

**Program Examiner**

- Developed President's Budget for Department of Labor and related agencies, a portfolio of programs over \$6B
- Led teams in evaluating budget requests, regulatory changes, and making recommendations to senior WH staff
- Led budget, regulatory, and program management negotiations with senior agency staff (Assistant Secretaries)
- Developed and utilized professional network of Appropriations and Education Committee staffs in both houses
- Successfully proposed significant changes to President's Community College Initiative
- Edited legislative testimony, bills, and public statements, including the 2006 State of the Union address

**Deloitte**, New York, NY (1998-2003)

*Global strategy and operations consulting firm*

**Senior Consultant, Human Capital Advisory Services**

- Advised senior client executives on alignment of business and human capital strategies
- Led small teams of analysts in workforce analytics, organization redesign, and change management projects
- Experience with mergers and spinoffs in telecom, pharma, financial services, and higher education industries

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**Additional Relevant Experience**

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**Texas Charter School Association** (2015- 2016)

*Board Member*

- Provided organizational leadership to association representing one of largest charter school sectors in the nation
- Aggressive internal voice pushing TCSA to acknowledge & address performance problems in TX charter sector

**National Association of Charter School Authorizers** (2011- 2016)

*National Advisory Board Member*

- Provided strategic guidance to the CEO of the largest association of charter school regulators in the nation

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**Education**

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**LBJ School at the University of Texas at Austin**

*Master in Public Affairs (Policy), 2005*

- Selected by faculty as Lyndon B. Johnson Leadership Fellow (1 of 3 in a class of 125 graduate students)
- Awarded Emmette Redford Award for Original Research and Writing (best graduate thesis)

**The Wharton School of Business at the University of Pennsylvania**

*Bachelor in Science of Economics, 1998*

- Captain and four-year starter for Men's Division 1 Varsity lacrosse team
- Selected to Academic All-Ivy team

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**Personal**

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- Father to two Austin ISD public school students (Grace (10) and Jake (8))
- Member of Austin ISD Facilities and Bond Planning Advisory Committee, \$1B bond passed with 72% of the vote
- Volunteer youth lacrosse coach (2003-2010, 2018-Present), Texas Assistant Coach of the Year (2008)
- First member of my immediate family to attend and complete college, the son of millworkers
- Enjoy live music, BBQ, genealogy, hiking, fishing, and reading history and historical fiction

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**Professional References**

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- Mike Morath, Commissioner of Education, Texas Education Agency, phone number available upon request
- Orlando Riddick, Superintendent, Midland ISD, phone number available upon request
- Steve Van Matre, Superintendent, Premont ISD, phone number available upon request
- Kathy Rollo, Superintendent, Lubbock ISD, phone number available upon request

# Joe Siedlecki

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Dear Working Group Members,

It is a great honor to apply **to serve** the Board and the students of Louisiana as the next State Superintendent of Education.

As the son of millworkers, I've come from humble beginnings to experience academic and professional success. After 9/11 I left the business world and have since dedicated my life to expanding opportunities for those most in need. In doing so I have learned the power of tapping the entrepreneurial spirit found in local leaders. This lesson, of emboldening and supporting local leaders, is one that colors my leadership approach.

If we believe that **all students are capable of greatness**, then our goal cannot be to simply prepare students to succeed in their communities. Our collective ambition, and belief, must be bolder than that. We must strive to prepare students to lead the transformation of their communities.

To realize this collective ambition, **we must**:

- Raise our expectations for school systems
- Deepen supports to school systems around existing initiatives
- Better align the early childhood to college and career experience
- Inspire local school system entrepreneurship in the design and delivery of diverse options for families

This means continuing the incredible progress spurred by the Board and able LDE leadership team over the last decade. But it also means being **brave enough** to explore new ways of accelerating change.

I have a clear track record of **building the collective courage** to pursue all paths to student success. From a state education agency leadership role, I have created spaces for enterprising superintendents to pursue bold change. I have partnered with superintendents and civic leaders to design and successfully execute citywide education strategies that generate measurable results for kids. I did this in urban settings through the work of the System of Great Schools Network and in rural settings through reforms such as the Rural School Innovation Zone. I did this statewide by rolling out a new approach to school improvement that, despite requiring significant change for many stakeholders, has been embraced by all as a better way of ensuring effective schools for our kids. These successes required honoring existing perspectives while activating the entrepreneurial spirit necessary to invest leaders and communities in new ways of reaching ambitious goals.

I created new teams from scratch, restructured existing teams to better serve districts, and implemented new performance management systems. I have also worked across legislative chambers and interest groups to see through transformational policy initiatives.

There are few states that have laid such an incredible foundation. I'd be humbled to bring my leadership to Louisiana to implement your ambitious plan **and activate the local school system entrepreneurship** necessary to ensure that our systems and students experience **"the triumph of high achievement."**

Sincerely,  
Joe Siedlecki