

About Charles E. Wright, Jr.



Charles Wright, Jr. has more than 25 years of experience helping leaders of complex multi-site organizations achieve transformational results that have a social impact, and is fueled by his passion for helping families and professionals connect to the people, resources, and tools they need to help their children succeed in and out of school.

Charles previously served as Deputy Superintendent of the Seattle Public Schools. In this role, he was responsible for improving the systems that support the day-to-day operation of the district and overseeing the implementation of the district's strategic plan. Under Charles' leadership, the system increased school leader satisfaction with services to the next performance tier in 10 programs, adopted and implemented the Seattle Preschool program, stabilized and improved Special Education Services, raised funding to double support for strengthening an aging technology infrastructure, and more.

He has extensive operational, planning, project management, and continuous improvement experience gained from previous roles with the Carnegie Foundation for the Advancement of Teaching, Wright Associates, Bill and Melinda Gates Foundation, Denver Public Schools, School Evaluation and Management Services, Duval County Public Schools, Ford Foundation, and the Cleveland Foundation. In these organizations, he participated in a wide range of innovative local and national initiatives intended to bring about change within K-12 school systems and institutions of higher education.

Charles completed his Bachelor of Arts in Finance at Morehouse College, his Master of Arts in Elementary Education at Teachers College, Columbia University, and his Juris Doctorate at the University of Pennsylvania. He and his wife Stephanie live in Washington with their sixteen-year-old daughter where he spends his extra time cycling and swimming.



Igniting Transformation in District Communities

“Every system is perfectly designed to get the results it gets.”

~ W. Edwards Deming ~

As a former Deputy Superintendent, Chief Strategy Officer, and Assistant Superintendent in three large urban school systems, and a deep believer in the commitment and talent of the educators in public K-12 school systems, I believe it's time for a total redesign of school systems to ensure they are places where every student and adult thrives.

There are many compelling data points that necessitate this bold action. First and foremost, too many students (for too many decades) across every ethnic group do not achieve proficiency in core subjects according to the Nation's Report Card. Second, the system enhancements aimed at supporting the increasing number of students experiencing mental health challenges are not enough to make the environment one where students consistently thrive. Third, there has long been a mismatch between public expectations of school systems and their capacity to deliver. Finally, the good work of educators is often eroded by system instability.

For these reasons, it's time to take bold action to transform school district communities into thriving ecosystems in which all students and staff thrive. This type of undertaking requires the conscious and curious collaboration of education, civic, and business leaders as well as educators, staff, parents, and students. Together, we can ensure that the many services, programs, and systems supporting students and families work together as a coherent whole in an efficient way to make school more impactful and a consistent joy.

My topics can be customized, refined, and focused for your audience.

Leadership for System-wide Change

Public pre-k-12 school systems are dynamic environments with multiple stakeholders and decision-makers at multiple levels within a system and broader community. Let's discuss the common barriers that prevent district community leaders from making good on their good intentions and the strategies leaders can add to their toolkit to increase the odds their system-wide change or innovation will succeed.

Catalyzing Grassroots Transformation

Parents and educators have front row seats to the fallout of a system that is not designed to meet the needs of students and staff, and their voices and insights are invaluable to leaders committed to redesigning a system. Let's talk about what parents can do to define their role, accelerate a sense of urgency, and create sustained implementation that can overcome the political muck and inertia in their district community.

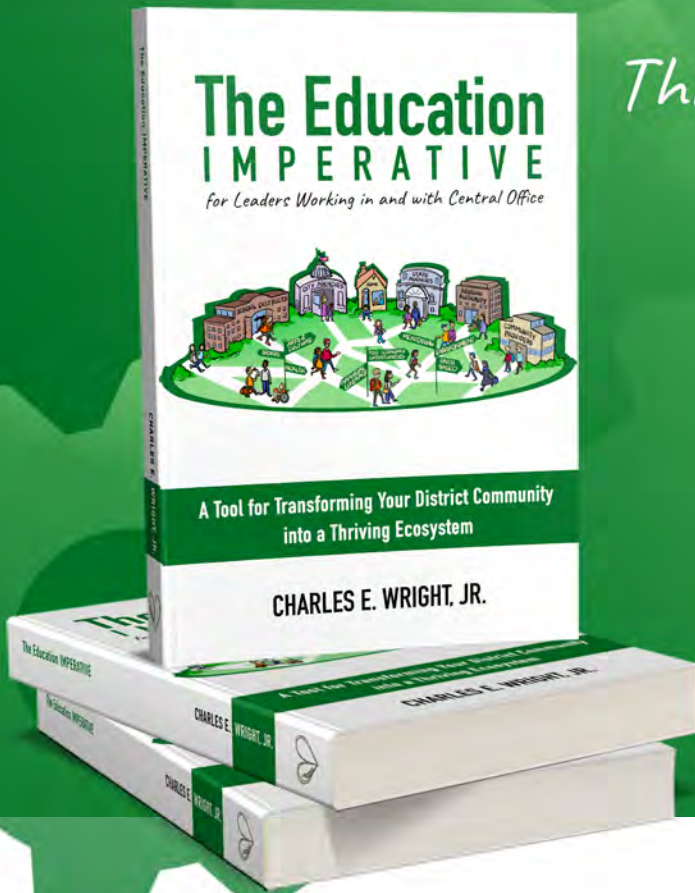
Better Outcomes for All / What's Possible?

Most communities have talked about meeting the needs of every student, but not achieving it for so long, one begins to wonder: Is it really possible to meet the needs or is that just a pipe dream? What academic socio-emotional, and health outcomes should we be prioritizing and ensuring systems can help every student demonstrate? Let's talk about what a healthy district community (eco)system includes, how rethinking each aspect of the daily operations could change the experience and futures of students and staff, and what it would take to bring that new vision to life.

Ignite Transformation in Your District Community

Committed to achieving better academic, behavioral, health, and life outcomes for students and the adults that support them, Phoenix County's school board agreed to a bold new approach. They found new leadership and embarked on a *multi-year* journey to transform their school system and community-wide partnerships into a coherent student-centered ecosystem.

In *The Education Imperative*, strategic education consultant Charles E. Wright, Jr. has combined three decades of work in education, philanthropy, and business to offer an inspiring and thought-provoking vision via the aspirational story of one family's experience in the redesigned Phoenix County school ecosystem.



This novel tool will enable you to:

- ⚙️ Discover, develop, and/or accelerate your personal journey to support and lead transformative change
- ⚙️ Engage all stakeholders in a discussion that builds connections and sets the stage for bold changes
- ⚙️ Listen deeply, identify areas for healing, and discover support for breakthrough ideas

If you are a central office leader, supervisor, or staff member looking for a compelling way to deepen system-wide conversations around access, equity, and transformative change, this book is for you.

Inspire colleagues. Build trust. Take bold action.

Available May 25, 2023