



NORTHSTAR CONSULTANT NETWORK

Consultant Capability Overview

NorthStar Leadership Partners is connecting with experienced professionals who may be considered for future independent, project-based consulting engagements with schools, districts, educational organizations, and community partners. Applicants may express interest in more than one capability area and should identify the area that most closely reflects their strongest experience and expertise.

Who may be a strong fit

Strong candidates may have experience across P-20 education, including early childhood, K-12 schools and districts, higher education, educator and leadership preparation programs, leadership residencies, nonprofit organizations, government agencies, community-based organizations, research institutions, or consulting firms. Relevant experience may include professional practice, organizational leadership, program design and implementation, teaching, coaching, facilitation, research, evaluation, technical assistance, or the application of theory and evidence to complex educational challenges.

1. Opportunity & Access

Capability purpose. Supports organizations in identifying and addressing barriers that affect access to high-quality educational opportunities, programs, pathways, and supports.

Potential areas of work

- Advanced learning and participation
- College and career pathways
- Postsecondary readiness and transition
- Leadership pipelines
- Family and community engagement
- Program access and opportunity analysis

Potential responsibilities

- Assess access, participation, readiness, and outcome patterns
- Review policies, programs, and participation requirements
- Conduct stakeholder interviews or listening sessions
- Design or strengthen pathways and programs
- Facilitate planning and develop actionable recommendations

Examples of deliverables

- Opportunity assessments
- Pathway frameworks
- Program analyses

- Implementation plans
- Stakeholder findings and executive presentations

Relevant experience and capabilities. Experience may include college access, advanced learning, workforce development, higher education, first-generation student support, community partnerships, student success, or leadership-pipeline development.

2. Leadership & Organizational Effectiveness

Capability purpose. Supports effective leaders, leadership teams, organizational capacity, and change implementation.

Potential areas of work

- Executive and leadership advising
- Leadership development
- Aspiring-leader and residency programs
- Executive, principal, or team coaching
- Strategic planning
- Team effectiveness and change leadership

Potential responsibilities

- Advise executives and leadership teams
- Assess leadership and organizational challenges
- Design leadership-development experiences
- Facilitate retreats and professional learning
- Support role clarity, decision-making, and accountability
- Lead or support major workstreams

Examples of deliverables

- Leadership frameworks
- Organizational assessments
- Coaching plans
- Strategic plans
- Team-effectiveness tools
- Professional learning curricula

Relevant experience and capabilities. Experience may include school or district leadership, higher education, educator preparation, executive coaching, organizational development, facilitation, strategic planning, or change management.

3. Organizational Systems & Operations

Capability purpose. Helps clients strengthen the structures, processes, routines, and workflows that support effective organizational performance.

Potential areas of work

- Organizational design
- Process and workflow improvement
- Roles and responsibility clarification
- Operating procedures
- Department and team coordination
- Implementation infrastructure

Potential responsibilities

- Assess systems, processes, and workflows
- Identify duplication, gaps, and inefficiencies
- Map current and future-state processes
- Clarify roles, handoffs, and decision points
- Develop practical operating routines, tools, and documentation
- Support adoption of improved systems

Examples of deliverables

- Process maps
- Operating frameworks
- Standard operating procedures
- Responsibility matrices
- Communication protocols
- Operational recommendations

Relevant experience and capabilities. Experience may include district or organizational operations, program administration, process improvement, systems development, service delivery, implementation, or organizational design.

4. Student Success Systems

Capability purpose. Helps schools, districts, and educational organizations design and strengthen coordinated systems supporting students' academic, behavioral, social-emotional, attendance, and developmental needs.

Potential areas of work

- Multi-Tiered Systems of Support
- Academic and behavioral interventions
- Attendance improvement
- Discipline systems
- Student services
- School climate and whole-child supports

Potential responsibilities

- Assess current student-support structures and outcomes
- Identify implementation strengths and gaps
- Design or strengthen tiered systems and interventions
- Develop protocols, tools, and decision rules
- Facilitate planning and professional learning
- Support implementation and continuous improvement

Examples of deliverables

- MTSS frameworks
- Student-support assessments
- Intervention protocols
- Attendance or discipline plans
- Professional learning materials
- Progress-monitoring tools

Relevant experience and capabilities. Experience may include MTSS, student services, school improvement, attendance, discipline, school climate, special populations, behavioral health, counseling, or districtwide student-support systems.

5. Data, Evaluation & Continuous Improvement

Capability purpose. Helps clients use evidence to understand performance, assess programs, monitor progress, make decisions, and improve results.

Potential areas of work

- Program evaluation
- Quantitative and qualitative research
- Survey design and analysis
- Performance measurement
- Progress monitoring
- Continuous-improvement systems

Potential responsibilities

- Develop evaluation questions and indicators
- Collect, organize, and analyze data
- Design surveys and interview protocols
- Interpret quantitative and qualitative findings
- Establish progress-monitoring routines
- Present findings and actionable recommendations

Examples of deliverables

- Evaluation plans
- Data-collection tools
- Dashboards and scorecards
- Needs assessments
- Findings reports
- Continuous-improvement protocols

Relevant experience and capabilities. Experience may include program evaluation, education research, data analysis, performance management, assessment, continuous improvement, applied research, or organizational learning.

6. Project Management & Implementation

Capability purpose. Helps ensure complex NorthStar engagements are coordinated, organized, implemented, and completed successfully.

Potential areas of work

- Project and implementation planning
- Complex initiative management
- Consultant and stakeholder coordination
- Milestone tracking
- Risk and issue management
- Progress reporting and quality assurance

Potential responsibilities

- Develop and maintain project plans
- Coordinate teams, meetings, and client activities
- Track milestones, deliverables, decisions, and dependencies
- Establish communication and reporting routines
- Monitor scope, quality, and unresolved issues

- Support teams in moving from planning into implementation

Examples of deliverables

- Project charters
- Implementation plans
- Milestone trackers
- Responsibility matrices
- Risk and issue logs
- Status reports and closeout summaries

Relevant experience and capabilities. Experience may include project management, program management, implementation leadership, consulting operations, organizational initiatives, change implementation, or complex cross-functional work.

Consultant Classification

Senior Independent Consultant. May lead complex engagements or major workstreams, advise executive-level clients, shape strategy, oversee other consultants, and represent NorthStar with substantial independence.

Independent Consultant. May own defined project components, facilitate client activities, conduct analysis, develop tools and deliverables, and support implementation under the direction of a NorthStar project leader.

Independent Specialist. May provide deep technical or content expertise within a clearly defined area and may lead technical components without carrying responsibility for the full engagement.

Associate Consultant or Project Coordinator. May support research, data collection, meeting coordination, documentation, project tracking, materials preparation, and implementation activities under appropriate supervision.

Engagement Structure

- NorthStar Consultant Network opportunities are independent and project-based.
- Selection for the Consultant Network does not constitute an offer of employment, guarantee a project assignment, or guarantee a specific volume of work.
- Compensation will be determined based on the consultant's experience, assigned role, responsibilities, project scope, and the specific requirements of the engagement.
- Specific responsibilities, deliverables, timelines, compensation, invoicing requirements, and payment terms will be established in writing before each engagement begins.

Expression of Interest

Applicants should be prepared to provide a current resume or curriculum vitae, a short professional biography, their strongest capability area, additional areas they could support, relevant professional experience, examples of project or initiative leadership, general availability, geographic and travel availability, anticipated consulting rate or compensation structure, and professional references.

Questions: apply@northstarleadershippartners.org

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