

Name of the Organization	Kitamba, Inc.
Website	<a href="http://www.kitamba.com/">http://www.kitamba.com/</a>
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About the Organization	<p>Kitamba is a full-service education consulting firm focused on supporting reform minded districts, superintendents, and education organizations. Kitamba provides deep policy design and implementation support, product development, and strategic advisory services.</p> <p>We've delivered lasting impact to dozens of school districts, education technology companies, and foundations in the US and abroad. Our transformation zone expertise is in "quarterbacking" efforts to design and launch new school options or high-quality partnerships with school operators, and build or partner with others to build a coherent and comprehensive ecosystem (e.g. talent, performance management etc.) within the transformation zone. We also support critical enabling efforts such as school performance framework development, resource allocation, and enrollment. We believe the transformation zone can become the district "proof point" for moving towards a system of high-performing, autonomous schools meeting the needs of all kids and families in a community.</p>
Approach to Designing Transformation Zones	<p>Kitamba's approach to designing transformation zones focuses on two critical areas outlined below.</p> <p><b>Focus Area 1: Creating the Conditions for a Successful and Sustainable Transformation Zone through Governance and Management.</b> Successful Transformation Zones are undergirded by conditions created by the district that outline clear expectations for autonomy and accountability for participating schools. Critically, we believe autonomy is a precondition for success, not just a reward for strong outcomes. Kitamba works closely with senior district leadership to create a clear vision of student success and partnership. Once autonomies and accountability are defined, Kitamba supports districts with establishing a robust governance structure that ensures that schools within the Transformation Zone are held accountable for student success.</p> <p><b>Focus Area 2: Supply and Support for the Transformation Zone.</b> Kitamba supports districts with defining opportunities for partnerships (in-district and external), including across a variety of school models, programs, and talent. Kitamba also helps the district build a support structure that puts critical conditions in place for partners. School support in a Transformation Zone is not about compliance, but rather about partnering with schools to empower and enable them with capacity to execute a school-driven vision for success.</p>
Transformation Zone Experience(s)	<p>Kitamba has led consulting support for developing and expanding great schools in 7 large urban districts (including when on senior staff at an LEA) in the northeast and mid-Atlantic regions that collectively serve approximately 1,300,000 students as well as 1 state serving ~330,000 students. In addition, Kitamba has worked with 9 non-profit school intermediary or Charter Management Organizations on the development of expansion of great schooling options.</p>

