



Expert Directory Listing

Expertise: Superintendent hiring, superintendent training, superintendent leadership, educational accountability, school district operational and instructional reform, strategic planning and school turnarounds.

David Esselman
Associate Director
The Eli and Edythe Broad Foundation

David Esselman is an expert in making school districts more efficient and effective organizations, through planning, implementing and evaluating large-scale organizational change on both the operational and instructional sides. Esselman is an associate director at The Eli and Edythe Broad Foundation, a national venture philanthropy dedicated to dramatically improving K-12 urban public education through better governance, management, labor relations and competition. He specializes in superintendent leadership, hiring and training, strategic planning, school turnarounds and performance management, meaning efforts to strengthen accountability throughout schools and central offices by empowering staff to use data to improve student achievement and evaluating success. Esselman has advised more than two dozen large urban school district superintendents to overcome various systemic challenges including barriers to operational efficiency, deficits, and academic delivery. Esselman specializes in working with superintendents to design school district plans that prioritize student academic outcomes, improve performance of personnel, connect district-wide resources to student achievement goals and turn around failing schools. He oversees the foundation's performance management investments in Charlotte Mecklenburg, N.C., Seattle and Prince George's County, Md. and recently developed an operational plan currently being used in Detroit Public Schools to improve efficiency and focus resources on students. He has a bachelor's degree and an M.B.A. from UCLA.

Professional experience:

- Two years experience in current position
- Two years experience in the company/organization
- 10 years experience in the industry