



GO Public Schools West Contra Costa Founding Executive Director

Position Summary

A committed group of local stakeholders in West Contra Costa County, California, including parents, community leaders, educators, and funders, have joined together to support the formation of an education advocacy organization in partnership with GO California, a new state-level organization launching to support the creation of organizations led by local leaders that support coalitions of families, educators, community, and civic leaders united around a positive, student-oriented vision for public education across the state. This group of West Contra Costa leaders is currently seeking a Founding Executive Director to build and mobilize a broad coalition comprised of community leaders, district and school partners, educators, families, students, donors and other key education stakeholders and to set the long-term vision for the organization's work. The objective for coming together is to effectively and proactively organize parents and the local community in order to positively impact educational outcomes in the district.

The Founding Executive Director will be an inspiring leader with a proven track record of success. The ideal candidate will have a mix of advocacy, policy and organizing experience and a palpable passion for educational equity. S/he will be a seasoned, self-aware strategic leader with compelling management and operational execution experience. The candidate will come to the role with demonstrated experience bringing diverse stakeholders together around a common goal and will possess exceptional communication and partnering skills. With an innovative, entrepreneurial spirit, s/he will be excited about the opportunity to build a highly effective organization committed to educational equity and excellence.

This new local organization will be affiliated with GO California and leverage the experiences and practices of Great Oakland Public Schools Leadership Center which has successfully been impacting education policy and outcomes in Oakland, California since its inception in 2008. Responding to a call for sharing best practices and strategies, GO California will share the lessons-learned and practices of GO's work in Oakland. GO California will provide strategic support, toolkits, technology, and back-office support to the newly formed network and programs in West Contra Costa. The Executive Director of West Contra Costa (WCC) will report

to the CEO of GO California and work with the WCC Leadership Council to set and execute local strategy.

Responsibilities

- **Vision-Setting** - Set overarching vision and direction for a new organization within the West Contra Costa community and work alongside other local leaders as an integral partner in the education community. Set annual goals and strike a balance between urgency and feasibility, and short- and long-term impact.
- **Team management** - Recruit, hire, and retain a strong and diverse team; ensure team members are maximizing their individual strengths and assets, while developing professionally.
- **Execution** - Manage a team to execute a plan that maximizes the power of the network and builds sustaining partnerships with others in the struggle for education equity and excellence. Develop and implement strategic direction with clear success milestones and metrics.
- **Spokesperson** - Be the face and voice for the organization.
- **Organizational culture leader** - Steward a strong culture based on core values and reflective of a commitment to equity and diversity.
- **Entrepreneurial Leader** - Identify, create, seize, and leverage opportunities to further the organization's mission.
- **Development** - Provide leadership to ensure sustainable funding from diverse sources to sustain the work of the organization.
- **Community Relationships** - Build relationships with community leaders and members to ensure our work is informed by- and responsive to- our community's perspective.
- **Board development and management** - Recruit community leaders to join the founding board/leadership council of the new organization. Manage the relationship with the local board of directors/leadership council, ensuring that members are clear on how the organization is progressing and engaging their thought partnership and talent in advancing the organization's mission.

Candidate Profile □

- **Education leader** - Deep knowledge of education policy and understanding (preexisting or developed through the interview process) of the mission, theory of change, and core values of the organization and a passion for realizing the vision. Specific experiences with “bottom up and top down” change strategies to expand education opportunity, system-level efforts to increase access to quality schools, and initiatives to strengthen support and respect for great teaching and leading in schools.
- **Community leader** - Experience with community organizing, managing diverse stakeholder groups, and building alliances; culturally competent and equity-focused. Understanding of local community context, and of public education and schools in the local community is a plus.

- **Manager** - A track record of successful organizational management, financial management, program management, and people management; skilled at building teams and leaders; enjoys and is skilled at coaching others and playing a role in their long-term professional development. Strong gravitas, presence, and maturity that engenders respect, facilitates the strong management of senior level staff members and a sense of urgency.
- **Partnership builder** - History of building partnerships across diverse stakeholders and organizations to make collective, positive social impact.
- **Results-and solutions-orientation** - A verifiable track record of achieving excellence and successful outcomes within complex environments; positive, pragmatic outlook towards dilemmas and history of overcoming challenges.
- **Excellent communicator** - Excellent oral and written communication and relationship building skills that will translate to a credible voice in the local education conversation; skilled at and experienced in influencing, motivating and advocacy; strong relationship builder.
- **Critical thinking** - Highly developed strategic thinking/execution skills that allow him/her to be a successful systems-level leader.
- **Organized** - Creates and maintains organizational systems to manage constantly shifting priorities with flexibility and accuracy.
- **Availability and travel** - Ability to work some evenings and weekends. Ability to travel within the local community daily and ability to travel to in-person meetings in various U.S. cities at least quarterly.
- **Bilingual** - English and Spanish preferred
- Bachelor's degree required; advanced degree preferred

Application Requirements

Send a resume and cover letter addressed to Jonathan Klein, Chief Executive Officer, at wccexecutivedirector@gopublicschools.org. Application materials must be submitted as attached documents and saved in the filename format LastName_FirstName_Resume.pdf or .doc with no spaces in the filename (use ONLY underscores in place of spaces).

Benefits and Salary

Salary is competitive and based on experience. In addition, a comprehensive benefits package is offered, including:

Healthcare

- Healthcare (health, vision, and dental) provided at 100% for employees and 75% for dependents
- Healthcare plan options - choose between Healthnet or Kaiser
- Flexible Spending Account (FSA) and Dependent Care Account (DCA)

Time Off

- 2 weeks of observed holidays annually
- 2 - 3 weeks of paid time off (grows with years of experience at GO)
- 2 additional weeks of time off during the winter break
- 6 weeks of 40% pay for all new parents (to supplement State of California Paid Family Leave and/or Disability benefits)

Other Benefits

- Simple IRA retirement plan with up to 3% annual salary match
- Paid life and long-term-disability policy
- Paid office parking
- Up to \$75/month in cell phone reimbursement
- Paid professional development opportunities

Anti-Discrimination Policy and Commitment to Diversity

GO Public Schools seeks individuals of all racial and ethnic backgrounds to apply for this position. We are committed to ensuring diversity within our organization and network, as we want to engage all those who can contribute to this effort. □

About GO Public Schools West Contra Costa

GO Public Schools West Contra Costa is a newly launched organization supports a coalition of families, educators, and community leaders from district and charter public schools in Richmond, San Pablo, El Cerrito, Pinole, and Hercules, who share a vision of a West Contra Costa County where every child receives an education that prepares them to succeed in life and work in the 21st century.

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