



## **Executive Director - GO Fresno**

September 2018

### **THE ORGANIZATION**

GO Public Schools is a multi-city organization of local networks, working with families, educators, and community members to create schools driven by the needs of students today—not by practices and structures designed for schools of the past. Currently, GO supports networks of leaders in the Fresno, Oakland, and West Contra Costa communities, and they are supported through both GO Public Schools (a 501c3) and GO Public Schools Advocates (a 501c4). GO envisions a day when schools prepare all children for success in our rapidly evolving world, creating an equitable path to opportunity in our communities.

GO develops leadership at every level—families, educators, school boards, district leaders and grassroots. These leaders inform and develop community visions for student success, and they shape, demand, and win system changes that improve student learning. Over the next ten years, GO plans to scale its impact significantly, growing its multi-city organization of local networks and overall state platform – impacting 500,000 students by 2026 and fully leveraging the strength of local GO sites to create significant state-level policy and political wins.

### **THE OPPORTUNITY AND CHARGE**

Local Executive Directors are the most critical leaders and nodes within GO's staff network -- driving local strategy and impact, ensuring financial security and healthy organizational culture, and supporting a cohesive state-level network. GO seeks an Executive Director in Fresno to ensure continued progress towards GO Fresno's long-term vision that every child in Fresno is attending a school that is actively implementing, and innovating upon, a transformational school model, preparing them to live a life of well-being; and, additionally that the success of Fresno's educational system is measured by academic and other measures of success, with a specific focus on its most traditionally underserved students.

Building on a strong programmatic foundation, this person will be charged with taking GO's work in Fresno to the next level. This leader must invest and engage local stakeholders as vital partners in this work, encouraging more Fresno families, educators

and young people to join in fellowship toward achieving these larger community goals, as well as finding meaningful ways to engage them in the policy-making and political process.

Reporting to the CEO, the Fresno Executive Director will be passionate about, and come to the role with experience in, the fight for educational equity -- as well as have experience working with a large, diverse group of stakeholders to lead a sophisticated organization. He or she will also oversee a current team of 4 FTEs, managing these team members toward their goals, coaching and developing them as professionals, and building overall team size and capacity moving forward as needed.

Key overall responsibility for this role include, but are not limited to:

### **Big Picture Vision-Setting and Leadership**

- Build and provide clarity around what is most important for GO Fresno while holding uncompromisingly high expectations for school quality, adults who work in schools and the potential of our students. Refine the overarching long-term vision and direction for GO within the Fresno community based on these north stars
- Set annual and multi-year policy and political advocacy campaign goals, working alongside other local leaders as an integral partner in the education community -- and striking a balance between urgency and feasibility as well as short- and long-term impact when setting these goals
- Ensure strong execution of strategies and tactics such that: GO Fresno meets its goals toward strong local impact; creates, seizes and leverages opportunities to further the organization's mission as they emerge; and, adjusts as the environment changes

### **Coalition Building and Community Leadership**

- Develop and maintain strong on-the-ground relationships and trust with Fresno community leaders and members to ensure GO's work is informed by, and responsive to, the community's perspective -- especially family leaders, educators, and community allies (grasstops)
- Create and execute strategies and programming to be able to build leadership for family, educator and community grasstops allies, as well as to be able to develop coalitions across these allies in service of policy and political advocacy goals
- Recruit community leaders to join the local community leadership council to guide the organization. Manage the relationship with the local 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

## **Communications and Storytelling**

- Develop and refine GO Fresno's overall narrative and vision within the local public education community, and provide leadership and perspective on the key issues in Fresno's educational ecosystem. Build investment of this narrative and vision at all possible opportunities, including taking time at the beginning of internal and coalition meetings for framing that describes where the coalition is headed together and how it plans to get there
- Oversee the strategy for GO Fresno's communications channels (website, social media, emails, etc.) in conjunction with local and statewide communications staff, ensuring that these channels becomes "must read" sources of information and perspective on the path forward to expand opportunity for our highest need children

## **Development**

- Provide leadership to ensure funding from diverse sources in Fresno in order to sustain the work of the organization, working with the development team and CEO to identify and execute high-impact fundraising strategies
- Own an overall fundraising goal and portfolio of local funders, serving as the key GO point person to cultivate and steward these current and potential toward investing in GO's work

## **Talent, Systems, and Organizational Leadership**

- Act as an overall talent magnet and evangelist for GO Fresno as well as the overall Fresno educational ecosystem -- recruiting a strong and diverse internal team, and focusing on ensuring strong (competent and aligned) talent lands in high leverage local public education seats (e.g., school board election, superintendent search, teachers' union election, principal vacancy at a high need school, etc.)
- Manage and retain a high-performing internal team, ensuring that team members are maximizing their individual strengths and assets, while developing professionally
- As a member of the GO senior leadership team, serve as an overall organizational culture and thought leader, promoting GO's values and infusing them into all aspects of the work -- with a particular focus on diversity, equity and inclusiveness -- and providing valuable input to high-priority cross-organizational decisions and needs

## **CANDIDATE REQUIREMENTS**

### **Mindsets and Skills**

- *Values champion.* Motivated by the overall vision and values of the organization, and a champion of diversity, equity and inclusiveness. Committed to building teams, strategies and systems, that live out these values

- *Vision and direction leader.* Able to build strong and aligned clarity about what is most important for the local GO, while still remaining open about how to achieve it -- and especially in complex ecosystems with diverse points of view on priorities and the best path forward for students. Can adeptly lead the team, along with a diverse set of internal and external stakeholders, to move toward that north star.
- *Talent magnet.* Focused on attracting, building and retaining top talent, both for the internal local GO team as well as for critical leadership positions in the external local educational ecosystem. Has an exceptional capacity for managing and leading people across multiple functions -- and can connect with people from a wide range of backgrounds, treating all team and community members with respect, regardless of level, background, or role
- *Influencer.* Can use a combination of active listening and questioning to understand motivations and barriers, and engage others to ensure that all voices are heard in the decision-making process. Able to convey complex and difficult concepts to a wide variety of audiences, and can motivate and influence effectively without having direct managerial control
- *Strong manager.* Able to keep self and team focused on driving toward the larger organizational vision and mission. Can set ambitious goals, and align, empower and coach team members to work collaboratively toward exceptional outcomes, while maintaining a strong orientation toward professional and leadership development
- *Effective strategist and problem solver.* Able to think critically in highly ambiguous and dynamic environments in order to develop strong strategies and make excellent decisions -- using a combination of data analysis, judgment, collaboration, and personal experience. Exercises initiative and proactively anticipates potential challenges to identify sound and creative solutions
- *Systems thinker.* Can quickly assess root causes and see how multiple workstreams fit together into a seamless operation. When facing a large issue, instinct is to break it down into manageable pieces to determine the most efficient and effective solution -- and then prioritize against competing project needs in order to execute effectively

### **Education and Experience**

- 10+ years of professional experience with a track record of successful organizational, financial, program and people management
- Five years in relevant senior leadership experience in the education, education policy, political and/or organizing space preferred
- Experience building and/or managing external partnerships or relationships required, especially experience with community organizing, managing diverse stakeholder groups and building alliances
- Strong knowledge of relevant education policy areas required, including a deep understanding of the Fresno community-level educational landscape and key issue areas. Direct experience in the education sector preferred.

- Ability to work some evenings and weekends. Ability to travel within the local community daily, as well as ability to do periodic travel to other GO office locations and various U.S. cities.
- Bachelor's degree required; advanced degree preferred
- Bilingual English and Spanish preferred

## **COMPENSATION AND BENEFITS**

Salary and benefits will be competitive and commensurate with experience. In addition, a comprehensive benefits package is offered, including:

### Healthcare

- Healthcare (medical, dental, and vision) provided at 100% for employees and 75% for dependents
- Healthcare plan options - choose between Anthem PPO, HMO or Kaiser HMO
- 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
- 40% pay for all new parents to match and 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
- Up to \$75/month in cell phone reimbursement
- Paid professional development opportunities
- Support for new parents that are required to travel with partial reimbursement for accompanying caregiver travel expense or reimbursement for nursing mothers to ship breast milk home.

## **APPLICATION PROCESS**

Send a resume and cover letter addressed to Jonathan Klein at FresnoED@gopublicschools.org. Application materials should 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).

## **ANTI-DISCRIMINATION POLICY AND COMMITMENT TO DIVERSITY**

GO Public Schools seeks individuals of all backgrounds without regard to race, color,

ancestry, national origin, sex, sexual orientation, gender identity or expression, religion, age, pregnancy, disability, marital status, genetics, or any other factor that the law protects from employment discrimination 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**

[GO Public Schools](#) is a 501(c)(3) nonprofit organization that undertakes policy advocacy and public education efforts. Donations to GO Public Schools are tax-deductible to the extent allowed by law.

GO Public Schools partners with GO Public Schools Advocates, a separate 501(c)(4) nonprofit organization that engages in lobbying, ballot measure, and partisan elections work. Donations to GO Public Schools Advocates are not tax deductible. GO Public Schools and GO Public Schools Advocates have aligned overall missions and share office space and employees. They maintain separate boards of directors. The person filling this position will be hired by GO Public Schools, but on occasion will perform some or all of the duties described for GO Public Schools Advocates.