



## RESUME DROP

We are growing at GO Public Schools and are excited to connect with individuals who might be interested in joining our team as we work to build coalitions in California communities determined to create stronger and more equitable schools.

We know we will be hiring staff who have strategy, policy, operations and/or communications experience — but we are excited to hear from you no matter what your experience has been. Navigate [HERE](#) to drop your resume.

## 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.

## WHAT WE LOOK FOR IN A STAFF MEMBER

- **Values champion** – Motivated by the overall vision and [values](#) of the organization, and a champion of diversity, equity and inclusiveness
- **Influencer/motivator** – Will have strong skills in building relationships, communication, and a history of motivating others to work together towards goals. This leader must be comfortable asking others to take action and to prioritize participation in GO's work in the midst of many competing priorities
- **Personal Responsibility** - Has a high level of personal responsibility for their work and believes that they can improve their leadership skills over time, so they are eager to ask for and receive feedback.

- **Pro-active initiative-taker** - Sees problems where others might not see them; they are excited to take their work from A to A+ and comes to conversations with proposed solutions to problems whenever possible
- **Growth mindset** – Believes that they can improve their leadership skills over time and is eager to ask for and receive feedback
- **Critical thinking** – Possesses excellent judgment and be able to make strategic decisions
- **Team player** – Excels in a small-team environment that requires team members to wear many hats and support each other's work (e.g., have "all hands on deck" for a particular project or event)
- **Goal-driven and organized** – This leader is driven to achieve GO's vision. This leader sets and uses goals to help colleagues, teams, partners, and volunteers work toward that vision. She/he is motivated by goals as a tool to make sure we are spending time wisely. This leader must have strong follow-through supported by excellent organizational systems

## 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 among others
- 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 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.

## **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 is related to 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 never tax deductible. GO Public Schools and GO Public Schools Advocates — sometimes jointly referred to by the name “GO” — have the same 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.