



## GO Public Schools, Oakland Executive Director

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### ORGANIZATION

GO Public Schools (GO) is a California-based, nonprofit organization dedicated to working with families, educators and community allies to win advocacy campaigns that promote equitable education systems and transformational public schools. Today, the GO Public Schools network spans three California communities – Oakland, West Contra Costa, and Fresno – and impacts systems and schools that shape the lives of approximately 150,000 California students. Over the last decade, GO's community-driven campaigns have resulted in hundreds of millions of dollars in new local funding for public school students and teachers, significantly shifted district fiscal and data practices, and developed leaders who will continue to influence and shape our state's public schools on behalf of students.

GO's 501c3 organizational budget in 2020 was \$3.5m (its c4 arm, GO Public Schools Advocates, has a budget of a little more than \$500k this year). GO has more than 20 staff members in its local and California offices combined. The organization's policy, advocacy and organizing efforts are guided by its Northstar vision:

*We envision a day when all schools prepare every child regardless of skin color, family income, home language, or neighborhood to succeed in our rapidly evolving world. We aim to equip all children for a world none of us can fully envision. That means schools that prize knowledge, creativity, and habits of mind and heart to solve new problems in new ways – and that recognize we do not have a single child to lose.*

To learn more about GO Public Schools, please visit [www.gopublicschools.org](http://www.gopublicschools.org).

### OPPORTUNITY

After being named CEO of GO Public Schools in February 2021, Darcel Sanders has begun the process of solidifying the vision for GO as an organization and clearly defining strategic priorities for each of its regions. A key part of that work will be to identify the right new Executive Director to lead GO's critical work in Oakland and support the development of GO's longer term strategy as students return to a post-pandemic school world.

Alongside GO's leadership team, the Oakland Executive Director will be charged with ensuring that GO's organizing, policy, and advocacy efforts in Oakland are highly effective and aligned to local families' needs. The ideal candidate will be an experienced leader who: can build strong



relationships with diverse groups of families, elected officials, partners and other grassroots leaders alike; has a deep understanding of the K-12 education landscape in Oakland and statewide; is excited to build knowledge about GO's policy solutions among families, educators and other local stakeholders; is ready to serve as GO Oakland's "frontline fundraiser," connecting with foundations and individual donors; and is unapologetic about not being satisfied with incremental change and therefore pushes for transformational solutions when it comes to policies that impact the academic and life outcomes of Oakland's students.

## RESPONSIBILITIES

### Key Responsibilities of the Oakland Executive Director include:

- Organizational Management and Internal Culture Leadership: Building and maintaining strong management practices in the region, ensuring all individuals are brought into a positive, productive and thriving internal culture guided by honesty, transparency and common goals.
- External Community Building: Ensures the GO brand is strong, well-understood and closely tied to the organization's goals and Northstar vision in the local community. Builds strong alliances with local partners, including school leaders, policymakers, elected officials, community leaders and - most importantly - the families in whom GO is building leadership and knowledge to empower their advocacy.
- Thought Leadership and Advocacy: Serves as a key leader in the Oakland education policy space by strategically assessing community needs and developing coalitions and campaigns to advocate for the policies most likely to address them. Partners with school board members, educators and other leaders to push for the policies that will best support students. Ensures that GO is in the right spaces at the right times to have frontline impact driving local education advocacy and electoral strategy.
- Fundraising and Financial Planning: Develop new funder relationships while maintaining strong fundraising connections such that GO Oakland's revenue strategy can support the organization's fiscal and operational needs. Stay abreast of local and statewide developments so the GO Oakland team can seize new revenue opportunities.



- Strategic Leadership and Goal-Setting: Work closely with the GO Oakland team, Central Team, the local Leadership Council and other supporters to develop and execute on a plan that is clear and has specific milestones and goals appropriate to the local context.

## **PRIORITIES**

### **A successful first year in this role for the new ED will include:**

- Developing a clear, multi-year articulation of GO Oakland's next policy campaign(s), ensuring local alignment with GO's broader organizational vision;
- Ensuring that GO Oakland has a strong and thriving culture with high levels of staff engagement, clear communication, connection to the broader organization, and an environment characterized by a focus on diversity, equity, and inclusion;
- Executing Oakland's 2021-22 funding plan, securing resources aligned to their 2021-22 fundraising goals, and developing a long-term plan for local sustainability;
- Working with staff and partners to strengthen GO Oakland's parent and family empowerment efforts.

## **QUALIFICATIONS**

### **In order to fulfill these responsibilities, the ideal ED candidate will be:**

- An accomplished leader with success in nonprofit/social service management and experience in community organizing, policy advocacy and/or the K-12 education sector.
- Deeply committed to GO's mission of working with families, educators and community allies to win advocacy campaigns that promote equitable education systems and transformational public schools.
- Steadfast and resilient in the face of personal, professional and political opposition.
- Knowledgeable about policy advocacy and electoral politics with experience leading advocacy campaigns.
- A culturally competent and a self-reflective leader who understands the effects of race, class, ethnicity, income, sexual orientation, gender identity, national origin, and other



issues of difference in society and is able to lead direct, honest conversations about them with stakeholders at all levels of the organization.

- Experienced in raising funds for their organization (at a similar level to GO's local budget needs) including a track record of building successful business and program partnerships and/or major gifts fundraising.
- A builder of authentic relationships with community partners, policymakers, funders and other supporters, able to engage with a variety of individuals and speaks in a clear and compelling manner about the organization's goals and priorities.
- Effective and inspiring in their management style; willing to devote time to coach and develop their team while holding them accountable to measurable results.
- Skilled in strategic planning, project management, and organization; able to focus on and communicate organizational priorities while not losing sight of the details; and align vision with defined values.

## COMPENSATION AND BENEFITS

This position offers a competitive salary range of \$145,000 - \$165,000 and robust benefits including medical, dental, retirement and family leave. More details can be provided upon request.

## TO APPLY

Please submit a resume online at <https://bit.ly/3clXt9W>. For additional questions about this position or to speak with someone about your interest, please contact Serena Moy at [smoy@edgilityconsulting.com](mailto:smoy@edgilityconsulting.com) or at 510.575.9635.

*GO Public Schools is an equal opportunity employer and an organization that values diversity. Recruiting staff to create an inclusive organization is a priority, and we encourage applicants from all backgrounds. Candidates are evaluated solely on their qualifications to perform the work required.*