



GO Public Schools, Chief Executive Officer

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 is \$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.

OPPORTUNITY

With the transition of co-founder and longtime CEO Jonathan Klein in June 2020, the board, staff and partners of GO are seeking a visionary CEO to lead the organization into its next phase. This leader will: support and continue developing the capacity of the leadership team; build and execute on a sustainable revenue-generating strategy; work with the staff and board to refine GO's brand, core strategic priorities, long term growth plan, and more formally define the relationship between the local and statewide offices; further the organization's internal and external work around examining its diversity, equity and inclusion practices; and continue GO's leadership on education policy advocacy and elections organizing in its local communities.



The ideal candidate will be a strong manager and clear-sighted leader who: understands how to bring together a diverse group of stakeholders towards a common vision; is unapologetic about their personal guiding principle of ensuring that all students and families receive the education and life opportunities they deserve; is a skilled political operative with experience organizing people, money and systems towards electoral outcomes; is an empathetic listener and self-reflective individual; will lift up the voices of the disempowered and oppressed whenever possible; and is willing to have hard conversations and confront difficult decisions to further GO's work on behalf of the low-income communities of color its efforts are designed to empower and support.

RESPONSIBILITIES

Key Responsibilities of the CEO include:

- Organizational Management and Internal Culture Leadership: Building and maintaining strong management practices throughout the organization and ensuring all individuals are bought into a positive, productive and thriving internal culture guided by honesty, transparency and common goals.
- External Community Building: Ensure the GO brand is strong, well-understood and closely tied to the organization's goals and Northstar vision in every GO community. Build strong alliances with local and state partners, including school leaders, policymakers, elected officials, community leaders and - most importantly - the parents, families and advocates GO is seeking to champion.
- Board Collaboration and Development: Support the c3 and c4 boards in the recruitment, support and development of their members, ensuring they are utilizing best practices in governance and each person's talents are recognized and leveraged to the fullest.
- Financial Sustainability: Develop a sustainable fundraising and revenue generation strategy for GO that will ensure the organization's fiscal and operational strength for the medium- and long-term.
- Strategic Leadership and Goal-Setting: Work closely with the board, staff and other supporters to develop and execute on a strategic plan that is clear, visionary, with specific milestones and goals for GO's current and future programmatic expectations.



PRIORITIES

A successful first year in this role for the new CEO will include:

- Working with the governing board(s), staff and partners to determine a timeline and strategy for growing GO's impact over the next few years;
- Launching the organization's 2020 funding plan, securing resources to support the organization's current budget commitments and developing a long-term plan for financial sustainability;
- Ensuring that GO has a strong and thriving organizational culture at all levels, with high levels of staff engagement and an environment characterized by a focus on diversity, equity and inclusion.

QUALIFICATIONS

In order to fulfill these responsibilities, the ideal CEO 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 budget needs) including a track record of building successful business and program partnerships and/or major gifts fundraising.
- Skilled in developing, collaborating with and engaging governing boards.



- 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 \$190,000-220,000 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/2UHrwXg>. For additional questions about this position or to speak with someone about your interest, please contact Kevin Bryant at kbryant@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.