



## Director of Policy & Advocacy

March 2021

### Position Summary

GO Public Schools Fresno is seeking a Director of Policy and Advocacy. This talented individual will work to become an expert in our local, state, and national educational systems as they currently exist, while exploring and advocating for more visionary and transformational educational models that will lead our young people to succeed in the 21st century. This leader will passionately develop and drive key policy campaigns in pursuit of improved outcomes for youth in Fresno. This essential work with families, educators, policy makers, district staff, and community allies will bring about changes in policy and practice. Through a passion for research, strong writing, community engagement, and thoughtful design and execution of advocacy campaigns, the Director of Policy and Advocacy will positively influence outcomes for Fresno USD's 74,000+ children and youth.

The Director of Policy and Advocacy will report to our Fresno Executive Director. Our work environment is fast-paced, and the ideal candidate must be a natural self-starter who can lead, coach, and develop our team, nimbly manage multiple projects and work streams, have an extraordinary attention to detail, and a collaborative work ethic.

### Responsibilities

**GO Fresno creates and executes high-impact policy campaigns.** Director of Policy & Advocacy will lead GO Fresno's efforts through:

- Policy Leadership
  - Monitoring and analyzing relevant activity in Fresno USD, the Fresno education ecosystem, and in peer organizations at the local, state, and national level.
  - Providing strategic analysis and background for the development of GO Fresno's annual policy agenda, annual plan, and accountability systems.
- Campaign Strategy and Leadership
  - Developing and implementing strategy for advancing policy goals with families, educators, community allies, local CBOs, and key decision-makers.
  - Organizing the efforts of the GO Fresno team to support the GO network to develop and act on the local policy agenda.
- Relationship Building and Community Organizing
  - Representing GO Fresno in education and other coalitions relevant to GO's policy priorities.
  - Building trusting relationships with diverse stakeholders to inform GO's point of view and to be able to mobilize for campaign actions.
  - Support our Community Leadership team in executing outreach, leadership development, and mobilization in line with our campaign goals & objectives.
  - Collaborate with FLAG to design and lead advocacy campaigns for GO Fresno.

- Communications
  - Communicating with and briefing members of the school board, district staff, and GO network leaders and allies through in-person meetings, written communications, phone calls, and electronic media.
  - Developing clear, compelling external written pieces explaining campaign goals, and point-of-view on policy and education issues.
  - Sharing campaigns goals and updates through social media channels.
  - Bi-monthly creation of the GO Fresno Board Watch which provides the community with analysis of the school board agenda to increase engagement.

## Candidate Profile

The ideal candidate for this role will have the following characteristics:

### Necessary Characteristics

The Director of Policy and Advocacy will have:

- *Policy Expertise*- 5+ years of experience in policy/advocacy with 2+ years related to education and/or wraparound services.
- *Management Experience*- 2+ years of management experience.
- *Education*- Bachelor's degree in a related field of study (advanced degree or commensurate experience preferred).
- *Experience in Policy Analysis*- Demonstrated ability to analyze public policy proposals, including the drafting of a policy statement.
- *Strong Communication*- Comfort communicating with a range of stakeholders including parents, board members and district staff.
- *Data-Driven* – seeks to collect, use, and regularly update data to make decisions in shaping policy messages.
- *Collaborative Leadership*- Experience in coalition-building and working in a team environment.
- *Ability to Relate & Connect*- Ability to communicate complex information clearly in writing and in oral presentations to a range of audiences.
- *Strong organizational and interpersonal skills*.
- *Strong Judgment* – This person has great judgment and the ability to make strategic decisions about what, when, whether, and how to communicate to multiple audiences.
- *Culturally Competent* – This person articulates their thoughts about race, class, and privilege in a culturally sensitive and respectful manner.

### Desirable Characteristics, But Not Required

- Bilingual - English and Spanish.
- Experience in education- classroom, administration, or education policy- is a major plus.
- Experience in community organizing, or political campaigns.
- Strong connection to Fresno or the Central Valley.
- Advanced degree in a related field of study.

## Application Process

Send a resume and cover letter addressed to Darcel Sanders at [fresnojobs@gopublicschools.org](mailto:fresnojobs@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).

## Location, Compensation, and Benefits

All of our staff are currently working from home due to COVID-19; this position will start as remote and will be based out of our office in Fresno, CA once it is safe.

The salary range for this role is \$65,554 - \$78,000, based on experience and qualifications. 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, Anthem HMO, Sutter HMO, UHC HMO, or Kaiser HMO
- Flexible Spending Account (FSA) and Dependent Care Account (DCA)

### **8-9 Weeks Paid Time Off Annually**

- 2 weeks of observed holidays annually; 5 team floating holidays
- 12 days of accrued sick time per year
- 13 - 18 days of paid time off (grows with years of experience at GO)
- 2 additional weeks of paid time off during the winter break
- Summer and fall breaks aligned with 4th of July and Thanksgiving
- 40% pay for all new parents to match and supplement State of California Paid Family Leave and/or Disability benefits

### **Additional Benefits**

- Simple IRA retirement plan with up to 3% annual salary match
- Paid life and long-term-disability policy (no cost to employee)
- 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 expenses 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 Fresno**

By winning advocacy campaigns that promote equitable education systems and transformational public schools, GO Fresno's network is working toward a day when every student has access to an excellent public school. Alongside policy advocacy, GO Public Schools Advocates Fresno supports the GO network to elevate the work of the school board, elect school board leaders committed to advocating for all students (through an independent 501c4 nonprofit organization), and to pass measures to provide needed services and funds to schools.

The GO Fresno network is supported through two separate entities, GO Public Schools and GO Public Schools Advocates, which have independent boards of directors. GO Public Schools Advocates is a 501(c)(4) nonprofit organization, and GO Advocates' membership dues fund its lobbying, ballot measure, and partisan elections work. Donations to GO Public Schools Advocates 501(c)(4) are not tax-deductible. GO Public Schools is a 501(c)(3) nonprofit organization. GO's 501(c)(3) funds support policy advocacy, leadership development, and public information efforts. Donations to GO Public Schools 501(c)(3) are tax-deductible. GO Public Schools and GO Public Schools Advocates have share office space and staff. The person filling this position will be an employee of GO Public Schools 501(c)(3).