



Senior Manager or Director, Policy & Communications

September 2021

Position Summary

GO Public Schools Fresno is seeking a Senior Manager (or Director) of Policy and Communications. 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 Senior Manager (or Director) of Policy and Communications will positively influence outcomes for Fresno USD's 74,000+ children and youth. This person will also contribute to the overall mission of GO Public Schools, which is to work with families and their champions to promote and advocate for equitable public education for underserved California communities. We are currently supporting local GOs in Fresno, Oakland, and West Contra Costa.

This role 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.

This role will be scoped and compensated at either a Senior Manager or Director level depending on the amount of related experience of the selected candidate.

Responsibilities

GO Fresno creates and executes high-impact policy campaigns. The Senior Manager (or Director) of Policy & Communications 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.
 - Curating data about Fresno schools and students and schools to support our advocacy campaigns.
 - (If Director-level) Analyzing and reporting on public data about Fresno schools and students to support our advocacy campaigns.
- Campaign Strategy and Leadership
 - Organizing the efforts of the GO Fresno team to support the GO network to develop and act on the local policy agenda.
 - Via our associated 501(c)(4) nonprofit organization, GO Public Schools Advocates, support future work on ballot measures and/or candidate election work in service of our policy advocacy campaigns.

- (If Director-level) Developing and implementing (or, if Senior Manager-level, supporting) strategy for advancing policy goals with families, educators, community allies, local CBOs, and key decision-makers.
- 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 campaign goals and updates through social media channels.
 - Drafting, in partnership with the Executive Director, GO Fresno Board Watch, which provides the community with analysis of the school board agenda to increase engagement. (if Director-level) Own this publication start to finish.

Candidate Profile

Necessary Characteristics

The Senior Manager (or Director) of Policy & Communications will have:

- Bachelor's degree in a related field of study.
- Bilingual: fluent speaker and writer of English and either Spanish or Hmong.
- A personal and/ or professional connection to Fresno or the Central Valley.
- 3-4 years of relevant policy and communications experience (or, if Director-level, 5+ years of relevant policy experience).
- This person articulates their thoughts about race, class, and privilege in a culturally sensitive and respectful manner.
- Demonstrated ability to analyze public policy proposals, including the drafting of a policy statement.
- Comfort communicating with a range of stakeholders including families, board members and district staff.
- Seeks to collect, use, and regularly update data to make decisions in shaping policy messages.
- Experience in coalition-building and working in a team environment.
- Ability to communicate complex information clearly in writing and in oral presentations to a range of audiences.
- Strong organizational skills.
- This person has great judgment and the ability to make strategic decisions about what, when, whether, and how to communicate to multiple audiences.

Desirable Characteristics, But Not Required

- Experience in education- classroom, administration, or education policy is a plus.
- Experience in community organizing, or political campaigns is a plus.

Application Process

Send a resume and cover letter addressed to Joanna Kendrick at 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

This role is based in our office in Fresno, CA. If COVID-19 cases rise, our Fresno team will work from home offices. The salary range for this role is \$73,530 - \$89,870 (Senior Manager) or \$91,030-\$111,259 (Director), 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 & 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 shared office space and staff. The person filling this position will be an employee of GO Public Schools 501(c)(3).