



Senior Manager or Director, State and Local Policy

Fall 2021

Position and Organization Summary

GO Public Schools is seeking a Senior Manager (or Director) of State and Local Policy to join our statewide team. GO Public Schools is a multi-city organization of local networks, working with families and their champions-- educators, school leaders, community leaders, elected and appointed officials to promote and advocate for equitable public education for underserved California communities. Currently, GO supports networks of leaders in the Fresno, Oakland, and West Contra Costa communities 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. Under the leadership of our recently selected CEO, Darcel Sanders, part of GO's next chapter is a more consistent presence at the state level in education policy advocacy. 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 2030 and fully leveraging the strength of local GO sites to create significant state-level policy and political wins.

Our next Senior Manager (or Director) of State and Local Policy 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 educational models that will lead our young people to succeed in our rapidly evolving world. This leader will passionately develop and drive key policy campaigns in pursuit of improved outcomes for youth in California.

This role will report to our Chief Executive Officer. 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

- Policy Leadership
 - Monitoring and analyzing relevant activity and legislation at the state level impacting public education in California.

- Recommending whether or not GO should sign onto legislative endorsements when we are approached by partners and possible partners.
- In the future, carry bills supported by the GO network to successful passage and implementation at the state level.
- (If Director-level) Analyzing and reporting on public data to support our advocacy campaigns.
- Local Policy Support
 - Supporting our local teams in Fresno, Oakland, and West Contra Costa with their policy advocacy campaigns.
 - Supporting the development of new local GO sites over time.
 - 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.
 - Leading a professional learning community (PLC) of policy-focused staff across the organization.
- Advocacy & Relationship-Building
 - Representing GO Public Schools in statewide coalitions relevant to GO's policy priorities.
 - Ability to power map across an issue or piece of legislation in service of moving forward a policy change objective.
 - Lead with an understanding of the diversity of California across geographical and political lines.
 - (If Director-level) Build relationships with executive-level leaders in California advocacy organizations and with state-level elected officials.
- Communications
 - Communicating with and briefing diverse stakeholders through in-person meetings, written communications, phone calls, and electronic media.
 - Developing clear, compelling, and succinct external written pieces explaining GO's point-of-view on policy and education issues.
 - Creating a first draft, in partnership with the Chief Executive Officer and Communications Director, of GO's bimonthly "What We're Watching in California Education" publication, which provides our network with analysis of what is happening in California education policy. (If Director-level, own this publication start to finish.)
 - Serve as the point person across the organization when we engage in public opinion research (polling).

Candidate Profile

Necessary Characteristics

The Senior Manager (or Director) of State and Local Policy will have/be:

- Bachelor's degree in a related field of study.
- 3-4 years of relevant policy experience (or, if Director-level, 5+ years of relevant policy experience).
- Open to working in a bipartisan manner to make positive change for California students.
- This person articulates their thoughts about race, class, and privilege in a culturally sensitive and respectful manner.
- Understanding of the often incremental nature of policy change at the state level.
- Ability to manage up, laterally, and down across our organization to move projects forward.
- 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

- Bilingual: fluent speaker and writer of English and Spanish.
- Energized by networking and building relationships
- Experience in education policy is a plus but not required for the Senior Manager position (required for the Director position).
- Experience in education - classroom, administration, or education nonprofits is a plus.
- Experience in community organizing or political campaigns is a plus.
- Experience working in Sacramento is a plus but not required.

Application Process

Send a resume and cover letter addressed to Darcel Sanders at jobs@gopublicschools.org with the Subject Line "Senior Manager or Director, State and Local Policy".

Location, Compensation, and Benefits

Employees must reside in the state of California; living within the geographic footprint of our existing sites is preferred (Fresno, West Contra Costa, or Oakland). Regular travel to our offices once fully reopened, Sacramento, and cities with a critical mass of GO employees is required as needed for policy work and full organization programming. Note: all of our staff are currently working either a hybrid or fully remote schedule due to COVID-19; this position will start as remote regardless of location.

This position is exempt, with an annual salary of \$79,515-\$97,185 (Senior Manager) or \$98,440 - \$120,315 (Director), depending on experience and geographic location. GO leverages an equity based compensation structure that benchmarks salary by staff location into three tiers: Low, Medium, and High cost of labor geographies within our state. We publish our mid level cost tier and adjust up or down accordingly based on hired staff location. In addition, an above-market 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, or Kaiser HMO
- Flexible Spending Account (FSA) and Dependent Care Account (DCA)

10+ 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

[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.