



**Information for Applicants for the Position of  
EXECUTIVE DIRECTOR  
California Collaborative for Educational Excellence (CCEE)  
A Dynamic Professional Opportunity**

**THE POSITION**

The California Collaborative for Educational Excellence (CCEE) was established by the California State Legislature and Governor to advise and assist school districts, county offices of education, and charter schools in achieving the goals and objectives in their Local Control and Accountability Plans. It was created as part of the 2013 Local Control Funding Formula (LCFF) legislation that redesigned California's school funding formulas to distribute additional resources to districts serving high-need students --- foster youth, English language learners, and students from low-income families. Every local educational agency (LEA) now annually adopts or updates a Local Control and Accountability Plan (LCAP) that identifies its goals for all students, the actions it will take to achieve these goals, and the related expenditures. The LCAP also identifies how the LEA will provide increased or improved services for high-need students. The CCEE has become an organization whose efforts are directed at providing support, identifying best practices, creating networks that provide mutual assistance, and becoming a hub for innovation.

At the request of the CCEE Board, Leadership Associates is conducting a search for highly qualified candidates who are well prepared to build the organization, ensure its continued funding, lead the initiatives to build the capacity of LEAs to help all students succeed and to work collaboratively with partner agencies, such as county offices of education in this statewide effort. The next Executive Director will be an innovative educational leader with a track record of success in advancing the improvement initiatives necessary to drive and support the across-the-board improvements in student achievement. The position requires a thorough knowledge and understanding of the systems, structures, and processes necessary to design and implement Local Control and Accountability Plans and allocate resources to achieve goals and strategies. The Executive Director should also have a commitment to equity and be able to identify strategies which help our schools effectively meet the needs of our disadvantaged students. The Executive Director will be able to tap into existing networks and build new ones that will bring partners in the education process together to support each other and successfully implement the best practices that will enable all students to meet California's high standards for student achievement.

The Executive Director's office location will be mutually agreed to by the successful candidate and the CCEE Board; however, travel will be expected. Although the Executive Director will report directly to the Collaborative Board, he/she is expected to work directly with the Marin County Superintendent of Schools whose office serves as administrative/ fiscal agent for the Collaborative. As the leader of the CCEE, the Executive Director leads, directs and manages the CCEE employees.

**PROFESSIONAL KNOWLEDGE, SKILL AND VALUES**

The Executive Director will:

- Understand that improvement is systemic in nature; i.e., that all people are involved and that the parts all interconnect
- Have a strong commitment to the principle of equity so that the CCEE successfully address the needs of all students including our disadvantaged students
- Have a track record demonstrating the ability to be creative and innovative with successful outcomes; read the landscape and make the appropriate adjustments
- Understand and encourage the use of improvement strategies that are the most effective for scaling up the work of the organization so that it has statewide impact tapping into existing networks and building new ones as necessary to support improvement initiatives
- Value the power of collaboration and build the capacity for organizations comprising the

California education spectrum to work together to support student success

- Have credibility within the field and have the trust and respect of other educational leaders
- Identify or design systems that serve to build the capacity of teachers, administrators, leaders and classified staff for the benefit of student learning and achievement
- Coordinate the efforts of the various providers that work with districts, counties and charter schools
- Establish a valued repository of current, proven expertise and resources
- Monitor progress, and identify and build success around LEA improvement, have an understanding of data and how it affects best practices and positive outcomes
- Employ the effective communication and marketing strategies that build trust and respect for the CCEE and for the sustainability of its work
- Work effectively with the Board and other key leaders at the local, regional, and statewide levels
- Secure and sustain a long-term funding model for the CCEE
- Provide leadership, direction and management of the CCEE staff
- Evaluate management staff

### DESIRABLE PERSONAL CHARACTERISTICS

The successful candidate will:

- Have vision based on excellence and equity
- Think strategically and challenge the status quo when needed
- Possess a collaborative leadership style
- Be passionate and committed towards helping our disadvantaged students succeed
- Have a high degree of personal integrity and professional credibility
- Be inspiring and motivating
- Be courageous – willing to challenge others and work with them to rethink established beliefs and practices that may be preventing success for all our students
- Have a transparent leadership style with a sense of personal humility
- Communicate well with all stakeholders (writing, listening, speaking)
- Reach out and engage others, especially underrepresented groups
- Be politically savvy

### DESIRED EDUCATION / EXPERIENCE

The Executive Director will have direct knowledge of the various systems and structures that comprise California's public education system. He/she will have held a high-level leadership position in a complex school district, county office, education organization, and/or other high functioning organization. He/she will have a track record of success in leading major improvement initiatives. The new Executive Director will hold an advanced degree and have evidence of continuous professional growth.

### SELECTION PROCESS

The Governing Board has retained Dr. Sally Frazier, Mr. Jim Brown, and Ms. Sandy Thorstenson of Leadership Associates to recruit qualified candidates. The consultants will screen applications and recommend candidates to the Board for interviews and further consideration. The Board strongly urges any interested candidates to contact Leadership Associates with any questions about the position.

### SALARY AND CONTRACT

The Executive Director will be employed by the Marin County Superintendent of Schools, which serves as fiscal agent for the Collaborative. As such, the Executive Director may be eligible for participation in STRS or PERS. Salary will be competitive and negotiable.

### APPLICATION REQUIREMENTS

To be considered, the candidate must provide:

- A fully completed application form
- Written responses to three (3) supplemental questions on application form

- A letter of application
- A current resume
- Three (3) current letters of recommendation

All materials will be acknowledged and treated confidentially.

**MORE ABOUT THE CALIFORNIA COLLABORATIVE FOR EDUCATIONAL EXCELLENCE**

The CCEE presents an important opportunity to build capacity, share best practices, develop collaborative networks, reward innovation and success, and help all schools remain focused on teaching and learning as the core mission of public education.

The CCEE plays a key role in the California System of Support, which acts like a statewide safety net to help struggling districts and schools get back on track.

Our mission is to offer personalized, immediate, and evidence-based support to county offices of education, school districts and charter schools in order to improve learning for all students. We rely on Dashboard data to inform our school improvement efforts, and offer support directly on a one-to-one basis or in partnership with other agencies.

Created in 2013 under the Local Control Funding Formula (LCFF), the CCEE is a small dynamic team made up of California’s foremost leaders in education research, strategy, school governance, and professional development. Our team is led by Executive Director Dr. Carl Cohn, a nationally recognized and respected thought leader in public education.

**CCEE GOVERNING BOARD**

**Sue Burr, Chair**

Appointed by the President of State Board Education

**Tim Sbranti, Vice-Chair**

Appointed by the Speaker of the Assembly

**Michael C. Watkins, Member**

Appointed by Senate Committee on Rules

**Tom Torlakson, Member**

State Superintendent of Public Instruction

**(Vacancy)**

Appointed by the Governor

*The CCEE is an equal opportunity employer*

**APPLICATION INSTRUCTIONS**

**To request an application for the CCEE Executive Director Position:**

Email name, current position, employer, and contact information to Becky Banning, Executive Assistant

[bbanning@leadershipassociates.org](mailto:bbanning@leadershipassociates.org)

Phone: 805.364.2775

**Consultants**

**Sally Frazier, Ed.D.**

**Jim Brown**

**Sandy Thorstenson**

**Leadership Associates**

3905 State Street, #7-407

Santa Barbara, CA 93105

[www.leadershipassociates.org](http://www.leadershipassociates.org)

**Applications must be completed and returned via email by 5:00 P.M. on April 9, 2018.**