



**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.

The CCEE Board has asked Leadership Associates to conduct a search for highly qualified candidates who are well prepared to continue to build this new organization, ensure its continued funding, lead the initiatives necessary to provide the support to LEAs, help all students succeed and ensure that it does not replicate the functions of other organizations such as county offices of education. The next Executive Director will be an educational leader who will advance 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. He/she 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 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 our disadvantaged students
- Have a track record demonstrating the ability to be creative and innovative
- Understand and be able to work with the various systems and organizations that comprise the California education spectrum

- Be able to tap into existing networks and build new ones as necessary
- Understand what strategies are the best ones for scaling up the work of the organization so that it has statewide impact
- Have a track record of success in leading and managing a complex education organization or its equivalent
- Know which improvement strategies are the most effective and encourage use of those strategies and be adept at providing the differentiated assistance that meets the needs of each of its customers
- Be able to hit the ground running
- Value the power of collaboration and build the capacity for organizations to work together to support student success
- Constantly read the landscape and be prepared to make the appropriate adjustment
- Have credibility within the field and have the trust and respect of other educational leaders
- Build the capacity of teachers, leaders and classified staff at the site, district, and county levels
- Be able to create networks that will support improvement initiatives
- Coordinate the efforts of the various providers that work with districts, counties and charter schools
- Successfully identify key areas of need in LEAs with regard to capacity building for improvement of teaching practice and student learning
- Establish a valued repository of current, proven expertise and resources
- Monitor progress, and identify and build success around LEA improvement
- Employ the effective communication and marketing strategies that build trust and respect for the CCEE and its work
- Be able to work effectively with the Board and other key leaders at the local, regional, and statewide levels
- Be able to secure and sustain a long-term funding model for the CCEE
- Provide leadership, direction and management of the CCEE staff
- Evaluate management staff, including certificated management staff

DESIRABLE PERSONAL CHARACTERISTICS

The successful candidate will:

- Have vision based on excellence and equity
- Be able to 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, 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. Any contact with board members, in an attempt to influence the selection process, will be considered a breach of professional ethics

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.

THE CCEE'S ROLE IN THE CA SYSTEM OF SUPPORT

The CA System of Support is made up of three entities: CCEE, county offices of education, and the California State Department of Education.

Each entity has specific responsibilities but, working together, this statewide support team is charged with providing all districts with additional support, i.e. differentiated assistance. Rather than "doing to" districts and schools as in the past, the current approach is about "doing with" because it is more likely to lead to sustained improvement.

The CCEE may get involved with a district that is eligible for differentiated assistance in the following ways:

- After working with a district to identify its strengths and weaknesses, county offices of education can choose to refer that district to the CCEE for extra support.
- Alternatively, a district has the flexibility to reach out to the CCEE on its own. We will then work with that district and its county office of education to determine the best way to provide extra support.
- The CCEE never dictates a specific set of interventions or establish top-down directives for improvement strategies. We work alongside educators to uncover solutions, resources or expertise that can help.
- Our approach is to help build capacity, i.e. the knowledge, skills and expertise needed to make more evidence-based, equitable and collaborative decisions in the best interests of all students. The CCEE specializes in tackling the educational disparities facing students with disabilities, low-income children, English Learners, and foster youth.
- The CCEE will move swiftly to help support districts, but we believe real change takes time and there are no quick fixes.

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 California Collaborative for Educational Excellence
Executive Director Position**

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

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

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