



EXECUTIVE DIRECTOR OPPORTUNITY PROFILE



CCER, SUPPORTING THE ROAD MAP PROJECT

The [Community Center for Education Results \(CCER\)](#) is a 501(c)(3) organization that supports the Road Map Project, a collective impact initiative working to improve educational outcomes from early learning to postsecondary, in a region made up of seven King County, Washington school districts: Auburn, Federal Way, Highline, Kent, Renton, (South) Seattle, and Tukwila. This area is home to more than 127,000 K-12 students: 72 percent are youth of color; 55 percent are from low-income households; and 22 percent are English Language Learners.



Our students envision a future with college, but less than a third currently earn a degree or career credential by their mid-twenties. It's not because they lack the drive: a recent survey shows 96 percent of our high schoolers want a postsecondary education. It's because today's systems, policies, and practices were not designed for students of color. We must focus on systemic barriers and increase equitable policies and practices so our students can succeed.

The [Road Map Project](#) brings together people and organizations to work toward common goals: to increase equitable policies and practices in education systems to eliminate the opportunity and achievement gaps, and for 70 percent of the region's youth to earn a college degree or career credential by 2030. Road Map Project partners work with a common agenda, use shared measurement, foster mutually reinforcing activities, and stay in constant communication. CCER works with many partner organizations in the staffing and support of the Road Map Project.

23 Employees

**65% Staff
of Color**

**40% Directors
of color**

CCER STAFF

The Community Center for Education Results team has grown since its founding in 2010. Initially a two-person operation working out of a room at the Seattle Foundation—CCER's first fiscal sponsor. Currently, CCER employs 23 full-time staff to provide communications, continuous improvement, community engagement, and data and research support to Road Map Project efforts.

Over the last two years, CCER has been focused on hiring, promoting, and retaining more staff of color, especially those who are from, or are representative of, the Road Map Project region—one result of all-staff planning and applying practices from regular anti-racism trainings.



The Executive Director will lead a team of individuals who are self-motivated, collaborative, and are committed to racial equity in education. CCER’s work has been recognized locally and nationally. Recent efforts, such as the College & Career Leadership Institute, the implementation of Academic Parent Teacher Teams, and *Start With Us*—a report on Black student success—illustrate the future of CCER and Road Map Project work.

TEAM	ROLES	RESPONSIBILITIES
Administration & Operations	<ul style="list-style-type: none"> Executive Assistant Chief Operating Officer Operations Director Operations Coordinator 	<ul style="list-style-type: none"> Carry out day-to-day CCER operations Raise funds and maintain funder relationships Provide logistical support for CCER operations, meetings, and events
College & Career	<ul style="list-style-type: none"> College & Career Coordinator College & Career Director College & Career Improvement Coach College & Career Manager 	<ul style="list-style-type: none"> Improve college readiness by organizing and facilitating the College & Career Leadership Institute Promote college and career exploration through DiscoverU and regional Worksite Tours
Communications	<ul style="list-style-type: none"> Communications Coordinator Communications Director Digital Communications Manager 	<ul style="list-style-type: none"> Manage Road Map Project communications channels, including social media and websites Provide partners and CCER staff with communications support, such as writing/editing, graphic design, etc.
Community & Family Engagement	<ul style="list-style-type: none"> Community Engagement Manager Family Engagement Manager Senior Director of Community Engagement 	<ul style="list-style-type: none"> Staff and support the Road Map Project Community Leadership Team Work with parent leaders and School District Family Engagement Leaders to improve family engagement policies and practices.

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TEAM	ROLES	RESPONSIBILITIES
Data & Research	<ul style="list-style-type: none"> • Data Engineer • Research Analyst • Data Analyst • Data Strategy Director • Research Director 	<ul style="list-style-type: none"> • Maintain a pre-kindergarten through college longitudinal database, which CCER developed • Conduct and share analysis and research in collaboration with community partners
Local Improvement Networks	<ul style="list-style-type: none"> • Local Improvement Networks Director • Local Improvement Networks Coordinator 	<ul style="list-style-type: none"> • Support place-based initiatives focused on improving early learning and elementary success • Work with local out-of-school time providers to increase collaboration at the district and school levels
Opportunity Youth	<ul style="list-style-type: none"> • Opportunity Youth Initiatives Director 	<ul style="list-style-type: none"> • Collaborate with King County to support a system of quality reengagement programs • Convene a countywide network of reengagement program providers and advisers

Note: CCER also works with several contractors for information technology, legal, bookkeeping, and human resources services.





BOARD OF DIRECTORS

CCER's [Board of Directors](#) is a group of seven Road Map Project region leaders who bring a range of experience to the organization.

Their role is to oversee the sound governance and fiduciary responsibilities of the organization.

FUNDING

CCER works closely with funding partners, who believe in the Road Map Project goal and have important roles to play in the regional collective impact effort.

CCER's approved annual budget is about \$4 million. The organization is currently supported by 12 funders, who represent national and local corporate funders and private philanthropy.



THE OPPORTUNITY

CCER is seeking a new Executive Director to lead the organization at an exciting time. Through the leadership of the Road Map Project Community Leadership Team and many partner organizations, the Road Map Project partnership is prioritizing building stronger systems, addressing systemic barriers to racial equity, and amplifying community voice as the core of the collective work.

In addition to providing operational leadership to CCER, the Executive Director will lead to ensure our work aligns to the Road Map Project values. This role will continue the staff-wide effort of moving CCER toward becoming an anti-racist organization. Below is a summary of responsibilities of the Executive Director:



- Responsible for overall operations, budget, grant-funded initiatives, and personnel management; ensuring financial integrity for the organization
- Creates and maintains a positive culture of support, growth, and improvement, resulting in high employee satisfaction and retention
- Provides strategic vision for CCER and supports alignment among partner organizations for the Road Map Project
- Advances CCER's work in becoming an anti-racist organization
- Creates and executes fundraising strategies to ensure sustainability for CCER and for key regional priorities aligned to the Road Map Project goals
- Utilizes deep knowledge of local education systems, policies, and research from early learning through postsecondary for system-level improvements



TO BE CONSIDERED

As an equal opportunity employer, the Community Center for Education Results is committed to a diverse, multicultural work environment. CCER does not discriminate in employment on the basis of age, race, creed, gender, religion, marital status, veteran's status, national origin, disability, or sexual orientation. We encourage all candidates to apply.

To see the job description and to apply, visit roadmapproject.org/about-ccer/jobs.

For additional information, please contact **Nicole Ferrer of Diversity Recruiters** by email (nicole@diversityrecruiters.com) or phone (253.951.6408).

