



Local Improvement Network in Renton

# SENIOR DIRECTOR, STRATEGY FOR RACIAL EQUITY IMPACT

## JOB OPPORTUNITY

**A personal commitment to racial equity along with experience engaging communities in direct, anti-racist action is required for candidates interested in this position. People with lived experience in historically marginalized and excluded communities are especially encouraged to apply.**

**The Community Center for Education Results (CCER)** seeks a visionary, nimble, anti-racist strategist to lead the organization's efforts to deepen and grow the region's impact for students in the Road Map Project region, an area that includes South Seattle and South King County, with more than 127,000 K-12 students, 72% of whom are students of color. This is an exciting opportunity for someone deeply committed to leading with race, in service of our students.

CCER is a 501(c)(3) organization that serves as the backbone organization for 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.



### LOCATION

Seattle, Washington

### POSTING DATE

March 12, 2020

### DEADLINE

Applications submitted by **April 9, 2020 at 5:00pm Pacific time** will be best positioned for full consideration. Interviewing will begin in mid-April, with other steps in the search process continuing through May. We are eager to receive your application.

**APPLY NOW**

**REFER A FRIEND**

## THE OPPORTUNITY

The Senior Director, Strategy for Racial Equity Impact will work closely with the [new Executive Director](#) to prioritize addressing systemic barriers to racial equity, so that we can achieve our Road Map Project goal of eradicating opportunity and achievement gaps in our region by 2030. This role will help us achieve that goal by helping CCER to increase impact across several major workstreams, including [Local Improvement Networks](#), [College & Career Success](#), and [Opportunity Youth](#).

This full-time, exempt role will supervise and support the Directors of the above mentioned workstreams. The work these directors lead is focused on initiatives designed to advance the Road Map Project System-Wide Racial Equity Essentials and to improve system- and student-level outcomes.

### Some of those initiatives include:

- Supporting improvement in kindergarten readiness and early grade success;
- Strengthening college and career readiness practices and policies in high schools;
- Supporting strategies leading to postsecondary success; and
- Developing a strong opportunity youth reengagement system.



Highline School District



Family Engagement Institute 2018

The Senior Director, Strategy for Racial Equity Impact will bring a curious and strategic eye to aligning our initiatives across our broader organizational structure and across our region. Initial work will include evaluating disaggregated data, equitably building staff continuous improvement capacity, identifying anti-racist and community-centered opportunities to sustain and scale our impact, solving complex problems by directly and comfortably calling the question on race, supporting partnership development across a richly diverse community, and assisting our efforts to garner the resources to do this work.

### Key Responsibilities of the Senior Director, Strategy for Racial Equity Impact:

- In deep partnership with the Executive Director, advance CCER's evolving anti-racist work to deepen the organization's racially equitable impact on students in the Road Map region.
- As supervisor of several directors, strengthen alignment, integration, and tracking of strategies led by CCER and implementation partners to effectively work towards achieving the 2030 Road Map Project goal.
- As lead for our impact work, strategically serve as the bridge between workstreams by facilitating organizational learning on the impact of our increasingly aligned work.
- As a strategic leader, elevate key findings of impact so that external communications can be aligned to our racially equitable aims with Road Map Project partners, policymakers, and funders.

## THE IDEAL CANDIDATE

- We seek a candidate who is **passionate about the success of children and youth in the Road Map Project region, and committed to eliminating opportunity gaps.**
- We are looking for a results-oriented leader with current, concrete examples of how they are **dismantling racism in their communities.**
- Our ideal candidate will have a **deep understanding of the opportunities and potential in communities functioning at the intersections of identity** including, but not limited to, race, ethnicity, class, ability, immigration status, sexual orientation, and gender. **Experience engaging with and working alongside Black, Indigenous, and Latinx communities** is especially ideal as our data indicates these communities are often the least, if not last, served.
- Candidates with **knowledge, deep curiosity, and experience in the education system** will have a head start in this position. Personal and parental/care-giver experience with the education system's impact on students of color is valuable to us. A deep curiosity about improvements that can be made along the cradle through college continuum is a plus.
- We seek a strategic leader with specific examples of how they have **led organizations or groups to better collaborate and learn from each other** in structured and organic ways that honor an anti-racist journey.
- The successful candidate will **enjoy managing people and building teams that are diverse in knowledge, experience, talents, and skills.** They will be good at inspiring excellence and creating a culture of honest vulnerability through mentoring and professional development.
- We are seeking applicants who have a **demonstrated ability to connect people, projects, and ideas** in collaborative ways that honor the multiple, diverse partners working on opportunities from a variety of angles at the same time.
- This leader will be at ease building relationships and will have an approach to leadership that **builds trust and fosters collaboration** across diverse groups with an emphasis on bringing the most marginalized voices to the forefront.
- The successful candidate will be **open to change and able to work at the speed of community**; someone who is able to work well in a **flexible, sometimes fast-paced, sometimes intentionally slower-paced** nonprofit environment.
- We seek a candidate with **experience using data to shift the narrative about what is possible** in programs and systems, and **knowledge of how to change processes that are not working for our community.**



## ABOUT COMMUNITY CENTER FOR EDUCATION RESULTS AND THE ROAD MAP PROJECT

As a collective impact initiative, the Road Map Project brings people and organizations together to work toward the same goal. The partnership works under a common agenda, uses shared measurement, fosters mutually reinforcing activities, and stays in continuous communication. All of this work is supported by a dedicated team at CCER.

CCER is a nonprofit organization created to serve as the Road Map Project's backbone organization. The team provides data, research, communications, program, logistical, and other supports in service to the initiative.

The students of the Road Map Project region 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. The focus must be on removing the systemic barriers and increasing equitable policies and practices so all students can succeed; we want every child and young person in our region to thrive in their education, communities, and life.



Highline School District



College & Career Leadership Institute

## COMPENSATION AND BENEFITS

This is a full-time salaried position requiring a willingness to work some evenings and weekends. The expected salary is **\$110,000-\$130,000** depending on qualifications, experience and our commitment to pay equity within our organization.

CCER offers a comprehensive benefits plan including medical, dental, vision, and life insurance (CCER pays

100% of employee premiums); 401k plan with employer match; and 18 days of accrued PTO annually plus the CCER office is closed the week between December 25 and January 1.

The CCER office is located in the historic Pacific Tower, overlooking downtown Seattle.

## HOW TO APPLY

Apply online by clicking on this link:

<https://cloversearchworks.recruiterbox.com/jobs/fk034eq>

**Online applications only, please no email or paper submissions.** You will be asked to upload your resume and a cover letter, describing as specifically as you can how your experience, skills, and values are a fit with CCER's goals and mission as described in this announcement.

**Applications received by Thursday, April 9 at 5pm Pacific time** will be best positioned for full consideration. Interviewing will begin in mid-April, with other steps in the search process continuing through May. We are eager to receive your application

All applications will be acknowledged via an email receipt. Consideration will be given to applications as soon as they are received.

As an equal opportunity employer, CCER 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.



The search for this position is being facilitated by the team at Clover Search Works, a firm that provides a full range of search services to nonprofit organizations in the Pacific Northwest and beyond. Clover Search Works is honored to partner with CCER because of our shared commitment to racial equity and justice in education for all students in our region.

**Questions regarding this opportunity are welcomed** and can be directed to Mary Ellen Cunningham of Clover Search Works.

**Email:** [maryellen@cloversearchworks.com](mailto:maryellen@cloversearchworks.com) | **Phone:** 206.406.3159

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