



Information for Applicants for the Position of **EXECUTIVE DIRECTOR** **CALIFORNIA COLLABORATIVE FOR EDUCATIONAL EXCELLENCE (CCEE)**

CCEE EXECUTIVE DIRECTOR

At the request of the CCEE Board, Leadership Associates is conducting a search for highly qualified candidates who are well prepared to lead the organization, ensure its continued funding, build the capacity of LEAs to help all students succeed and work collaboratively with partner agencies, such as county offices of education in this statewide effort. The Executive Director will advance the initiatives that will drive and support the improvements necessary to increase achievement for all students. The position requires a thorough knowledge and understanding of the systems, structures, and processes required to design and implement Local Control and Accountability Plans and allocate resources to achieve goals and strategies. The Executive Director must 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 assist each other and successfully implement the best practices that will enable all students to meet California's high standards for student achievement.

The successful candidate will also demonstrate a commitment to the [Mission, Work and History](#) of the CCEE and implementation of strategies that will enable the CCEE to achieve its major goals. As the statewide agency solely charged with assisting LEAs in need of support, CCEE has four goals for providing specialized services to LEAs including:

- Support LEAs currently receiving Direct Technical Assistance (DTA) and address the expansion of this support to other LEAs in need
- Increase focus on the review and development of professional learning resources that emphasize high priority topics throughout the school year to build LEA capacity and improve student outcomes
- Facilitate the development and implementation of structures, relationships, and processes to support the expansion of the System of Support for LEAs
- Design and implement strategy and initiatives to share lessons learned from our work and best practices from the field

As noted on its website, the California Collaborative for Educational Excellence (CCEE) is a statewide agency designed to help deliver on California's promise of a quality, equitable education for every student. CCEE does this by working collaboratively with other state agencies, partner agencies, county offices of education (COEs), and stakeholders to address the most pressing needs of California's local educational agencies (LEAs). Through California's innovative System of Support, county offices of education, school districts, and charter schools receive the resources necessary for improvement.

Designed to "advise and assist," CCEE does not carry out compliance or accountability functions. CCEE serves as a strategic thought partner working alongside educators to listen, identify goals and needs, promote innovative thinking, and jointly solve problems. The CCEE is staffed by accomplished and experienced educators, researchers and facilitators who are passionate about ensuring each and every student in California receives a high-quality education.

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

PROFESSIONAL KNOWLEDGE, SKILLS 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 evidence of 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 a 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. The Director will have held a high-level leadership position in a complex school district, county office, education organization, and/or other high functioning organization. and 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 administrative 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
- A letter of application
- A resume

- A minimum of three current letters of recommendation
All materials will be acknowledged and treated confidentially

MORE ABOUT CCEE

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 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. The CCEE is committed to offering personalized, immediate, and evidence-based support to county offices of education, school districts and charter schools in order to improve learning for all students. It relies on data from different sources to inform its 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 Tom Armelino, a former county superintendent in California and well-respected education leader.

Learn more about CCEE: <https://ccee-ca.org/>

CCEE GOVERNING BOARD

Sue Burr, Board Chair - Appointed by the President of the State Board of Education
Tim Sbranti, Board Vice-Chair - Appointed by the Speaker of the Assembly
Sandra Lyon, Ed.D., Board Member - Appointed by the Governor
L. Karen Monroe, Board Member - Appointed by the Senate Committee on Rules
Tony Thurmond, Board Member - State Superintendent of Public Instruction

The CCEE is an equal opportunity employer.

APPLICATION PROCESS AND DEADLINE

To request application materials for the California Collaborative of Educational Excellence (CCEE) Executive Director position, please visit <http://www.leadershipassociates.org/active-searches/> and select the listing for this position.

Applications must be completed and returned via email by 5:00 P.M. on Friday, May 21, 2021.

Consultants:

Jim Brown
Sally Frazier, Ed.D.
Sandra Sanchez-Thorstenson

Leadership Associates

3905 State Street, #7-407
Santa Barbara, CA 93105
www.leadershipassociates.org

For general information, contact:
Becky Banning, Executive Assistant, Search Services
bbanning@leadershipassociates.org