Announcement of opening for the position of
Executive Director
Teachers Association of Anne Arundel County

The Teachers Association of Anne Arundel County (TAAAC) is seeking applicants for the position of Executive Director.

BACKGROUND

TAAAC represents 6,200 dues paying, pre-K-12 teachers and other professionals in the Anne Arundel County School system. The TAAAC office is located in Annapolis, Maryland, in Anne Arundel County, which encompasses rural, suburban and urban communities. TAAAC is the 5th largest local teachers’ union in the state of Maryland. TAAAC, the Maryland State Education Association (MSEA) and the National Education Association (NEA) are all part of one professional organization. MSEA and NEA provide services and benefits and revenue to TAAAC. The Teachers Association of Anne Arundel County members are elected to positions which govern MSEA and NEA. There are approximately 74,000 MSEA members and 3.2 million NEA members. Our mission is to support, organize, and empower members to improve their professional lives in order to provide, protect, and promote quality public education for every student.

TAAAC is a member-led organization. It is governed by a 10-member Board of Directors that are elected to 2-year terms, by the educator membership. The educator membership also elects a full-time released President, a non-released Vice-President, and a non-released Secretary-Treasurer, to 2-year terms. The TAAAC Representative Assembly, comprised of building representatives from 125 building sites, meet monthly from September-June.

TAAAC negotiates a Master Agreement with Anne Arundel County Public Schools that provides educators with rights that include working conditions and benefits. The educators’ salary schedule is part of this Agreement.

For additional background information, go to www.taaaconline.org.

POSITION OVERVIEW

The Executive Director is TAAAC's chief executive officer. The Executive Director manages a staff of 4 employees (2-office secretaries, an office manager, and a financial manager) and is responsible for overseeing a budget that exceeds $3-million dollars. The Executive Director is directly responsible to the Board of Directors and serves as an ex-officio, non-voting member of the Board. The Executive Director is charged with adeptly advising the Board, managing and skillfully representing the long-term vision and strategic direction of the Association as guided by the TAAAC Constitution and Bylaws, and Representative Assembly. TAAAC is assigned, and supervises 3-professional field staff (UniServ Directors) that are employees of the MSEA-NEA.

OPPORTUNITIES AND CHALLENGES FACING TAAAC

- There are great inequities related to funding and resource allocation across the county’s school sites. There is an opportunity to lead in partnering with county officials, the school board and community to promote progressive teaching and funding policies aligned with an equitable system of opportunity for all students regardless of their zip code.
- There is opportunity to lead in advocating for social justice as it impacts our schools, our members, our students, and our communities.
TAAAC has worked successfully to elect pro-education candidates in local and state elections who support educators and progressive educational policy decisions that grow our capacity to deliver high quality education. There is an opportunity to maintain and grow our influence in the area of political engagement in service to our members, students and communities.

TAAAC values the strong relationship we have with our state affiliate, MSEA. There is an opportunity to expand our leadership role and grow our value with MSEA.

The challenge of the high rate of teacher turnover is an ongoing concern. Approximately 700 teachers have entered the system in each of the last 3-years. There is a continuing need to effectively manage the challenges of this turnover as well as an opportunity to support those entering the system.

As new educators enter the system and identify professional support needs, there is both a challenge and an opportunity to recruit, engage and empower new educators as leaders of the profession, and TAAAC. It has been a challenge to address perceptions of pay inequities that accompany a large turnover of staff. It will continue to be a challenge to address the issues of salary placement, experience, and equity in negotiations. It will also be a challenge to eliminate the wide differential in salaries between Anne Arundel and surrounding school districts, who pay much more, as we compete with them to attract the best and brightest educators to our schools.

EXECUTIVE DIRECTOR DUTIES AND RESPONSIBILITIES

The TAAAC Executive Director is responsible for working with staff, governance and members to achieve our vision of empowered educators, successful students, and connected communities. The Executive Director's work includes, but is not limited to:

- Working with the President and the Board of Directors in the development of leadership skills, dispositions and practices throughout the organization.
- Hiring, directing, supervising, coaching and evaluating TAAAC staff.
- Negotiating the TAAAC staff contract as directed by the Board of Directors.
- Planning strategically for both short-term and long-term organizational goals.
- Assisting in preparing the annual budget and maintaining financial records.
- Coordinating the work of the organization including organizing, training, and leadership development.
- Working with legislators at the state and local levels on issues related to public education.
- Serving as the Chief Negotiator and/or member of the TAAAC member negotiations team.
- Building the capacity of the organization to engage in effective collective action to improve schools and public education.
- Working with the staff and Board of Directors to increase membership and address member retention.
- Administering and enforcing collective bargaining agreements.
- Working to establish and maintain a professional image of the teaching profession through local, regional, state and national public relations activities.
- Working with the school system administration to promote a positive, collaborative working environment.
- Managing communications and publications.
- Seeking partnership opportunities aligned with TAAAC’s organizational goals.
- Providing oversight, supervision and upkeep of the property owned and operated by the Association.
- Promoting the purposes of the Association as stated in its governing documents and policies.

In addition to demonstrating accomplishments in managing a labor organization, including the duties and responsibilities described above, the successful applicants will provide evidence of successful experience in the following competency areas:

Strategic planning and execution. Demonstrated proficiency in establishing plans, managing and improving processes, developing sound measures of accountability, and driving for effective implementation in order to champion meaningful innovation, and create strategic advantage for the organization.
Motivation and courage: Ability to lead courageously and drive for results with an unwavering commitment to organizational values and strategic priorities.

Interpersonal: A big picture thinker, with a record of organizational savvy and authenticity in promoting and respecting individual and cultural diversity, that builds strong relationships, in service to organizational mission and vision.

EXPERIENCE

A record of at least 5- years of experience managing a labor organization, or similar staff experience.
Experience in organizing and leading contract negotiations.
Experience reporting to and advising an elected board of directors.
Background in public policy and/or labor advocacy preferred.
Experience in public education advocacy preferred.

EDUCATION

Bachelor's Degree from an accredited four-year college or university;
A record of life-long learning, including recent professional development work.

COMPENSATION PACKAGE

TAAAC is prepared to offer a competitive salary and benefits package that includes medical, dental, vision and prescription drug coverage, retirement savings plan and long-term disability insurance, consistent with demonstrated experience, skills and abilities.

TO APPLY

To be considered for this position, please provide the following:
A current resume reflecting qualifications for this position.
A Letter of Application which specifically addresses how accomplishments in your career have prepared you to meet the challenges and opportunities presented in this position.

All materials must be sent electronically to the following:
Margolies and Potterton
TAAAC Search Consultants Kam47@cornell.edu

For all questions regarding this search, including confidential inquiries, please contact:
Ken Margolies (East Coast)
Kam47@cornell.edu
(845) 499-6636 or (845) 809-5591

APPLICATION DEADLINE: THURSDAY, SEPTEMBER 12, 2019, 5:00 PM EASTERN TIME

TAAAC is committed to Equal Opportunity and considering applicants without regard to race, color, religion, gender, sexual orientation, gender identity or expression, national origin, age, genetic information, disability or veteran status.