

Announcement of opening for the position of

## **Executive Director**

### **Georgia Association of Educators**

THE GEORGIA ASSOCIATION OF EDUCATORS IS AN EQUAL OPPORTUNITY EMPLOYER THAT SEEKS TO INTERVIEW APPLICANTS FROM AN APPLICANT/INTERVIEW POOL THAT REFLECTS THE DIVERSITY OF THE GREATER COMMUNITY.

At its core, the Georgia Association of Educators (GAE), exists to assure that every student, regardless their zip code, is provided the opportunity and support to achieve their dreams, succeed and flourish at whatever they choose to do in their lives. Our members have chosen professional careers that allow them the privilege and deep responsibility to work on behalf of our children and public education. More than anyone they realize the importance of receiving encouragement, assistance and guidance from their professional association. GAE stands ready to support their needs, protect and strengthen their professional practice when and where they need it so that they will be successful in nurturing Georgia's children. With its mission to promote educational excellence, GAE serves as the most respected education association in the state of Georgia. GAE advocates for its members and every child by empowering its members to act on their professional interests, providing services and promoting parental and community involvement.

#### **HISTORY OF GAE**

In 1966, Georgia was one of 11 states with dual education associations; one for black educators, (the 90-year-old Georgia Teachers and Education Association), and one for white educators, (the 100-year-old Georgia Education Association.) The two organizations merged in 1969 driven by a strong belief in modeling the same desegregation values for their organizations that they valued for the children of Georgia. With a combined 190- year history of advocating for all children, the merger established a visible focus on social justice that continues today. The merger launched GAE as a unique and influential player in providing quality public education for all concerned. The merger successfully combined the powerful lobbying, legal assistance and professional development leadership of the state's two education associations in order to better serve the educators and students of Georgia. Celebrating over 49 Years of Excellence, GAE's membership of approximately 26,000 members is comprised of K-12 teachers and other K-12 certified staff, education support professionals, administrators, students enrolled in teacher education programs, higher education faculty members, and retired educators, making the GAE the most inclusive and powerful voice of educators in the state. The GAE provides members workplace advocacy, legal assistance, professional development opportunities, member benefits, and a strong voice for education, children and social justice in the Georgia Legislature.

The GAE serves 126 local affiliates in counties in urban and rural locations statewide. The GAE is an affiliate of the 3-million- member National Education Association (NEA), the nation's largest employee organization.

#### **POSITION OVERVIEW**

The Executive Director is the GAE's chief executive officer, who leads a staff of 21 employees and is responsible for managing a \$6.7 million-dollar budget. The Executive Director is directly responsible to the 28-member Board of Directors who set Association policy. The Executive Director serves as a non-voting member of the Board. The Executive Director is charged with adeptly advising the Board, implementing the policies of the Association, managing and skillfully representing the long-term vision and strategic direction of the Association--all while being guided by the GAE Constitution and Bylaws GAE governing body, local, state and federal laws and regulations.

## **DUTIES AND RESPONSIBILITIES**

- Institutional Leadership – exercise inclusive and decisive leadership to advance the mission and vision of the GAE in accordance with state and federal laws and regulations.
- Long Range Planning – maintain focus on the strategic goals and priorities established by systematic and strategic planning processes.
- Stewardship of Financial Resources – provide oversight and necessary due diligence to ensure the financial health of the Association.
- Organizational Effectiveness and Accountability – drive for continuous improvement utilizing data and measurement to insure effectiveness and efficiency of GAE program and services.
- Public Education Advocacy – champion public education in Georgia, including building collaborative relationships between GAE and external stakeholders in order to shape the highest professional standards for state and federal education policy.
- Staff Relations – Employ, direct, and supervise all Association staff. Support high standards for work on behalf of GAE members and build effective relationships with management and staff unions in accordance with local, state and federal laws and regulations.

## **OPPORTUNITIES AND CHALLENGES FACING GAE**

- GAE is recognized in every corner of the state as the voice of education professionals advocating for high quality public education. GAE surpasses every competing organization in the state that seeks to represent public school employees by providing a high level of broad and comprehensive, quality support for all professional needs of its members.
- GAE is led by an elected officer team and elected board who recognize the need to make strategic changes that are designed to better public education and the professional lives of GAE members.
- GAE is redesigning structures, systems and strategies to ensure the sustainable fiscal health of the Association in a challenging economic climate.
- GAE is committed to a culture of organizing in which members are engaged and mobilized to grow and strengthen their local associations in order to improve student outcomes, secure the proper teaching and learning conditions, and achieve educational opportunity and equity for all students.
- The systematic and well-funded assaults on public education in Georgia by a variety of interests present the most serious external threat.
- A statewide shortage of teachers and failure to encourage students to enter the profession is a threat to maintaining the quality of public education in Georgia, and equitable access to a great education for every child in Georgia, regardless their zip code.
- The GAE has a 49-year history as a respected champion for social justice.
- GAE has a veteran staff with wide ranging experience, knowledge and skills and who share a deep passion for the mission of the Association.

## **REQUIRED COMPETENCIES**

### Member Focus

A leader who values public education and is focused on member needs. Someone who believes in member engagement, trust, and loyalty, and who is committed to fostering strong relationships among GAE and its members. An experienced leader who has successfully demonstrated an ability to implement high quality programs and services that brings value to members. Demonstrated experience in using data to identify additional ways to offer value to members' professional practice and careers. Ensures that the GAE stays vibrant and relevant as the education landscape and the demographics of the workforce continue to evolve.

### Strategic Planning and Execution

Has success in leading organization wide efforts in planning and driving effective implementation to achieve results. Experience managing and improving processes. Promotes a global, "big picture" perspective, and champions meaningful innovation. Uses sound judgment in analyzing issues to recognize global implications of planned actions and creates strategic advantage.

### Inspiring Leadership

A courageous visionary who can inspire confidence, with a record of success in organizational innovation and change. An influential advocate who understands the central role educators play in leading change in their professions. An organizer with a solid grasp of the role that members, leaders and staff play in building member power. A nimble leader who can learn while leading and has the flexibility to adapt to political/organizational realities. Has a record of attracting and motivating highly talented staff, along with the ability to coach and mentor. Has a proven record of effective collaboration and relationship building.

### Business Knowledge

Has a record of long term financial planning, strategic budgeting, managing finances and resources, and providing accurate information and guidance to governing boards. Has a record of fiscal soundness, sustainability, and resource stewardship. Has ability to manage and promote new technology, tools, and business practices to enhance the Association's interests. Experience managing infinite needs with finite resources.

## **EXPERIENCE**

A minimum of 8-10 years of leadership experience in positions of increasing responsibility, with at least three years of management at a senior level.

Background in public policy and/or labor advocacy.

Experience in public education advocacy preferred.

Experience reporting to and advising an elected board of directors.

## **EDUCATION**

Bachelor's Degree from an accredited four-year college of university

Graduate Degree preferred

A record of life-long learning, including recent professional development work.

## **COMPENSATION PACKAGE**

The GAE is prepared to offer a competitive salary and benefits package consistent with experience, skills and demonstrated 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  
GAE Search Consultants  
kam47@cornell.edu

For all questions regarding this search, including confidential inquiries, please contact:

Ken Margolies (East Coast)

[Kam47@cornell.edu](mailto:Kam47@cornell.edu)

(845) 499-6636 (Eastern time zone)

**APPLICATION DEADLINE: FRIDAY, NOVEMBER 30, 2018, 5:00 PM CENTRAL TIME**

**Applicants should hold the dates of January 4-6, 2019 on personal calendars in the event selected to interview for the position.**