

Announcement of opening for the position of

Executive Director Georgia Association of Educators (GAE)

HISTORY

At the 1964 Convention of the National Education Association, held in Seattle, Washington, the NEA Representative Assembly approved a resolution entitled "Desegregation in the Public Schools." Known as "Resolution 64-12," it also called for a unitary education association in all states by July 1, 1966. Georgia was one of 11 states with dual education associations; one for black educators, one for white educators.

A merger committee was appointed with co-chairmen and representatives from the 100-year-old Georgia Education Association and the 90-year-old Georgia Teachers and Education Association. The Committee met regularly and every effort was made to reach an agreement. Due to extenuating circumstances, the July 1, 1966 deadline for the merger was extended, and in early 1969, a plan was submitted to the NEA Executive Committee and approved.

On May 17, 1969, the merger of the two associations was approved. At special Representative Assemblies of the Georgia Education Association and the Georgia Teachers and Education Association held separately, the proposed Constitution for the merged Association was approved by both Associations on November 22, 1969. The merger plan and Constitution called for the merged Association to be known as the Georgia Association of Educators.

On December 12, 1969, a three-member committee named Dr. Carl V. Hodges executive secretary of the new Association and Dr. Horace E. Tate associate executive secretary. A joint Representative Assembly meeting in Macon gave final ratification to the GAE Constitution.

POSITION OVERVIEW

The Executive Director is the Association's chief administrative officer and management agent who leads the staff, in coordination with the GAE President, to ensure implementation of the full scope of policies, procedures, and programs approved and adopted by the GAE Board of Directors. In collaboration with the President and Officers, the Executive Director develops and manages an annual organizational budget and is accountable to the Board for the long term financial and fiscal health and sustainability of the Association. The Executive Director provides general supervision of the assets of the association.

Candidates should possess a high level of emotional intelligence, excellent judgment and creativity, with a proven record of strategic leadership, which includes formulating objectives and priorities and implementing the long term interests of GAE.

DUTIES AND RESPONSIBILITIES

- **Organizational Leadership** – exercise inclusive and decisive leadership to advance the mission and vision of 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 GAE measurement to insure the effectiveness and efficiency of GAE programs and services.
 - Cultivate a culture that encourages reciprocal accountability by developing a team of staff and stakeholders that upholds the integrity of GAE's mission and core values.
 - Encourage employee creativity, innovation, and independent decision making, while establishing performance and success metrics to ensure that all team members successfully meet organizational goals.
 - Direct management and oversight of various GAE programs to recruit, support, engage, and retain members.
 - Lead with honesty and transparency.
- **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** – support high standards for work on behalf of GAE members and build effective relationships with management and staff.

The Georgia Association of Educators is at an exciting point in its history as it advances its brand as the preeminent organization and champion for public education in Georgia. With a broad mandate to lead in these pursuits, the Executive Director must face and embrace several interrelated challenges and opportunities.

OPPORTUNITIES AND CHALLENGES FACING GAE

- Providing visionary leadership that demonstrates the relevance, power and value of GAE membership to address diverse member needs.
- Communicating with clarity about how local, state and national politics impact public education.
- Unifying and empowering members to develop strong and effective local affiliates, to provide resources and leadership for professional growth, and to advocate for public education and public education employees.
- Encouraging greater political action in a rapidly changing political environment. GAE has an opportunity to cultivate bi-partisan relationships to move pro-education legislation at the Statehouse.
- Continuing to strengthen external relationships to influence pro-public education policies and their proper implementation.
- Supporting and helping prioritize the needs of educators and students as they face the challenges of COVID-19.
- Promoting social and racial justice issues that impact students and educators and ensuring that all educators and students have the tools and supports in place to be successful.
- Building member capacity and engaging them as empowered activists to grow and strengthen GAE in support of their professional interests.
- Capitalizing on GAE's more than 125 years of history of actively advocating and protecting public educators from anti-education legislation.
- Ensuring that the necessary resources are available so that GAE members build the capacity to engage in bargaining behaviors that define true partnerships with school, district, and state leaders.
- Capitalizing and strengthening the GAE brand by building partnerships with external organizations who support GAE's mission and values.
- Prioritizing diversity and developing strategies or a targeted campaign to attract a new generation of talent to the education profession, while utilizing the skills and expertise of veteran talent.

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 the 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. An influential leader who understands membership and has effectively led innovative strategies, programs, initiatives, and policies to attract and increase new membership. An established leader with the ability to drive member engagement and to increase member retention.

Communication

An engaging and influential public speaker with strong oral and written communication skills. Must be an active listener and effective communicator who has excelled in building successful internal/external relationships. Must have an established record of fostering teamwork and consensus, effectively managing conflict, provoking creative problem-solving, necessary risk taking, and is inclusive of diverse individual and cultural perspectives. Ability to process vast amounts of information; synthesize and incorporate multiple viewpoints and perspectives including constructive feedback.

Strategic Planning and Execution

Documented experience in leading organization-wide efforts in planning, implementation, process improvements, innovation, financial management and building high performance work teams. A record of executive leadership in strategic planning that required significant organizational change, including experience utilizing reliable methods to ensure accountability and timeliness in the execution of strategic goals and objectives. Strong ability to delegate but resists

the urge to micromanage. Specific evidence that reveals past approaches to work that demonstrate personal expertise in assessing benefits and risks toward a goal of creating strategic advantage. An individual who possesses the ability to manage multiple projects with clear priorities and to easily articulate the connections between the big picture and specific action plans and timetables.

Leadership

A passionate public education advocate, with a proven record of senior organizational leadership, who understands the central role educators play in leading change in their profession. A visionary leader who has confidently engaged others to identify and work toward common goals. Must have the confidence to lead courageously and possess resilience in a rapidly changing environment. Must be a bridge builder who has success in building and maintaining effective coalition partnerships and is able to identify, convene, and connect leaders of diverse backgrounds.

Must demonstrate evidence of success in achieving desired outcomes when leading organizational innovation and change; a courageous leader who has shown organizational savvy and flexibility in confronting and adapting to challenging and changing political/organizational realities and is capable of and willing to voice respectful and effective dissent when and where appropriate.

An organizer with a solid grasp of the appropriate role that staff play in building member power. Must possess a growth mindset and demonstrate proven ability to successfully grow a membership base. An empathetic leader who has a demonstrated, successful record of attracting and motivating highly talented staff and is highly skilled at coaching and mentoring others. Must have a collaborative workstyle and be able to communicate effectively with a broad range of internal and external partners.

PREFERRED EXPERIENCE

- A minimum of 3-5- years of middle or senior management experience in positions of increasing responsibility, in the field of education, labor/union advocacy, public policy, not-for-profit leadership.
- Experience working in public education.
- Experience working in a member-based organization, reporting to and advising an elected board of directors.

EDUCATION

Bachelor's degree from an accredited four-year college is required; Master's Degree preferred.

COMPENSATION PACKAGE

Commensurate with experience and qualifications.

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 GAE Search Consultants:

Unionsearch.org, Margolies Potterton & Associates, LLC

Patricia Johnson: patjohnson@unionsearch.org

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

Patricia Johnson (Central time zone)

patjohnson@unionsearch.org

972-824-3750 (Central time zone)

APPLICATION DEADLINE: March 5, 2021, 5:00pm EST.