The Montgomery County Education Association is seeking applicants for a Parent and Community Organizer. A major role of the Parent and Community Organizer is to identify, recruit, and develop the leadership of parents, students, and other MCPS community members to build the power and voice of underrepresented families and students in the fight for equity in their individual schools and across the county. Montgomery County Public Schools (MCPS) serve a diverse community; more than 34% of the students are Hispanic, 24% are White, 22% are Black or African American and 14% are Asians. The Parent and Community Organizer will work with students, families, community members, and MCEA member-leaders on leadership development and local organizing campaigns aimed at making policy and systems more equitable and responsive to the school communities.

MCEA represents 14,000+ professional educators in the Montgomery County Public Schools system in suburban Washington D.C. MCEA is one of the 15 largest local educator unions in the nation and is an affiliate of the National Education Association. We are committed to educational excellence and social justice and believe that the future well-being of our members depends on the success of our schools. For more information, go to www.mceanea.org.

Position Description
MCEA’s Parent and Community Organizer is responsible for identification, recruitment, and development of community leaders – parents, students, and other allies to support worksite-based organizing campaigns that can win improvements in student learning conditions and educational outcomes. MCEA’s Parent and Community Organizer works to engage these community leaders and
activists in MCEA collective actions to improve school culture/climate and the functioning of joint decision-making on teaching and learning issues. This work is grassroots, on the ground organizing.

Key Responsibilities

- Identifying, recruiting, developing, and mobilizing parent, student, and community leaders in strategic, sustained, meaningful ways.
- Engaging in one-on-one persuasion, inoculation, assessment, and motivation of community members at the worksites, in meetings, on the phone, home visits, and other location visits as necessary.
- Planning and carrying out various actions in alignment with the organizing team.
- Developing and working with community allies.
- Training, supporting, and empowering member leaders.
- Developing and carrying out weekly and campaign specific work plans.
- Developing issue campaigns based on deeply and widely felt issues and coordinate with organizing staff to involve and engage worksite leaders.
- Supporting other campaigns as needed (e.g. political, contract).
- Other duties as assigned.

Qualifications

- At least 2 years of experience as an organizer in a community or union campaign with an extensive community component with tangible results – i.e., number of members/leaders, campaign victories, visibility.
- Demonstrated ability to work as a team player and foster collaboration in environments with racial, ethnic, language, immigrant status, and economic class diversity.
- Fluent (spoken and written) in Spanish, Amharic, and/or Mandarin in addition to English.
- Proficiency in creating and implementing a strategic campaign plan.
- A strong understanding of the issues of educational and racial justice.
- An understanding of the goals and strategy of the Bargaining for the Common Good movement.
- Ability to analyze, synthesize, and communicate various kinds of information to people with various learning styles, backgrounds, and life experiences, especially to individuals from underrepresented backgrounds.
- Excellent organizational skills including planning, time management, and information management.
- Ability to build, facilitate, and lead teams.
- Ability to organize, prioritize, and respond to deadlines while working on multiple tasks.
• Ability to work independently and without close supervision.

Requirements
• Salaried position; requires nonstandard work hours and/or weekend and holiday work.
• Travel is required, primarily within Montgomery County.
• Must possess a valid driver’s license, must have auto insurance that covers business driving, and must possess an automobile for business use.

COMPENSATION
The salary for this position is governed by a collective bargaining agreement. MCEA also provides a comprehensive benefits package including medical, dental, vision and prescription drug coverage, retirement savings plan, and long-term disability insurance.

WORKING CONDITIONS AND PHYSICAL EFFORT
• Work is performed in various settings – in schools, homes, school district offices, and other remote locations.
• This position requires frequent driving throughout the county to various locations.
• Must be able to occasionally remain in a stationary position up to 50% of the time.
• The person in this position needs to regularly move about inside the office and other locations.
• Constantly operates a computer, cell phone, and office productivity machinery, such as a copy machine and computer printer.
• Frequently moves equipment & supplies weighing up to 25 pounds for various meeting and event needs.

EQUAL OPPORTUNITY EMPLOYER
MCEA is committed to the principle of equal employment opportunity for all employees and to providing employees with a work environment free of discrimination and harassment. All qualified applicants will be considered for employment without attention to race, color, religion, sex, sexual orientation, gender identity, national origin, veteran or disability status.

APPLICATION PROCESS
Qualified applicants should send a cover letter, résumé, and two relevant writing samples to Lindsay Barrett, c/o Alicenne Passavanti at: apassavanti@mceanea.org Subject: Parent and Community Organizer.