

EXECUTIVE DIRECTOR

ASSOCIATION OF CALIFORNIA SCHOOL ADMINISTRATORS (ACSA)

The Association of California School Administrators (ACSA) is seeking an exceptional Executive Director who is an authentic, transparent, courageous, forward-thinking, charismatic leader with a strong moral compass. The Executive Director should possess a breadth and depth of recent California educational and political experiences in different settings with proven leadership skills, a clear vision for the organization, the ability to continue mobilizing the membership as a vital force in California. ACSA, with 50 years of history, is the largest umbrella organization serving more than 17,000 California administrators. Known for its advocacy of equity, inclusion, and diversity with a student-focus, ACSA supports and inspires educational leaders who meet the diverse educational needs of California students and schools and has become a strong and dynamic voice for its leaders. The Executive Director serves as the face of the organization, guides California educators in transforming schools, supports and advocates for school districts as they address a myriad of issues, and successfully partners with other organizations to achieve mutually desired goals. The Executive Director will lead with enthusiasm, empathy, innovative thought, and practices, and serve as the great communicator of a premier organization.

Major responsibilities will include the following:

- Serves as chief executive officer, recommends and participates in the formulation of new policies, and make decisions based upon existing policies as approved by the Board of Directors;
- Plans, organizes, directs, and coordinates the staff, programs, and activities of the association to assure that the mission and annual goals are attained and member needs met;
- Maintains effective internal and external relationships;
- Values, supports, retains, and attracts highly qualified staff; and,
- Achieves economical and productive performance; forward-looking programming; and constructive growth of the association through effective management and leadership.

Executive Director, Association of California School Administrators (ACSA)

DESIRED CHARACTERISTICS

After seeking input from its members and staff via focus groups and an online survey, the Executive Committee of the Association of California School Administrators (ACSA) used this input to develop the following list of Desired Characteristics that it seeks in its next Executive Director. The characteristics are not prioritized.

1. Possesses a breadth and depth of recent California educational and political experiences in different settings.
2. Is an authentic, transparent, courageous, forward-thinking, charismatic leader who possesses a strong moral compass and does what is right.
3. Is a unifier who understands the diverse interests and needs of the Association and educational systems in California, and collaborates with stakeholders to address and resolve issues through a meaningful and transparent process openly and honestly.
4. Possesses excellent communication and strong people skills, and engages and values people as individuals, builds relationships, and builds capacity in others.
5. Articulates, embraces, builds consensus for, and promotes a vision based on equity, inclusion, diversity, and students.
6. Communicates a clear compelling vision for the future of California education and ACSA.
7. Creates a climate of trust and mutual respect to ensure stakeholders are welcomed, valued, motivated and, engaged.
8. Demonstrates the political, analytical, and personal skills essential to working effectively with elected and appointed officials, and other educational agencies, association, and organizations.
9. Assesses educational trends and policy issues accurately and effectively; synthesizes the information; identifies and implements timely solutions; and effectively communicates the information.
10. Is a courageous and decisive leader who provides a rationale for decisions, takes ownership, and holds oneself and others accountable.
11. Has demonstrated a successful history of organizational management with superintendent experience desired.
12. Is a visible and actively engaged presence throughout the Association.
13. Is an inclusive leader who understands how to lead from different positions, empowers others to lead, and values, supports, and retains highly qualified staff.
14. Is an empathetic, caring, affirming, welcoming person both personally and professionally.
15. Represents the diversity of California.

Interested and qualified individuals can learn more about the position and apply at

<https://hyasearch.com/job/executive-director-acsa-sacramento-ca/>

For additional information, contact

Jim Negri at jimnegri@hyasearch.com or 650.996.9173

Carmella Franco at carmellafranco@hyasearch.com or 562.244.3881