

# NORTHERN CALIFORNIA DIRECTOR

## CALIFORNIA TEACHER DEVELOPMENT COLLABORATIVE

[catdc.org](http://catdc.org)

Start Date: July 2023



**Carney  
Sandoe**  
& ASSOCIATES

[CARNEYSANDOE.COM](http://CARNEYSANDOE.COM)





## THE POSITION

CATDC is seeking a Northern California Director (NCD), effective July of 2023. The Northern California Director will join a team that thrives on cocreating unparalleled professional development programming, centers equity in all of its work, elevates teacher-leaders and administrators by giving them a platform to share their passion and expertise, and connects independent schools across California to strengthen all educators on behalf of students. The NCD will work closely with Northern California member schools, the CATDC team, and innovative leaders in education to design and deliver relevant and inspirational programs and to shape the future of a learning-centered organization.

## ABOUT CATDC

For over 20 years, the California Teacher Development Collaborative (formerly the Bay Area Teacher Development Collaborative) has been committed to supporting and enriching the professional lives of local educators. With a small but mighty team, a diverse and dedicated Board representing schools from across California, and nearly 150 member schools throughout the state, CATDC is uniquely positioned to be an ongoing source of connection, collaboration, and learning for California independent school educators, meeting them where they are and taking them to the next steps of their professional journeys.

CATDC believes that every young person and adult in our schools should be supported to thrive. Advancing equity is a core value and a strategic priority. This means that CATDC serves as a resource for educators and schools in the ongoing work of disrupting systems, practices, and policies that prevent full participation of underrepresented and underserved groups. CATDC works in collaboration with the CATDC community to create more just and equitable schools.



CATDC staff are committed to growing individually as equity practitioners through reflection, learning, and practice. CATDC acknowledges that independent schools are often rooted in a history of racism and white privilege and addresses equity challenges as complex and ongoing places of inquiry. The CATDC team is committed to the growth and success of each colleague as well as a work environment of care, honest communication, and effective collaboration.

CATDC's four key priorities as outlined in the Strategic Plan:

- **Equity at the Center:** Understanding the need for independent schools to address the challenge of perpetuating systems of privilege and power, CATDC has a role to play in putting equity at the center for education. Having an equity lens on internal systems is a priority for the next phase of CATDC's history. By making sure the organization is walking its talk, CATDC can lead schools and education to do the same.
- **Educator Growth:** bell hooks said it best: "Teachers must be committed to a process of self-actualization that promotes their own well-being if they are to teach in a manner that empowers students." CATDC seeks to understand what today's educators need most in order to thrive both personally and professionally, enabling them to reach their fullest potential and give back to the field.
- **Connection & Belonging:** Creating strong local and regional connections for independent school educators differentiates CATDC from other organizations. Close and connected relationships foster deep learning and a sense of belonging and are at the heart of what makes CATDC unique.
- **Organizational Sustainability:** As an organization that cares deeply about educator development and supporting the best teaching and learning possible, CATDC seeks to secure strong future sustainability, both programmatic and financial, fostering increased member school engagement and greater educator participation.





## ABOUT THE ROLE

Challenges and Opportunities for The Northern California Director include:

- **Deepen and leverage connections with Northern California schools.** By building on existing knowledge of and regularly visiting Northern California independent schools, the NCD will engage with member schools and build connections with new schools in the Bay Area and beyond. Engagement includes genuine curiosity about and empathy for the needs of teachers and administrators and an enthusiasm for engaging educators to understand how CATDC programs can provide support and foster growth.
- **Develop, design, and direct programs.** By connecting with and listening to educators as well as reading widely and staying on top of current trends and issues facing schools, the NCD will synthesize input and collaborate with facilitators to design and support the delivery of relevant, engaging, and joyful in-person and online professional learning opportunities. The NCD will also be involved in negotiating contracts, managing program budgets, and partnering with the program managers on logistics and events coordination.
- **Support adults teaching adults.** By recruiting and supporting facilitators, the NCD will develop and extend the reach of talented educators beyond their own school communities. The NCD will coach facilitators in both big-picture planning and detail-oriented delivery of online and in-person programs.
- **Exercise marketing muscles.** The NCD will enthusiastically promote CATDC programs, whether recruiting facilitators, engaging new member schools, or calling on past participants to support a new program. The NCD will enjoy the challenge and creativity involved in keeping CATDC at the forefront of educators' minds as the go-to organization for professional development.
- **Support the continued evolution of the organization:** The NCD will play a vital role supporting the remote team in continuing to grow CATDC, extending its reach in the Bay Area and surrounding locales, and lending visionary thinking to developing innovative approaches to fostering learning, connection and collaboration in both online and in-person spaces.



## QUALIFICATIONS AND CHARACTERISTICS

- Forward thinking and skilled in anticipating the needs of educators;
- Curious researcher; thorough knowledge of emerging trends in teaching and learning related to K-12 students and adults;
- A high degree of self-awareness and cultural humility;
- Commitment to centering equity;
- Adept at curriculum design;
- Experience leading in-person and online workshops and trainings for faculty and administrators;
- Tech savvy at remote/technology-based relationships;
- Passionate about building community and facilitating adult learning;
- Strong interpersonal and communication skills;
- Systems minded with strong project management skills;
- Highly organized and detail oriented;
- Highly collaborative and also able to work autonomously;
- Physical ability to lift up to 25 pounds, carry boxes of supplies and set up and move tables, chairs, etc.;
- Clear and valid California Driver's License;
- Must be able to travel regularly to visit regional schools and occasionally to Southern or Central California and have a reliable insured vehicle;
- Bachelor's Degree or higher in education or related field from an accredited college or university.



## COMPENSATION AND BENEFITS

This is a Full Time Exempt position. The benchmarked salary range is 110 to 140k and commensurate with experience. In addition to a supportive, collaborative, and flexible work environment, staff enjoy a generous vacation schedule and wellness days as well as a benefits package that includes medical, vision and dental insurance, professional development opportunities, and a retirement plan. The NCD will also be supported to set up a comfortable and efficient home office.

**How to apply:** Interested candidates may contact the consultant for additional information and a discussion of the position. To be considered, applicants will need to submit (electronically as separate PDF documents) the following materials by March 10:

- Cover letter expressing interest in the position;
- 750 word or less response to [this question](#);
- Current résumé;
- List of five references with name, phone number, and email address of each (references will be contacted later in the process and only with candidate permission) to:

**Karen Whitaker**  
Senior Consultant  
[karen.whitaker@carneysandoe.com](mailto:karen.whitaker@carneysandoe.com)