



State Director Search

Position Profile



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Communities
In Schools®

Washington

ABOUT CISWA

Communities In Schools of Washington state office has embarked on a search for a talented leader to succeed its current State Director who is retiring after thirteen years of highly successful leadership. CISWA's state office is located in Federal Way, WA.

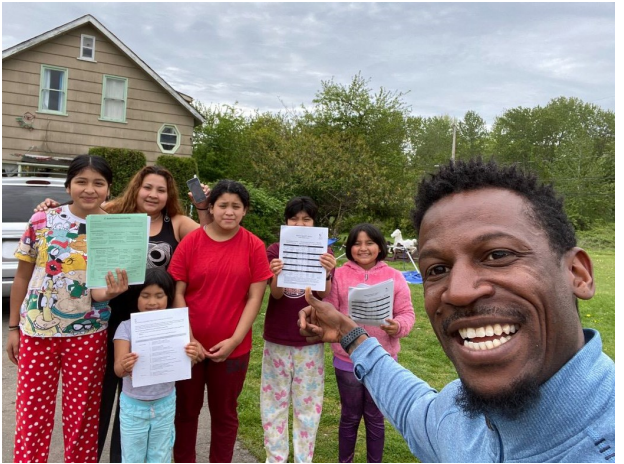
CISWA began operating in Washington in 1991 at the urging of Boeing, Costco and other business and education leaders. The CISWA state office and affiliate network exists to help communities address the problem that thousands of kids across Washington carry adult-sized burdens to school every day: unmet basic needs, homelessness, bullying, systemic racism, the emotional effects of trauma, untreated medical conditions, language barriers, and learning disabilities. CISWA is an active part of the national Communities In Schools network with affiliates in 25 states and the District of Columbia.

Communities In Schools of Washington is dedicated to **empowering students to stay in school** and on a path to a brighter future. CISWA provides a supportive network of eleven independent, community-based affiliates who work directly inside 115 schools in Washington. Network affiliates are based in communities with high dropout risk: Benton-Franklin, Federal Way-Highline, Kent, Lakewood, North Central Washington, Peninsula, Puyallup, Renton-Tukwila, Seattle, Spokane County, Tacoma and Whatcom-Skagit.

The CISWA network connects kids to caring adults and community resources designed to help them succeed. In 2020 more than 84,000 students were served statewide. Affiliates work with school and community leaders to determine how best to support local youth, guided by a set of essentials that every child needs and deserves. Though the services may differ in each community, all Communities In Schools affiliates use a site coordinator model that places CIS staff in participating schools.

CISWA and its affiliates' work is best shared through the stories and images of students, and testimonials from others touched by the work. [Click this link](#) to see truly inspiring stories of success. For more information on CISWA visit www.ciswa.org.

"Our mission is to surround students with a community of support, empowering them to stay in school and achieve in life."



For more information on Communities In Schools of Washington go to <https://ciswa.org/>



AFFILIATE SERVICES

Different kids have different needs. Some need academic help. Some need a stable home, food on the table, or someone who will listen and help guide the way. Others just need a pair of eyeglasses, school supplies, or shoes that fit. Helping kids move beyond their circumstances requires a child-centered approach, not one-size-fits-all. We treat young people as individuals and address each student's specific needs.

Our affiliates work with school and community leaders to determine how best to support local youth, guided by a set of essentials that every child needs and deserves ([the Five Basics](#)). Though the services may differ in each community, all Communities In Schools affiliates use the [site coordinator model](#) to deliver a mix of the following:

- **Academic Assistance:** Young people who fall behind often stay behind. We help kids catch up and get ahead with tutoring in reading and math.
- **Basic Needs:** Providing basics like food and clothing enables young people to come to school comfortable, nourished and better prepared to learn.
- **Behavioral Intervention:** Negative behavior undermines learning. We help kids learn to modify behavior and make positive choices.
- **College & Career Prep:** We assist young people in identifying their vision for the future so they have a clear goal and motivation to overcome difficult circumstances.
- **Community Service:** By giving back in their neighborhoods, youth feel a sense of belonging, accomplishment, and value.
- **Enrichment:** Through before- and after-school activities, we expand young people's understanding of what the world has to offer.
- **Family Engagement:** We ensure children have a supportive home life by helping parents access the services they need.
- **Life Skills:** Through one-to-one mentoring and group coaching, we instill in students the confidence to succeed, the belief that education creates opportunity, and set the expectation for success.
- **Physical & Mental Health:** For kids to be the best learners, they need healthy bodies and minds. We connect them to physical, dental, vision, and mental health services regardless of ability to pay.

Learn about specific services available in each community by visiting the website of the affiliate nearest you using the links at the foot of this page.



Finding your place in the world is something everyone struggles with, but CIS not only helped me live a life any human deserves to live, they also helped me find that place where I truly fit.

-Connor, Alumnus of CIS of Federal Way



For more information on Communities In Schools of Washington go to <https://ciswa.org/>

THE POSITION

This is a very unique opportunity to lead a system that makes huge differences in children's lives. It's a great mix of working with the heart while supporting planning and decisions with data to back up outcomes. Working with leaders from a wide cross section of the community including elected and government officials, schools, corporations, foundations, key donors and partner organizations, the SD has an incredible opportunity to help shape the experience children have in schools. This position makes a difference every day.

Under the direction and guidance of the Board of Directors, the position is directly responsible for the planning, organizing, and management of the state office to achieve the CIS mission and support the affiliate network across Washington State. The position is also responsible for ensuring positive and collaborative relationships with affiliate leadership to provide mutual benefits to support aligned efforts.

The Executive leads a great staff of five and has direct budget responsibility for approximately \$1.7 million. The total CIS affiliate network investment in the community is approximately \$10 million.

Qualifications/Experience

- Minimum of a Bachelors degree in social work or a related field with 7 years of senior management experience; Master's degree a plus.
- Demonstrated commitment to Diversity, Equity and Inclusion.
- Proven track record of effectively leading a non-profit agency.
- Strong financial management knowledge and experience.
- Excellence in organizational management with the ability to coach staff, manage, and develop high-performance teams, set and achieve strategic objectives.
- Past success working with a Board of Directors including cultivation of existing board members and developing new relationships.
- Experience with a variety of successful fund-raising strategies and development of annual revenue goals and implementation of a multi-faceted resource development plan to achieve goals.

Skills and Personal Attributes Desired

- Accountable
- Authentic and Transparent
- Collaborative, consensus builder
- Decisive
- Excellent communicator
- Flexible, agile
- Impeccable integrity
- Open to opinions of others
- Outward-facing
- Passionate and empathetic
- Possesses sense of humor
- Relatable, responsive to others
- Responsive to change and transition
- Strong advocate for the mission
- Strategic thinker and leader

Compensation

Salary range—\$125,000 to \$145,000 plus medical/dental, holidays, sick, vacation, and retirement

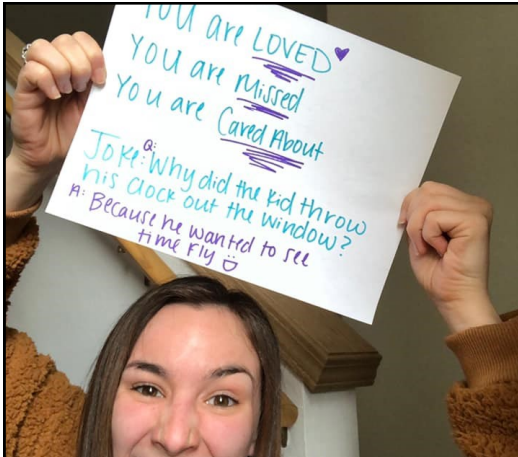


"CIS really helped me through my rough times in school. I was always motivated, given positive reinforcement and hope and belief I could accomplish my dreams no matter how big or small."

-Sharon, Alumna of CIS of Benton-Franklin

Communities In Schools of WA

Strengths and Focus



Organizational Strengths:

- CISWA provides strong, nimble support for a growing affiliate network serving more than 84,000 children
- Actively seeks and maintains excellent relationships with local schools districts and Office of Superintendent of Public Instruction
- Led by highly engaged board of directors and highly effective staff
- Provides a strong advocacy voice for children's needs across the state
- Actively builds and maintains excellent relationships with funders, partners, and stakeholders



Initial Focus for the Executive Director:

- Developing strong relationships with board, staff, affiliates, funders and Communities in Schools at the national level
- Becoming familiar with CISWA's strategic plan and direction
- Developing and implementing a network-wide plan to support diversity, equity and inclusion
- Scenario planning for the emergence from the COVID-19 pandemic
- Developing a 90-120 day transition plan to provide clear direction and accountability with the board and staff



Longer Term Focus:

- Expand and diversify state office funding base and support to affiliates
- Grow the impact of the network across the state recognizing geographical differences in need and approach
- Maintain nimbleness of program models to support changes in approaches to education by schools and districts
- Increase advocacy and public policy impact on funding for youth development and education programs
- Actively continue supporting DEI initiatives and impact



TIMING AND APPLICATION

APPLICATION AND SELECTION PROCESS

Applications received by **5:00 p.m. Pacific Time on March 12, 2021** are assured full consideration. It is wise to apply earlier if possible because additional application materials may be requested. It is anticipated that final candidate interviews will be held the week of April 19, 2021 with a decision made shortly thereafter.

To register as a candidate or view more information, please go to:

<http://www.hagelsearch.com/cisw>

All submissions will be acknowledged and will be held in strict confidence. Finalists for the position will be required to participate in a behavioral assessment. The assessment is web-based, takes about 75 minutes to complete, and helps match the candidate's traits with the desired traits detailed above. All results are held strictly confidential.

Contact Information

For further information please contact: Frank Hagel (253) 572-2439 x304 or Marcia Walker (253) 572-2439 x310. Or email: frank@hagel.net or marcia@hagel.net. DO NOT submit your application to these email addresses.

EQUAL OPPORTUNITY



CIS of Washington is an equal opportunity employer. We recruit, employ, train, compensate and promote regardless of age, creed, gender, religion, marital status, veteran's status, national origin, disability or sexual orientation. We are successful because of the hard work and dedication of our passionate employees and have a clear vision to be where a diverse mix of talented people come together to utilize their strengths. Our dedication to promoting diversity, multiculturalism and inclusion is clearly reflected across our organization and is the foundational basis for our mission.