



## **Community Organizer**

The Community organizer at San Francisco Parents will play a pivotal role in organizing parents, caregivers, and community members to advocate for equitable and excellent public education in San Francisco. Reporting to the Managing Director, this role involves grassroots organizing, leadership development, event management, field outreach, and advocacy campaign strategy. This position offers a unique opportunity to continue to build the organization's presence and influence across San Francisco.

### **What you'll do:**

#### **Grassroots Organizing (45%):**

- Build and maintain strong relationships with parents, caregivers, educators, and community members, actively listening to their concerns and incorporating their leadership into campaigns.
- Develop and implement community organizing strategies to engage and mobilize stakeholders to advocate for educational equity and excellence.
- Conduct 1-on-1 meetings, phone banking, door-to-door canvassing, and direct school outreach to generate interest and support for advocacy campaigns.
- Plan, support, and execute community events and activities that build awareness of the organization's work and foster a sense of community.
- Monitor the education landscape and implement campaigns to advocate for policies that ensure all students have access to quality public schools.

#### **Leadership Development (20%):**

- Identify and recruit community stakeholders with a passion for public education for leadership programs and opportunities.
- Implement training programs and workshops engaging school families, educators, and community members.
- Develop the knowledge and understanding of parent leaders in education data, the public education landscape, and the principles and practices of community organizing.
- Manage data and track the success of activities through internal systems.

#### **Campaign Strategy and Community Engagement (20%):**

- Develop and implement campaign strategies and community engagement plans..
- Stay updated on SF Parents current advocacy campaigns, including literacy, math, district budget, and board accountability.

- Support families in sharing their education stories with the media, SFUSD, and the broader community.
- Work with the team to meet with city agencies, community organizations, and elected officials to advance campaigns.
- Represent the organization at public meetings, including inviting and outreach to parents to join, and reporting essential takeaways and information to the community.

#### **Event Management (10%):**

- Assist in the planning and execution of organizational events, from major convenings to smaller community gatherings.
- Identify and execute events that will increase civic and electoral engagement within communities.
- Responsibilities include identifying locations, arranging event agendas and materials, creating post-event surveys, and staffing events.

#### **Operations and Collaboration (5%):**

- Maintain internal databases and information systems for accurate record-keeping.
- Create and maintain outreach and organizing project plans, communication systems, databases, and work plans.
- Collaborate with team members and support other strategic initiatives and projects as needed.

#### **Additional Responsibilities:**

- Support SF Parent Coalition's sister organization, SF Parent Action in programming as needed.
- Build strong coalition relationships among school personnel, diverse community organizations stakeholders, neighborhood leaders, and elected officials.

#### **How you'll do it:**

**Relationship Builder & Agile Collaborator:** As a master in forming meaningful, trust-based relationships with diverse stakeholders, you build strong connections with parents, caregivers, educators, and community leaders. Your interpersonal skills motivate and mobilize community members toward shared goals. You thrive in team environments, collaborating effectively and adapting swiftly to changing circumstances to solve problems creatively.

**Strategic Thinker:** You excel in analyzing data, identifying trends, and developing effective strategies to achieve organizational objectives. Your critical and creative thinking skills allow you to address challenges and drive impactful advocacy efforts. You proactively contribute to the organization's success by crafting strategies that promote equity and excellence.

**Effective Communicator:** Your exceptional verbal and written communication skills enable you to convey complex ideas clearly and persuasively to diverse audiences. You are adept at using various communication platforms, including social media, newsletters, and public speaking, to

engage and inform stakeholders effectively.

**Organizational Expert:** Your strong organizational skills allow you to manage multiple tasks, projects, and events simultaneously with precision. You prioritize effectively, ensuring efficient operations through meticulous planning and record-keeping. Your ability to stay organized under pressure enhances the overall effectiveness of the community organizing efforts.

**Leadership Developer & Trainer:** You excel at identifying and nurturing leadership potential within the community. Your expertise in designing and delivering training programs empowers individuals to take on leadership roles and advocate effectively. Your efforts build a strong foundation of leaders committed to driving the organization's mission forward.

Join us in making a difference in the lives of students and families by advocating for educational equity, excellence, and building strong, empowered communities.

**Qualifications:**

- Passion for increasing access, quality, equity and excellence in public education.
- Familiarity with the local political landscape and the historical causes of educational disparities.
- Ability to build strong relationships with diverse stakeholders and communities.
- Strong strategic thinking and policy analysis skills.
- Excellent verbal and written communication skills.
- Willingness to work collaboratively in a dynamic, learning-oriented environment.
- Valid driver's license and reliable, insured vehicle.

**Preferred:**

- Proficiency in Spanish or Chinese.
- Experience working in multicultural, multilingual communities.
- Two to five years of professional community organizing or community development experience.
- Knowledge of classroom teaching, grassroots leadership development, education reform, public policy development, and public education.

**Work Environment / Physical Demands:**

- Hybrid work model with 2-3 in-office days and 2-3 in-the field and/or remote days depending on the the time of the year
- Regular in-person and virtual evening meetings.
- Ability to lift and/or move up to 30 pounds.

**Compensation, Benefits, and Professional Development:**

- Competitive salary ranging from **\$65,000 to \$75,000**, dependent on experience.
- Excellent benefits package including healthcare and 403b plan.
- Robust professional development, including training in organizing principles and power-building approaches.

- Weekly coaching, team meetings, and annual retreats to build mission alignment and team efficacy.

### **To Apply**

To apply for this position, please: 1) fill out and submit a [Community Organizer Application](#), and 2) send your resume/CV to [admin@sfparents.org](mailto:admin@sfparents.org). If you have not heard back from us after 5 business days of submitting the application form and your resume, or if you have any additional questions about the position, please contact SF Parents at [admin@sfparents.org](mailto:admin@sfparents.org)

SF Parent Coalition is an equal opportunity employer committed to creating an inclusive and diverse workplace. We value and celebrate the unique backgrounds, perspectives, and experiences of all employees, volunteers, and program participants. We actively seek to attract and retain a diverse workforce that reflects the communities we serve.

If you require reasonable accommodations during the application or interview process, please let us know. We are committed to providing equal employment opportunities to qualified individuals with disabilities.

We encourage all qualified candidates to apply and join us in our mission to make a positive impact in the San Francisco community and beyond.

This is not necessarily an all-inclusive list of job-related responsibilities, duties, requirements, or working conditions. While this is intended to be an accurate reflection of the current job, management reserves the right to revise the job or to require that other or different tasks be performed as assigned.

### **About SF Parents**

Our parent collective was formed during the summer of 2020 in response to the pandemic education crisis in order to ensure that our education leaders centered the needs of students. We started by going out into many communities to listen and begin to connect parents bewildered and worried about the way the school district was treating the needs of children, because we were and remain committed to devising community solutions that, first and foremost, support all children's learning and well-being. And parents are the experts on the needs of their children. In just a few months, the group grew from 100 parents to more than 1,000, now with active parents from more than 100 SFUSD schools.

### **Vision and Values**

SF Parent Coalition / SF Parent Action envisions a future where San Francisco is one of the best places in the country for children and youth of all races, socioeconomic backgrounds and abilities to grow up and get an excellent public education.

- We connect and empower parents across San Francisco.
- We center the needs of children and youth.

- We believe in the vital importance of public education.
- We advocate with integrity.
- We hold decision-makers and ourselves accountable, particularly to equitable outcomes for SFUSD students.
- We build community with joy, one conversation at a time.

SF Parent Coalition is in support and alignment with SFUSD's equity values that provides all students the quality instruction and equitable support required to thrive in the 21st century.