

EXECUTIVE DIRECTOR

Start Date: July 2027

**California Teacher
Development Collaborative**

catdc.org



**Carney
Sandoe**
& ASSOCIATES

carneysandoe.com

OVERVIEW

For more than 25 years, the California Teacher Development Collaborative has created opportunities for California independent school educators to learn with and from each other, building vital connections and enhancing their capacity to serve students in a rapidly shifting world. Centering people and relationships, CATDC supports educators by deepening professional learning, strengthening school culture, and helping to create communities rooted in belonging. With a small but mighty team, a diverse and dedicated Board representing schools from across California, and 135 member schools throughout the state, CATDC is the trusted 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.

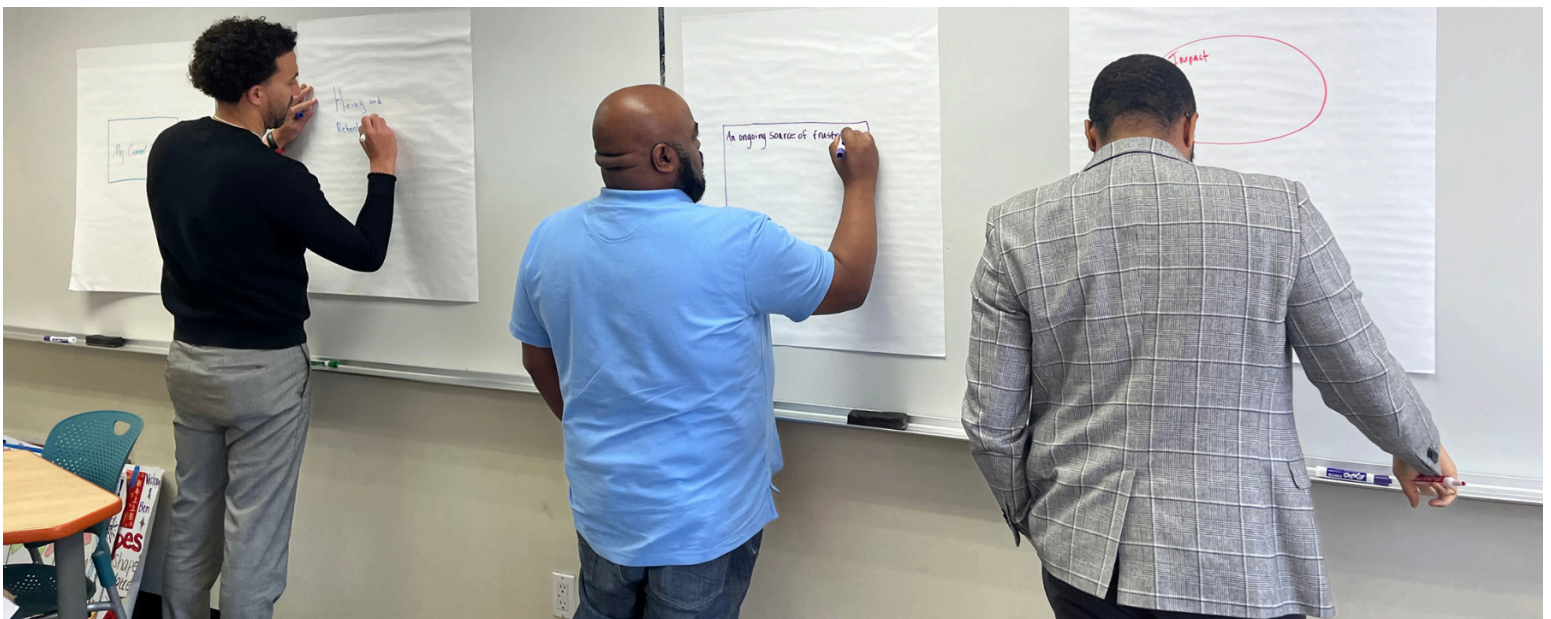


THE POSITION:

Following the visionary work of its first two Executive Directors, Janet McGarvey and Lisa Haney, CATDC seeks a new leader to begin July 2027. Serving as a thought leader in California independent school education, the Executive Director is responsible for guiding the organization according to strategic priorities, supporting and supervising the CATDC team, and leading the overall direction, design, and execution of CATDC professional development programs and events. The ED will lead a close-knit, collaborative, and mission-aligned team who thrive in the organization's culture of trust, creativity, mutual accountability and dedication to supporting educators.

Priorities for the next Executive Director include:

Meeting the evolving professional development needs of CA educators – CATDC has always been committed to being in schools, listening to educators, and partnering with facilitators to design and deliver relevant, compelling, and timely programs. The next ED will sustain this proactive engagement and find joy in building and nourishing relationships across the California independent school community. Essential to this role will be the ability to lead at both the strategic and operational level, setting vision for programs while also collaborating with the CATDC team on program design and evaluation. The ED is ultimately responsible for ensuring that programs align with CATDC's mission and strategic priorities.





Developing partnerships and extending CATDC programs to new audiences – In the course of its evolution, CATDC expanded from its Bay Area roots to become a statewide organization. In addition to in-person, virtual, and hybrid offerings, CATDC has added coaching, consulting, and options to earn University of the Pacific graduate-level credits to distinguish itself in an increasingly competitive professional development landscape. As CATDC plans for the future, the ED will assess models for potential growth, including strategic partnerships within and beyond California, without losing its relational, high-quality identity.

Ensuring financial sustainability – Historically, CATDC has generated revenue through dues from member schools, program fees, and fundraising. The next ED will be challenged to think beyond the current revenue model to raise additional funds while also pursuing ways to expand program access to more schools and educators.

Harnessing the energy of the talented Board – The next ED, in collaboration with the Board Chair, will leverage the Board’s expertise and networks to drive progress on top priorities, like financial sustainability. With the governance committee, the ED will assess the future needs of the organization and recruit talent to meet those needs, including potential partners from other non-profits.

PREFERRED QUALIFICATIONS AND PERSONAL ATTRIBUTES



- 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;
- Financial savvy and fundraising capacity;
- A high degree of self-awareness and cultural humility;
- Commitment to centering equity;
- Experience designing and leading in-person and online workshops and trainings for faculty and administrators;
- Tech savvy at virtual/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;
- California based and able to travel regularly.

LEARN MORE

- [Organization Website](#)
- [Vision and Strategic Priorities](#)
- [Programs](#)





TO APPLY

Interested and qualified candidates are invited to contact the consultants in confidence. Candidates will ultimately need to submit the following materials as separate PDF documents:

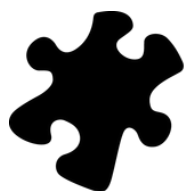
- A cover letter expressing their interest in this particular position;
- A current résumé;
- A list of five professional references with name, relationship, phone number, and email address of each (references will not be contacted without the candidate's permission) to:

KAREN WHITAKER

Senior Consultant

karen.whitaker@carneysandoe.com

The full-time salary range for this position is \$180 to 225K. The starting salary is based upon, but not limited to, several factors which include years of experience, education background, and expertise.



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