



## **Executive Director of Colorado Rural Schools Alliance**

The Colorado Rural Schools Alliance (CRSA) is seeking an inspiring and strategic leader to serve as our next Executive Director. This role is a unique opportunity to champion the needs of rural schools across Colorado, advocate for equitable resources, and build strong relationships with a diverse range of stakeholders.

### **About the Colorado Rural Schools Alliance (CRSA)**

The Colorado Rural Schools Alliance (CRSA) is a statewide organization dedicated to advocating for and supporting rural school districts in Colorado. CRSA works to amplify the voices of rural educators, provide resources for professional development, and collaborate with policymakers to ensure that rural schools have the resources and support they need to serve their students and communities effectively.

### **Position Summary**

The Executive Director (ED) of the Colorado Rural Schools Alliance will provide visionary leadership and strategic direction for the organization, managing its day-to-day operations and advocating for the needs of rural schools in Colorado. The ED will work closely with the Board of Directors, members, and a variety of external stakeholders to further CRSA's mission and ensure its sustainability. This position requires an individual who is passionate about rural education, skilled in organizational leadership, and able to represent CRSA effectively to a wide range of audiences.

### **Key Responsibilities**

- Lead the development and execution of CRSA's strategic vision, in collaboration with the Board and key stakeholders.
- Build and maintain strong relationships with rural school districts, educational organizations, policymakers, and community leaders across Colorado.
- Advocate on behalf of rural schools at the state legislature and State Board of Education.
- Provide leadership in crises, offering support and guidance to rural school districts in times of need (e.g., during natural disasters or other community emergencies).
- Lead and manage a small but dynamic team, providing guidance, mentoring, and professional development opportunities.
- Develop and manage CRSA's annual budget, ensuring financial sustainability and accountability.
- Serve as the primary spokesperson and advocate for CRSA, representing the organization in meetings with policymakers, government officials, community leaders, and the media.
- Build partnerships with other organizations, foundations, and businesses to further the mission of CRSA and expand resources available to rural schools.
- Develop and implement advocacy campaigns on key issues affecting rural education, including funding, access to technology, teacher retention, and community engagement.
- Represent CRSA at state and national conferences, forums, and coalitions to raise awareness about rural education issues in Colorado.



- Provide regular updates to the CRSA Board of Directors on organizational progress, challenges, and opportunities.
- Support the Board in their governance responsibilities, including strategic planning, fundraising, and policy development.
- Assist in the recruitment, orientation, and development of Board members.
- Effectively navigate Colorado's political landscape, forging relationships and building coalitions among various constituent groups.
- Routinely engage with and honor the perspectives of rural educators, community members, policymakers, and other stakeholders.
- Communicate authentically and effectively, serving as a trusted voice and advocate for rural schools.
- Approach challenges strategically and with a systemic mindset, crafting innovative solutions that benefit Colorado's rural education system.
- Demonstrate effective advocacy for public schools, particularly those in rural areas, influencing policy and fostering positive change.
- Maintain a future-focused vision, adapting quickly to evolving circumstances and challenges.
- Foster creativity, risk-taking, and innovation within CRSA and its member communities.
- Leverage data and evidence to inform decisions and maintain transparency with stakeholders.

## Qualifications

### Required

- **Education:** A bachelor's degree or equivalent experience in education, public policy, nonprofit management, or a related field;
- **Experience:** At least 5 years of experience in nonprofit leadership, education, educational advocacy, or a related field;
- **Leadership:** Demonstrated work experience leading and managing a diverse team, fostering collaboration and accountability;
- **Advocacy:** Demonstrated work experience advocating for policy change, particularly at the state and local levels, with a focus on education and rural communities;
- **Availability:** The candidate must be physically present and available during the legislative session to attend meetings, and hearings, and engage with stakeholders in person.

### Preferred

- A master's degree in education, public administration, or a related field;
- Experience in rural education is strongly preferred;
- Deep understanding of rural education challenges and opportunities, including funding disparities, teacher recruitment and retention, and access to technology;
- Strong connections to educational leaders, policymakers, and organizations in Colorado or the Rocky Mountain region;
- Experience working with a Board of Directors and understanding of nonprofit governance.

### Skills and Competencies

- **Strategic Thinking:** Ability to see the big picture and develop long-term plans to achieve organizational goals;
- **Collaboration:** Ability to build partnerships and work effectively with diverse stakeholders;



- **Problem-Solving:** Strong analytical and problem-solving skills, with the ability to navigate complex challenges;
- **Communication:** Strong communication skills and a demonstrated ability to work with diverse clients, external stakeholders, and team members in a professional, diplomatic, and confidential manner;
- **Cultural Competency:** Sensitivity to the diverse cultural and economic contexts in rural communities;
- **Adaptability:** Ability to navigate change and lead the organization through transitions effectively.

### **Compensation and Benefits**

- Salary Range: \$105,000 to \$118,000 annually - Competitive salary based upon education and relevant work experience to the duties and responsibilities of the position;
- PTO - personal;
- Individual/Family Insurance stipend: \$7,700 annually;
- Mileage \$7,000 annually;
- 401k 3% of salary annually;
- Flexible work arrangements, with the option for remote work within Colorado;
- Opportunities for professional development and continued learning.

### **Required Application Materials**

- Cover Letter
- Resume
- Three (3) Professional References - Name, Title, Relationship, and Contact Information

### **Timeline**

Closing Date for Applications: **February 10, 2025**

Interviews in-person at CASE Winter Conference, February 20, 2025

Embassy Suites Hotel, Spa & Conference Center

4705 Clydesdale Parkway

Loveland, Colorado 80538

Start Date: July 1, 2025

**Completed Applications are due on or before February 10, 2025, and submitted electronically to:**  
[shelly.landgraf@purehrsolutions.org](mailto:shelly.landgraf@purehrsolutions.org)

Contact information:

Shelly Landgraf

Pure HR Solutions, HR Consultant

[shelly.landgraf@purehrsolutions.org](mailto:shelly.landgraf@purehrsolutions.org)

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