



Job Announcement: Education Policy Organizer

Applicants should be passionate about transforming lives, building relationships with youth and parents and supporting family led campaigns focused on improving schools.

Please note: This position is not based in office organizing but is focused on intergenerational organizing through a systems lens to fight for a common goal.

Start Date: Immediately

Salary: Range is between \$54,000 and \$60,000

Reports to: Policy Director

Benefits: Full paid medical, dental, vision

Location: 459 Vienna Street, San Francisco, CA 94112

Application procedure: Email cover letter, resume, and 3 references to our hiring committee at hiring@colemanadvocates.org.

Coleman Advocates for Children and Youth is a member-led, multi-racial, intergenerational community organization working to create a city of hope, justice, and opportunity for children and families in San Francisco. We organize poor and working class BIPOC (Black, Indigenous and people of color) youth and families – primarily Black, Latinx, and Pacific Islander – to build power in their schools, communities, and in their own lives.

We are seeking a dynamic person to become the Education Policy Organizer to support our policy work in SFUSD and our regional/state/national alliances. This is a supporting role in Coleman's education policy work with a focus on base building organizing and training. Additionally, this person is someone who shares our progressive values and is interested in building/developing strategies to strengthen our member-led organizing efforts.

Job Summary:

The position will work within SFUSD and partner with organizations and individuals on decriminalization and equity in education policy. They will be equally effective at, and invested in, monitoring, analyzing, and reporting on the school district's progress and challenges in closing the racial achievement and opportunity gaps.

People (and/or people who have family members) with lived experience surviving the school to prison pipeline are strongly encouraged to apply.

Primary Responsibilities:

- Providing strategic direction and leadership to ensure achievement of the organization's mission, strategy, annual goals, and objectives;
- Conducting legal/policy research and analysis to support member-led organizing and policy campaigns

- Translating legal/policy research and analysis, including statutes and case law, into materials for community education/mobilization
- Member and staff development to ensure organizational policy work meaningfully includes parents/guardians and students
- Supporting program planning and implementation
- Monitoring the impact of policy and budgeting on school district, citywide, and statewide budgeting
- Communicating with policymakers, stakeholders, the public, and media about Coleman's work
- Growing and deepening relationships with community partners, coalitions, and stakeholders.
- Attend morning, night, and weekend activities
- Participate in annual fundraising activities
- Other duties as assigned

Primary Qualifications:

- Experience and ease working with people of different class, race, and ethnic backgrounds
- Commitment to building the power of students and families of color in San Francisco, and winning member-led racial and economic justice campaigns that create real change in our schools and communities
- Knowledge of education policy/school reform issues from a racial justice perspective
- Understanding of government policy and budgeting structures
- Ability to synthesize complex issues and communicate them effectively to diverse audiences
- Experience with budget development and oversight
- Ability to work independently and in teams to stay organized in a fast-paced environment, manage several projects simultaneously, and adjust strategy to frequently changing demands
- Knowledge of, and experience with, membership base building organizing models
- Highly organized and able to achieve goals in multiple work areas within established timelines
- Strong verbal communication skills
- Strong computer skills in Microsoft Office and Google Suite
- Ability to problem solve and initiate solutions

Desired Qualifications:

- B.A. degree in Public Policy, or equivalent experience in policy analysis is strongly preferred;
- Familiarity with SFUSD and/or San Francisco Bay Area public schools
- Bilingual English/Spanish, verbal and written;
- Strong written communication skills
- Knowledge of education justice policy issues
- Owns/has access to a car and has a valid driver's license
- College degree
- A sense of humor

We are an affirmative action employer. Current and former CMAC, YMAC and PMAC members, BIPOC, and formerly incarcerated applicants with a deep understanding of San Francisco's unique history and politics are strongly encouraged to apply.

It is the policy of Coleman Advocates to provide equal employment opportunity to all employees and applicants for employment without regard to race, color, creed, religion, sex, national origin, ancestry, citizenship status, age, marital status, sexual orientation, physical or mental disability, veteran status, liability for service in the Armed Forces of the United States or any other classification prohibited by applicable law. Coleman works to ensure fair treatment of applicants and employees and actively enforces policies against discrimination and sexual harassment.