



MassCUE Seeks Executive Director

MassCUE seeks an innovative educator as its next leader who is motivated and skilled to tap into the surge in the use of digital tools for learning in the classroom. The digital activity spurred by the pandemic has placed the organization at a crossroads for growth in programming, innovation, and participation.

About MassCUE

MassCUE, an affiliate of the International Society of Technology Education, is the Commonwealth's leading organization for educators with a passion for digital teaching and learning. Having served educators in Massachusetts for over three decades, MassCUE provides rich professional development, networking, and learning opportunities for all educators statewide, ranging from classroom teachers, school-based administrators, technology and digital learning directors, and superintendents.

For those invested in educational innovation, MassCUE is a resource-rich, vibrant network of educators with an emphasis on three core functions – to educate, to connect, and to inspire.

- MassCUE delivers a premier educational technology conference, which is reliably attended by thousands of people each fall. It also provides ongoing, high-quality professional learning opportunities throughout the year.
- MassCUE recognizes teachers and other innovators in their field for innovation, excellence, and courage through awards, grants, scholarships, and publicity.
- MassCUE fosters strong ties between peers through its robust special interest group (SIG) programming.
- MassCUE reaches large numbers of people: it has 700 members and attracts more than 3,000 participants annually to its multiple events.
- MassCUE's partners with major statewide organizations, allied non-profits, and local and national vendors for high-quality programming.

MassCUE is a professional, well-run organization. It relies on the board of directors' leadership and service; the board is comprised of 10 professionally and generationally diverse individuals across the education field. MassCUE's board is jointly elected by the membership and selected by the board. MassCUE has built a small, effective professional staff of six; all are part-time. The executive director salaried position is four days per week.

MassCUE has a history of annual revenues that exceed expenses and raises 70% of its budget from its large and successful annual conference. A pre-pandemic annual budget of \$1.1 million has been reduced because of the switch to a virtual conference the past two years and a small increase in staff. The organization is excited for a return to in person programming and conferencing in late 2022. The board is active in fund investment stewardship.

The Opportunity

How learning is best driven, supported, and accentuated by digital technology is a critical question in the education field since COVID. MassCUE is at the nexus of sharing these practices and leveraging the power of its network to support ongoing innovation. Therefore, the new executive director will have the opportunity to:

- Maintain and create high-impact programming that focuses on innovation in practices, the effects of the pandemic on teachers, educators' availability, reaching all educators, and the impact of digital learning in the classroom. To do this, maintaining and creating strong, like-minded and tech partnerships is critical.
- Reach urban educators and educators of color, who are currently underrepresented at MassCUE events and in MassCUE's membership, to ensure children living in high poverty districts are given the benefits of MassCUE's digital learning resources and knowledge.
- Communicate MassCUE's impact by developing evidence of the ways that MassCUE's work improves conditions for educators and their students
- Establishing effective communication channels via written materials, marketing materials, the website, and social media.
- Continue to develop MassCUE's organizational infrastructure, grow the staff team, and assess and steward its resources well.
- Examine the benefits of membership, its structure, and ways to activate participation statewide and equitably.
- Work with the Board of Directors to build its sustainability and governance capacity.
- Work with state and non-profit allies to advance key education technology policy and legislative issues

The Ideal Candidate

MassCUE is looking for someone who will hone and articulate a vision for its growth with the leadership skills and education-focused background to lead a small staff, active Board, and many vendors and volunteers. The executive director role at MassCUE is hands-on with the opportunity to be closely involved with programming, marketing and communications, staff and board oversight, fund development, and operations. While we recognize that candidates will not possess all the following qualities, ideal applicants will exemplify a number of these attributes, skills, and experiences:

- Big picture understanding of digital learning and educational technology
- Strong understanding of curriculum development and implementation
- Familiar with learning standards, digital learning, and state curriculum frameworks, preferably in Massachusetts
- Experience with educational program delivery, e.g. conference planning, training, teaching
- Understanding of multiple forms of professional development
- Innovative, flexible, and open-minded to change
- Strong writer and comfortable with public speaking
- Current in digital marketing and social media

- People-oriented; is a relationship and partnership builder, and enjoys networking
- Diplomatic, including Board and staff management skills
- Nonprofit and fiscal acumen relative to an organization of MassCUE's size; e.g. budgeting, business management, auditing, contracts
- Flexible in getting the work done; willing to work evenings (approximately six evenings/month) and occasional weekends

Desired Credentials

- A minimum of seven years of senior leadership or equivalent experience
- Advanced education relevant to this position is a plus

Position Provisions

The salary range being offered is \$80,000 - \$100,000 for a 32-hour week. There is flexibility in how benefits are structured. While an office is maintained in Bedford, MA, it is expected that this position is mostly remote.

Application Guidelines

Candidates must include a resume and a cover letter that describes how their qualifications and experience match the needs and mission of MassCUE. Applications will be accepted until the position is filled.

Send required documents to: <https://eostransitions.applicantpool.com/jobs/>

MassCUE is an Equal Employment Opportunity and Affirmative Action Employer and looks forward to an inclusive hiring process. It encourages a broad range of applicants, including candidates from diverse backgrounds and cultures.

This executive search is being conducted by Eos Transition Partners consultant Nancy Jackson. All submissions will be acknowledged and are confidential, and any questions must be submitted to Nancy Jackson at: njackson@eostransitions.com.



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