



# Position Specification

**American Association of Colleges for Teacher Education**  
President and Chief Executive Officer

## Our Client

The American Association of Colleges for Teacher Education (AACTE) is a private, nonprofit organization that serves as the leading voice on educator preparation. AACTE represents more than 500 postsecondary institutions with educator preparation programs dedicated to high-quality, evidence-based preparation that assures educators are ready to teach all learners.

AACTE leads the field in advocating for and building capacity for high-quality educator preparation programs in a dynamic landscape. The Association champions high-quality preparation that ensures the effectiveness, diversity, and readiness of professional educators to serve all students. In addition, it advocates for federal and state policies that enable institutions to pursue continuous improvement and innovation in educator preparation. Finally, AACTE advances partnerships between preparation programs and PK-12 institutions at every level to ensure educator preparation strengthens classroom instruction, supports local schools, and reflects P-12 student needs.

AACTE's members across the country prepare educators to meet the needs of every learner through innovative practice, rigorous programs, and continuous improvement. AACTE collaborates with its members to:

- **Accelerate meaningful improvement** in educator preparation by promoting and supporting the adoption of high standards for accountability and assessment that are linked to PK-12 student outcomes.
- **Lead the charge to secure state and federal policy** that advances high-quality student learning through educator preparation and development.
- **Launch and sustain system-wide initiatives** to promote the diversity of the professional community and to prepare educators who can serve diverse learners.
- **Advance implementation of high-quality** learning practices.

For more information about the AACTE, please visit: <https://aacte.org/>.

## The Role

Based in Washington, DC, and reporting to and working with the Board of Directors, the President and Chief Executive Officer (CEO) has responsibility for managing the strategic, programmatic, advocacy, and financial operations of the Association. The President and CEO will provide leadership and vision to strengthen AACTE as the most powerful voice representing the interests of collegiate-based education preparation.

The next President and CEO will develop and implement strategies to meet the current and future needs of the education profession, educator preparation providers (EPPs), teachers, and students it serves. They must partner with the Board, Presidents of the state affiliates in the Advisory Council of State Representatives (ACSR), staff, and membership to set a clear and compelling vision for the future, with the important goal of positioning AACTE to proactively confront the changes in education preparation. AACTE is committed to hiring a dynamic leader who can lead the organization at this important inflection point in the field and time of transition in the organization.

The President and CEO will act as an external spokesperson and representative for the organization to a wide range of key constituents and the public and will be expected to be an engaged advocate in education policy issues. The successful candidate will enhance and further develop AACTE's relationships with all relevant constituencies, including state offices, related organizations, coalitions, legislators, and policymakers, to enlist support for issues critical to educator preparation and should possess proven experience advocating before and building support with diverse audiences.

The President and CEO will also be responsible for the overall management and effectiveness of the organization. They must develop and build consensus around a proactive, forward-looking strategic plan for AACTE and ensure the appropriate translation of the strategic plan into operational goals, milestones, and objectives. The successful candidate will diversify, manage, and grow AACTE's revenue streams and deliver financially sound operational and budget execution. They must also evaluate AACTE's value proposition and make recommendations for new and modernized offerings, products, and services to continually strengthen AACTE's brand and the value. The President and CEO must

effectively oversee the resources, both personnel and fiscal, in an efficient and competent manner. They will lead, recruit, develop, inspire, and motivate a diverse staff to manage and administer programs and services in support of the strategic plan and priorities, and encourage successful and productive interaction between AACTE and its internal and external constituencies.

## Candidate Profile

The American Association of Colleges for Teacher Education (AACTE) seeks a visionary leader of unquestioned intellectual breadth, who possess a terminal degree and experience with EPPs. The CEO will be a passionate advocate in education and exemplify AACTE's core mission to prepare educators to meet the needs of every learner through innovative practice, rigorous programs, and continuous improvement.

The successful candidate will be a natural relationship builder and possess the ability to diplomatically influence others. The President and CEO will connect with and work collaboratively with existing partners and stakeholders and explore opportunities for new partnerships and collaborations that amplify AACTE's outcomes. They will actively promote AACTE to advance the development of appropriate partnerships, locally, nationally, and internationally, in support of its mission. The CEO will champion diversity, equity, and inclusion and be committed to pursuing an agenda that ultimately supports the diversity of learners across the country.

The President and CEO will have outstanding communication skills, including written, verbal, and listening skills. As the representative of the Association and educators across the United States, the CEO will be an engaging leader who can effectively communicate to diverse audiences and communities. They will bring demonstrated diplomatic and interpersonal skills to credibly manage high-profile relationships, including those within government, academia, and the private sector, and to raise funds to support AACTE's mission and programs.

An accomplished leader of people, the candidate must have the charisma and intellect needed to recruit, retain, motivate, and inspire professional staff, members, and current and prospective partners. The ideal candidate will have experience managing a complex organization and creating productive work environments for in-person and remote staff. The candidate will be able to build consensus and navigate challenges. Demonstrated experience in leading and implementing transformational change in a complex organization is highly desired.

*In terms of performance and personal competencies, we would highlight the following:*

### Visionary Leadership

- Demonstrated record of setting priorities and executing innovative strategies to support visionary ideas that advance an organization.
- A charismatic motivator who unifies Board Directors and other key stakeholders around the vision for the future of AACTE.
- Able to work collaboratively to craft adaptive strategies and multifaceted approaches that address disparate audiences, cultures, and political contexts; able to nimbly manage change to meet the needs of the continuously evolving education policy.
- Experience using data and benchmarks to measure impact and drive accountability.

### Advocacy and Policy

- Proven ability to develop a comprehensive public policy vision and strategy for an association, academic institution, corporation and/or government entity.
- Possess a strong understanding of emerging issues and opportunities and formulate appropriate strategies.
- Able to capture the attention of a wide variety of constituents and to effectively convey AACTE's issues, important role within the field of education, and positions on policy matters and relevant societal issues regarding education preparation.
- Able to proactively cultivate the relationships needed to ensure AACTE's strategies and ideas are considered by leaders at the U.S. Department of Education, Capitol Hill, and in state government.

## Leading through Influence and Building Relationships

- Skilled at developing relationships and collaborating with others in a variety of settings.
- A leadership style that is collegial, approachable, direct, and diplomatic.
- Effective at establishing equity, diversity, and inclusive excellence as core values across all aspects of the organization; practices and actively supports AACTE's commitment to an inclusive environment for all stakeholders.

## Resource Development

- A track record or demonstrated capacity to raise private funds, diversify funding sources and to think creatively about revenue-generating programs.
- An inspiring communicator who can articulate and market AACTE's vision, narrative, and direction before larger audiences and in private settings, both internally and externally; able to convey a sense of excitement, purpose, and urgency.
- Build upon AACTE's current funding base; increase and diversify financial support from foundations, corporations, and other stakeholder groups to support the work of the Association with the resources that high-quality educator preparation programs need to thrive.

## Management of Teams & Resources

- Strong operational management skills and ability to set priorities decisively, delegate responsibilities, assure accountability, and allocate resources to ensure that AACTE's goals are met.
- Financially savvy, adept at setting and managing budgets, an excellent steward of financial and human resources.
- Foster a culture of inclusion, engagement and empowerment, openness, and mutual respect with both the AACTE Board of Directors, staff, and members.
- Able to recruit, cultivate, and retain exceptional talent; promotes development and growth of staff.
- Experience successfully running organizations or teams of comparable scale from a fiscal and personnel standpoint is ideal.

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## Contact

### Joi Hayes-Scott

Russell Reynolds Associates  
1700 New York Avenue, NW  
Suite 400  
Washington, DC 20006-5208  
Direct: +1-202-654-7816  
[joi.hayes@russellreynolds.com](mailto:joi.hayes@russellreynolds.com)

### Stephanie J. Tomasso

Russell Reynolds Associates  
1700 New York Avenue, NW  
Suite 400  
Washington, DC 20006-5208  
Direct: +1-202-654-7843  
[stephanie.tomasso@russellreynolds.com](mailto:stephanie.tomasso@russellreynolds.com)