

Position Specification

President Pacific Oaks College & Children's School Pasadena, CA

Brakeley Search

Brakeley Search is a search firm focused exclusively on the nonprofit sector.

As a division of Brakeley Briscoe, Inc. (BBI), the San Francisco Bay Area-based firm works with local, national, and international nonprofits to help them hire exceptional senior-level leaders.

Managing Director, Scott Staub, ACFRE

is leading this search assignment. Nominations and inquiries may be made in confidence, to Scott Staub at sstaub@brakeleysearch.com





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TITLE: President
ORGANIZATION: Pacific Oaks College and Children’s School
LOCATION: Pasadena, CA
REPORTS TO: Board of Trustees

MISSION

Grounded in its social justice heritage, Pacific Oaks College and Children’s School prepares students to be culturally intelligent agents of change serving diverse communities in the fields of human development, education, and related family studies.

Guided by four core values—respect, diversity, social justice, and inclusion—Pacific Oaks College and Children’s School has helped graduates change the world.

ABOUT PACIFIC OAKS COLLEGE AND CHILDREN’S SCHOOL

Overview

Pacific Oaks College and Children’s School is a higher education institution with a distinctive approach to learning, rooted in principles of social justice, inclusion, and respect for diversity. Founded in 1945 in Pasadena, California, the children’s school emerged from a progressive educational tradition, the humanistic psychology movement, emphasizing the intrinsic worth of every individual and the importance of early childhood education. Impact and success were immediate, spawning the college in 1958. Today, the college offers bachelor’s, master’s, and certificate programs in various fields, including education, human development, marriage and family therapy, and social work. Its pedagogical approach is characterized by a commitment to experiential learning, where students are encouraged to draw upon their personal and professional experiences as part of their academic exploration. This approach is designed to prepare graduates not just for professional success but to foster personal growth and a deep commitment to advocating for social equity and community well-being.

Its Children’s School, closely affiliated with Pacific Oaks College, serves as a living laboratory for the college’s progressive educational philosophies and practices. The Children’s School is renowned for its pioneering role in the development of child-centered, play-based learning methodologies that respect the unique needs, interests, and pace of each child. It caters to young children, offering programs that emphasize emotional development, social justice, and respect for diversity, reflecting the college’s broader values. The school’s innovative approach to early childhood education has made it a model for other institutions and educators aiming to implement pedagogies that honor children’s voices and foster a sense of curiosity, empathy, learning through play and global citizenship from a young age. Together, we boast an innovative and progressive home to (1) over 160 full-time and part-time faculty; (2) over 1,000 students, the majority of whom are LatinX and continuing education first generation educators; and (3) approximately 175 children.



Accreditation

Pacific Oaks College and Children's School is accredited by the WASC Senior College and University Commission (WSCUC). Currently, the institution is undergoing the accreditation reaffirmation process with the results expected in June 2024.

Pacific Oaks: A Beacon of Excellence

Centered in the heart of Pasadena, California, Pacific Oaks College and Children's School stands as a beacon of educational excellence, with a rich history that has left an indelible mark on the field of education.

From its origins as a Children's School, Pacific Oaks College emerged in 1958 as a response to the pressing need for a more progressive and inclusive approach to education. At a time when traditional educational institutions adhered to rigid structures, Pacific Oaks College and Children's School dared to challenge the status quo.

From its inception, Pacific Oaks College and Children's School embraced a philosophy that placed the student at the center of the learning experience. This radical departure from convention emphasized the value of nurturing the whole child, valuing diverse perspectives, and fostering a deep understanding of human development.

One of the most notable contributions that Pacific Oaks College and Children's School has made to the field of education is the development of the groundbreaking Anti-Bias Curriculum. This curriculum is not just an academic framework but a living, evolving practice that permeates every aspect of learning and teaching within the institution. It involves critical reflection, dialogue, and action among students, educators, and the broader community. By equipping educators with the tools to empower young children, Pacific Oaks College and Children's School has made significant strides in creating a more equitable society. Through symposiums, workshops, and publications, Pacific Oaks College and Children's School continues to share its pioneering work, shaping the future of education with a focus on equity and justice.

Over the decades, Pacific Oaks College and Children's School has continued to push the boundaries of education. The institution became renowned for its commitment to producing graduates who not only excelled academically but also possessed a deep sense of empathy and expertise in fields that directly impact societal well-being. Graduates from Pacific Oaks College and Children's School have gone on to make measurable and transformative differences in communities, particularly in social work, marriage and family therapy, and early childhood education.

The Children's School, an integral part of the campus, exemplifies the institution's pioneering spirit. It's here that a pedagogical approach of co-creating curriculum with children has thrived. This approach not only nurtures curiosity and creativity but also serves as a model for educational advancement championed across all levels of education.



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Today, Pacific Oaks College and Children’s School continues to evolve, adapting to the changing educational landscape while staying true to its core values of inclusion, social justice, and community collaboration. Its commitment to online platforms for engagement, learning, and collaboration ensures that students from diverse backgrounds can access the unique educational experience it offers.

Beyond its campus, Pacific Oaks College and Children’s School has actively pursued strategic partnerships with leaders of government, businesses, non-profit organizations, and community groups. This advocacy has influenced legislation, training, and resources in the critical domains of early childhood education, human development and mental health.

As you explore the history and impact of Pacific Oaks College and Children’s School, you’ll discover an institution that has not only embraced change but has also been a catalyst for it. Its legacy is one of transformation-and a deep dedication to shaping the future of education in a way that enriches the lives of individuals and communities alike.

For more in-depth information, please visit [Pacific Oaks College's History](#) and [The Children’s School](#).

Promising Years Ahead: Pacific Oaks as a Movement

Over the next 25 years, Pacific Oaks College and Children's School envisions a future filled with innovation, impact, and leadership in the field of early childhood education. As a pioneer in this realm, the institution's trajectory is nothing short of uplifting and inspirational.

In Southern California, Pacific Oaks College and Children’s School will continue to be a beacon of excellence, setting the standard for early childhood education. It will expand its reach, ensuring that every child, regardless of their background, has access to high-quality education. The institution’s commitment to social justice will remain unwavering, advocating for equitable opportunities and breaking down barriers that hinder children's growth.

Nationally, Pacific Oaks College and Children’s School will take its leadership role to new heights. Its research and expertise will shape policies and practices across the country, influencing how early childhood education is approached. The institution’s graduates will be sought after, not only for their knowledge but for their dedication to inclusivity and social justice.

With strong momentum, Pacific Oaks College and Children’s School is not just a college; it’s a movement. It’s a catalyst for change, a champion for children's rights, and a symbol of hope for a brighter future. As Pacific Oaks College and Children's School embarks on the next twenty-five years, it will continue to lead the way, lighting the path for others to follow in the pursuit of a more just and compassionate society.



OUR GAME-CHANGING PARTNERSHIP WITH THE COMMUNITY SOLUTION EDUCATION SYSTEM

In the dynamic realm of higher education, The Community Solution Education System emerged in 2009 as a pioneering force for collaboration and innovation, providing a consortium model that unites institutions under a common goal of transformative learning. This system prides itself on creating educational spaces that are adaptive, inclusive, and deeply intertwined with community involvement. By joining forces with The Community Solution Education System, member institutions like Pacific Oaks College and Children's School are endowed with a wealth of cutting-edge resources, specialized knowledge, and collaborative ventures tailored to elevate the educational journey and outcomes for their students.

For its colleges and universities, The Community Solution Education System acts as a powerful catalyst for growth and innovation. It offers a platform for shared learning and exchange, where institutions can pool resources, engage in joint research initiatives, and adopt best practices in pedagogy and administration. This collective approach not only fosters academic excellence but also financial sustainability, as members benefit from economies of scale in technology investments, marketing efforts, and program development. Furthermore, The Community Solution empowers its system members to address educational challenges with creative solutions, leveraging the collective intelligence and diverse perspectives of its network to drive meaningful change.

Pacific Oaks College and Children's School finds a complementary and strengthening partnership in The Community Solution Education System. This alliance enables Pacific Oaks College and Children's School to enhance its mission through the consortium's collective strength and diversity. The access to leading-edge research, avant-garde pedagogical strategies, and shared technological platforms positions Pacific Oaks College and Children's School at the vanguard of educational innovation and best practices. Moreover, the collaboration facilitates opportunities for students and faculty at Pacific Oaks College and Children's School to partake in cross-disciplinary projects, research endeavors, and community service activities that extend their reach and impact well beyond the campus, thereby enriching their educational experience and nurturing a broader sense of global community engagement. In this collaborative spirit, the President of Pacific Oaks College and Children's School serves as a member of the System's President's Council (comprised of all six university Presidents as well as the System President and his direct reports) leading and collaborating closely with the System's talented leadership team.

As we look to the future, the synergy between Pacific Oaks and Children's School and The Community Solution Education System is set to fortify Pacific Oaks' stature as a trailblazer in delivering education that is inclusive and transformative. In an ever-evolving educational landscape, this partnership equips Pacific Oaks College and Children's School to adeptly navigate forthcoming challenges and opportunities. It empowers the institution to broaden its influence, enhance its accessibility, and continue offering programs that resonate with the diverse needs of its student population. In an age where the significance of education is increasingly defined by its capacity to inspire innovation, advance equity, and address global dilemmas, Pacific Oaks College and Children's School, supported by The Community Solution Education System, is destined to redefine the benchmarks of educational excellence in the 21st century.

For more in-depth information, please visit [The Community Solution Education System](https://www.brakeleysearch.com).



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ABOUT PASADENA, CA

Nestled in the picturesque San Gabriel Valley of Southern California, Pasadena is not just a place but an experience. Imagine living in a city where the charm of small-town life seamlessly blends with the vibrancy of an urban setting. It's a place where every street, every neighborhood tells a story, steeped in rich architectural beauty and a cultural tapestry that is as diverse as it is welcoming.

Residents of Pasadena enjoy a wealth of benefits – from high-quality schools for their children to a multitude of job opportunities for professionals. The city's weather is the icing on the cake, with its idyllic Mediterranean climate making every day feel like a breath of fresh air.

Living in Pasadena means being part of a diverse community that values and celebrates each individual. It's a city that has managed to strike a perfect balance between preserving its historical roots and evolving with modern times. For anyone seeking a place that offers both the tranquility of suburban life and the pulse of urban living, Pasadena is the perfect choice. It's not just a place to live; it's a place to thrive.

ABOUT THE OPPORTUNITY

Pacific Oaks College and Children's School seeks a visionary and innovative leader who will spearhead our continued efforts to enrich and transform the educational landscape. Here is an opportunity to redefine education, leveraging our storied reputation for excellence and pioneering concepts in early childhood education to define novel approaches for new generations of teachers and students.

As the next President, your role extends beyond leadership; it's a collaborative journey with students, faculty, trustees, and other passionate individuals who share our vision. Together, we will harness the rising awareness of the pivotal role that access and resources play in the lives of children. Your leadership will not only ensure their immediate well-being but also guide them toward a future filled with educational success and personal growth.

However, your influence doesn't stop there. You will shape the recognition of Pacific Oaks as a learning lab producing professionals in fields like social work and marriage and family therapy, making a measurable impact on the lives of the individuals they serve, ultimately forging a brighter future for all.

Our goal is to identify not only a President but also an advocate and community builder. Your role will bridge the divide between campus and online students, fostering a sense of unity among staff, faculty, and other stakeholders. This extends to our Children's School and our dedicated network of alumni and supporters. As an advocate and community builder, you will forge strategic partnerships with government officials and businesses. Your advocacy will steer the direction of legislation, training, and resources in the vital domains of early childhood education, human development, and mental health. These efforts will build upon the foundation of our degree programs and the expertise of our faculty and staff.

In addition to this, the role calls for deepening relationships with existing donors and cultivating new ones. You will spearhead efforts to expand resources for the college, unlocking doors to new possibilities.



We are optimistic about the future of Pacific Oaks College and Children’s School. We know this isn’t just a leadership role; it’s a chance to shape the academic landscape from early childhood through higher education. At Pacific Oaks College and Children’s School, we believe in empowering leaders who can enrich the narrative of both the College and the Children’s School. If you are excited to embark on this transformative journey, we extend a warm invitation to be part of our mission to redefine education and leave an enduring legacy.

Key Responsibilities

Organizational Leadership and Management

- Lead Pacific Oaks College and Children’s School in the development and implementation of long-term vision, strategies, and goals
- Oversee all programmatic, operational, financial, and fundraising activities of the college and children’s school
- Manage and inspire staff, leading the team toward a common mission
- Foster a culture of results, learning, innovative thinking, accountability, and collaboration with faculty, staff and students
- Maintain an effective and collaborative working relationship with the Board of Trustees as a whole and with its individual members
- Serve as a member of The Community Solution Education System’s President’s Council, leading and collaborating with both other college presidents and the leadership team of The Community Solution Education System
- Serve as a compelling spokesperson for Pacific Oaks College vision, strategy, and programs among board, staff, volunteers, donors and other key stakeholders, and the community at large
- Cultivate and maintain strong relationships with major donors, foundations, and government agencies

Fiscal Management

- Develop, manage and monitor the overall organizational budget in partnership with the Board of Trustees and The Community Solution
- Strategically link revenues and resource allocation to facilitate and manage Pacific Oaks’ programs, services and programmatic growth
- Oversee the presentation of financial and organizational progress reports to the Board of Trustees

Strategic Planning

- Develop and execute a strategic plan in conjunction with the Board of Trustees, and senior leadership team of Pacific Oaks College and Children’s School and The Community Solution Education System
- Serve as a thought leader on the President’s Council of The Community Solution Education System, working closely with System counterparts to ensure the delivery of Pacific Oak’s strategic plan and The Community Solution’s vision and mission



Fundraising

- Deepen, diversity and expand relationships with existing and new funding sources, including public agencies, foundations, corporations, and individual donors
- Develop relationships with alumni and strengthen alumni support

Faculty Relations

- Deepen and expand relationships with faculty

Professional Experience/Qualifications

Experience:

- At least 10 years of experience with progressive responsibility leading to senior leadership positions including staff management of direct reports and a large staff, and budgetary accountability of at least \$10 million
- Experience with oversight of complex, diverse range of programs or operations
- Experience developing and executing strategic plans for an organization
- Track record of building relationships and working effectively with public partners, funders, business leaders, and community groups
- Proven track record of managing change through a transition and/or transformation
- Demonstrated success in overseeing advancement efforts and securing support

Skills:

- Outstanding communicator with excellent speaking, writing, and listening skills
- Ability to publicly advocate on behalf Pacific Oaks College and the Children's School
- Big picture thinker who understands how to increase, diversify, and optimize multiple funding sources
- Proficiency in financial management and analysis
- Ability to plan and execute on specific metrics to achieve organizational goals
- Ability to strengthen relationships with clients, donors, partner organizations and government agencies
- Comfortable engaging with donors and soliciting support

Personal Characteristics:

- A leader who enjoys being the public face of an venerable organization
- Problem solver and comfortable making tough decisions
- High degree of emotional intelligence and empathy
- Commitment to principles of social justice, diversity, equity and inclusion

Education:

- An earned doctorate from an accredited institution is required



Compensation Package

Pacific Oaks offers a competitive compensation package that includes base salary, annual incentive bonuses, and benefits. The base salary range for this position is \$280,000 to \$320,000, subject to annual review and increase as well as annual variable pay.

Application Procedures

Brakeley Search is conducting this search on an exclusive basis on behalf of Pacific Oaks College. Interested candidates should apply via email by sending a resume/CV and a letter outlining qualifications as PDF or Word documents to Chelsea Burr at CBurr@BrakeleySearch.com with "President Pacific Oaks College" in the subject line. Confidential inquires or nominations may be directed to Scott Staub, ACFRE, Managing Director, who is leading the search at sstaub@brakeleysearch.com.

EOE Statement

Pacific Oaks College and Children's School is committed to providing an environment that is free of discrimination and harassment of any type. In keeping with this commitment and as required by Title VI, Title IX, Section 504 and all other applicable federal and state laws, Pacific Oaks College and Children's School does not discriminate and prohibits discrimination and harassment against its employees, students and applicants in its programs and activities based on race, color, religion, creed, sex, gender, gender identity, gender expression, sexual orientation, national origin, ancestry, citizenship status, marital status, parental status, pregnancy, age (over 40), medical condition, physical or mental disability, veteran status, genetic information or characteristics protected by the state or federal employment harassment and discrimination laws.

BRAKELEY SEARCH is a search firm focused exclusively on the nonprofit sector. As a division of Brakeley Briscoe, Inc. (BBI), the San Francisco Bay Area-based firm works with local, national, and international nonprofits to help them hire exceptional senior-level leaders. www.brakeleysearch.com.