



Position Announcement

Board Development Director

Statewide education nonprofit seeks Board Development Director

Purpose of the Role

The Director of Board Development exists to strengthen the effectiveness of public school boards by building trusting relationships, facilitating meaningful learning experiences, and positioning the association as a valued partner to districts. This role directly impacts the quality of governance, leadership, and ultimately student outcomes. This role helps ensure public school boards are equipped to lead effectively making decisions that positively impact students, staff, and communities.

What You will Do

- Facilitate high-impact board development sessions that engage, challenge, and move teams forward
- Plan, create, and edit board development curriculum materials and facilitator guides
- Build and maintain strong relationships with school boards and district leaders
- Serve as a trusted advisor, helping boards navigate governance, roles, and complex dynamics
- Actively grow the association's reach by creating opportunities to work with districts
- Collaborate internally to ensure consistent, high-quality service delivery
- Represent the organization in a way that builds credibility, trust, and long-term partnerships
- Exhibit personal accountability and qualities of integrity, ethics, credibility, and a commitment to the association's mission

What Success Looks Like

- Boards are more aligned, effective, and focused on student outcomes
- Districts request repeat services and expand engagement
- Districts that might not be using our services invite you to their district through your outreach and reputation
- Participants leave sessions feeling challenged, supported, and better equipped to lead
- A strong, trust-based partnership between the board and superintendent is fostered, enabling clear governance, aligned priorities and effective district leadership



What This Work Requires

This is a relationship-driven and facilitation-heavy role. It requires someone who is comfortable:

- Leading groups with diverse perspectives and occasional tension
- Responding to questions from members - navigating ambiguous and complex governance challenges
- Balancing service and marketing—building trust while expanding reach
- Frequent travel around the state to work directly with school boards and leadership teams, mostly in the evenings

What You Bring

- Bachelor's degree or equivalent in related field
- Strong facilitation skills with the ability and experience to engage adult learners
- Experience in education (board member, administrator, teacher, or similar)
- Knowledge and understanding of school board member roles at a governance level
- Ability to build relationships quickly and establish credibility
- Confidence in leading conversations, asking hard questions, managing group dynamics, and building consensus
- A mindset that balances service and responsiveness
- Strong organizational skills and attention to detail
- Comfort with outreach, networking, and representing the organization externally

What We Offer

- A collaborative team committed to supporting your success
- Ongoing opportunities for professional growth and development
- Competitive compensation and benefits (details provided during the hiring process)

Apply by sending cover letter, resume, and salary requirements to Stephanie Rousseau, Iowa Association of School Boards, 6000 Grand Avenue, Ste. A, Des Moines, IA 50312, or email to srousseau@ia-sb.org.