

[ABOUT SCHOOLTALK](#)[INCLUSIVEDC](#)[RESTORATIVEDC](#)[PODCAST](#)

EXECUTIVE DIRECTOR

DC, Hybrid (in-person and remote)

\$150,000 – \$180,000

Full-time, exempt position

About SchoolTalk

SchoolTalk is a District of Columbia-based nonprofit that tackles the complex problems that impact marginalized youth, and the schools and systems that support them. It has supported the D.C. education community since 2008.

SchoolTalk drives meaningful, lasting change at three levels:

- **Students** — We deliver direct programming to students with disabilities – and their peers – focused on college and career readiness, the arts, and advocacy. We elevate youth voices and promote inclusion.
- **Schools** — We provide technical assistance on restorative justice and inclusive practices that equip educators to foster safer, more supportive,

and culturally responsive school environments to better support every student.

- **Systems** — We create collaborative forums for professionals across the education ecosystem to build relationships, share insights, align efforts, and address systemic challenges together.

SchoolTalk's impact is rooted in:

- **An Unwavering Commitment to Youth:** In all its programs, we center youth's lived experiences to ensure that programs are not just delivering services but amplifying their voices and fostering agency and self-determination.
- **A People-Centered, Empathetic Culture:** We prioritize the well-being of our team, ensuring they feel seen and supported, especially in the face of trauma-related work.
- **Robust Relationships with Schools and Systems:** We have established and nurtured strong, long-lasting relationships with key stakeholders across the educational and governmental systems in Washington, D.C. to ensure that change is driven from the bottom up and also from the top down.
- **Creative Problem-Solving for Program Implementation:** SchoolTalk changes as the needs of students, schools, and the community change. Our partners value our ability to be flexible and innovative in how we serve students.

Visit <https://schooltalkdc.org/> for more information about the organization and our programs.

The Opportunity

SchoolTalk seeks a compassionate and bold leader to guide the organization into its next chapter. The next Executive Director will navigate shifts in the education landscape, adapt strategies as needed, and shape the future of SchoolTalk's programs to advance our mission. They will join a close-knit, caring, and dedicated team serving over 200 students, 75 schools, and working alongside a strong network of over 25 partners. SchoolTalk is committed to cultivating a workplace that reflects the diversity of our communities and enables everyone to succeed.

The next Executive Director will set SchoolTalk’s strategic vision, oversee daily operations, and ensure meaningful progress toward our mission and goals. This role requires a leader who can both support staff engaged in trauma-related work and be a powerful advocate for our mission.

The next Executive Director will have the opportunity to lead in these core areas:

1. Strategic Decision-Making to Support Sustainability: SchoolTalk

currently relies on D.C. government contracts for the majority of our funding. To increase the long-term resiliency and flexibility, the Executive Director will strategically lead efforts to diversify revenue streams, such as through philanthropic support and fee-for-service programs.

2. Inspiring and Supporting the SchoolTalk Community: The Executive

Director will provide inspirational leadership to staff, collaborate with our board of directors, and serve as a key ambassador for the organization. They will lead the senior leadership team, mentor leaders, and nurture the growth of junior leaders. They will cultivate a culture of excellence, inclusivity, and collaboration, supporting an environment where all individuals feel valued, empowered, and connected.

3. Ensuring Program Impact and Operational Excellence: In partnership

with program and finance leaders, as well as the board, the Executive Director will oversee program effectiveness, ensure operational efficiency, and maintain compliance—continually strengthening SchoolTalk’s ability to serve youth and drive meaningful change.

What We’re Looking For

We believe that individuals with a range of experiences and skills can thrive in this role. We seek candidates who have demonstrated:

- **A deep commitment to SchoolTalk’s mission**, informed by personal or professional lived experience relevant to the youth we serve.
- **Strong strategic leadership**, with the ability to guide an organization or team through decision-making, adapt to change, and take thoughtful risks.

- **Related expertise** in PK-12 education, special education and disability rights, conflict resolution, restorative justice, or other fields central to SchoolTalk’s mission.
- **A track record of building organizational effectiveness**, including developing others, improving efficiency, and fostering a strong workplace culture.
- **Experience in nonprofit financial management** and budgeting.

In addition to these core qualifications, the ideal candidate:

- Is comfortable leading through uncertainty.
- Understands the lived experiences of marginalized youth, recognizes the systemic barriers they face, and is committed to building equitable systems.
- Has experience securing funding through multiple mechanisms such as government contracts, private foundations, individual donors, or earned revenue.
- Has established relationships in the DC educational ecosystem and understands the value of cultivating strategic partnerships.
- Has experience managing diverse teams.
- Is a curious and humble leader with high emotional intelligence and strong interpersonal skills.
- Values transparency and collaboration.

We encourage candidates to apply for the role even if they meet only a portion of these additional qualifications. We are committed to equitable hiring practices and do not discriminate based on race, national origin, religion, gender, gender identity, sexual orientation, disability, marital status, veteran status, or age.

Compensation

The salary range for this position is \$150,000 – \$180,000, commensurate with experience. SchoolTalk benefits include four weeks of paid time off annually, health insurance, a retirement savings plan, a three-month paid sabbatical (after eight years), and professional development opportunities.

Working at SchoolTalk

Our team members enjoy a supportive, flexible, and inclusive environment that encourages work-life balance and personal and professional growth. To foster connections across the team, we expect the Executive Director to work from the office or in person with staff at least two days per week.

To Apply

This search is being supported by CLC Endeavors. To apply for this role, please send a resume and cover letter communicating your interest to ST-ED@clcendeavors.com.

The priority application deadline is April 1st. We will review applications on an ongoing basis until the position is filled.

SchoolTalk, Inc. | 1301 Connecticut Ave, NW, Ste. 350 | Washington, DC 20036 | 202.907.6887