



# Restorative Practices School Specialist

## Job Description

### PRIMARY PURPOSE

The National Conflict Resolution Center (NCRC) is looking for a full-time, Restorative Practices School Specialist. This position will fall under Restorative Justice Schools department and report to the President. This position will work with several San Diego County Schools Districts, work on a team with other Restorative Practices Specialists, as well as collaborate closely with other NCRC staff from multiple departments. **This position requires the candidate to work in-person daily in one of the school districts of Central, or North County, San Diego (SD Unified, Escondido, Oceanside, Vista).**

The ideal candidate will promote and support the creation of equitable opportunities for learning and success that ensure all students are college and career ready. Play an integral role in providing support to schools and families with behavioral wellbeing and subsequently academic success; support District-wide Restorative Practice initiatives by coordinating and implementing restorative practices to change racially disproportionate discipline and foster safe and supportive school environments.

### EXPERIENCE

- Minimum 3 years of experience working in the TK-12 public school system as a teacher, counselor and/or as an administrator.
- Minimum 3 years of experience successfully coaching professionals in the educational and/or community setting for system transformation.
- Minimum 3 years of capacity building with adults for educational innovation and change of practice.
- Minimum 3 years of experience developing curriculum for adults and students that is culturally responsive and engaging.
- Expertise in Restorative Justice Practices within the community and school system from an indigenous and cross-cultural perspective.
- Experience in restorative circle facilitation and restorative dialogue with both adults and students.
- Experience in building a coalition of district and community advocates for restorative justice practices to inform policy and practice for all stakeholders.

### PROFESSIONAL COMPETENCIES

- Ability to work independently and demonstrate excellent communication skills within a team.
- Ability to collaborate with district personnel in the development and refinement of implementation plans for restorative justice practices, both at the site and system wide level.

- Ability to interpret student information systems in the collection and curation of key data as it pertains to restorative justice practices.
- Ability to effectively conduct formal and informal needs assessments for the successful implementation of restorative justice practices within learning spaces.
- Ability to generate quantitative and qualitative data and generate quarterly reports about the impact of the work we do for district staff and funders.
- Significant experience as a “front of the room trainer” facilitating professional development for educators, staff, parents, community members, and students.
- Competency with utilizing educational technology to build community in virtual spaces, present professional development, and support educators in the restorative uses of technology.
- Knowledge of how to coordinate community educational, recreational resources and social service agencies.
- Establish and maintain effective working relationships with all levels of district staff, students and the community.

### **RESTORATIVE COMPETENCIES**

- Awareness of the urgency of ending the school to prison pipeline and the profound impact it is having on communities of color.
- Awareness of the proactive and preventive practices that keep our students engaged and thriving in school.
- Ability to exercise cultural humility and high levels of professionalism with all stakeholders.
- Proficient in employing conflict resolution skills as situations arise in 1:1 and intergroup dynamics.
- Awareness of the critical importance of maintaining a repertoire of self-care and mindfulness practices both for self and for others.
- Experiential knowledge of the socio-economic characteristics of culturally diverse communities.
- Capacity to be a supportive, motivating role model from a Restorative Pedagogy perspective.

### **OTHER REQUIREMENTS**

**This position requires the candidate to work in-person daily in one of the school districts of Central, or North County San Diego.**

**Salary – the salary range for this position is \$65K - \$67.5K depending on experience.**

### **EDUCATION AND CERTIFICATIONS**

- Bachelor’s Degree in Education or a related field
- RJ Certification/Training/Coursework preferred
- DOJ Background Clearance
- Valid CA Clear Credential in Teaching or Administration (preferred)
- CPR/First Aid Certification