



Job Information

Job Title: Supervisor I, Restorative Practices	Last Revised/Approved: October 2021
Job Code:	Reports To: Director I, Equity & Inclusion
Office: Communications & School Performance	Department: Equity & Inclusion

Compensation Information

Pay Grade: 09A	Pay Range: \$73,895 – 106,473
FLSA Status: Exempt	Term of Employment: <i>FT</i>

Position Summary/Purpose:

Oversees the restorative practices continuum framework in Milwaukee Public Schools that promotes and strengthens a safe and equitable learning environment. Collaborates with school and district-based staff to improve district and school culture and increase academic achievement. Coordinates the school-wide implementation of restorative practices by performing professional development as well as monitoring and assessing progress. Models district-wide workshops for district stakeholders to help meet the needs of all students and staff throughout the district.

Core Competencies:

- Decision Quality and Problem-Solving
- Communication and Customer Service
- Professionalism
- Equity, Access and Inclusion

Management Competencies:

- Developing Others
- Managing through Processes and Systems
- Strategic Agility and Innovation Management
- Functional/Technical Skills

Essential Functions:

- Embeds restorative and culturally responsive practices into content and delivery of professional development.
- Identifies, develops, implements, and evaluates curricula for restorative practices professional development.
- Coordinates and provides restorative practices professional development for district and school staff as well as district stakeholders.
- Supports coaches and district staff implementing the restorative practices course.
- Collaborates with district and school staff on restorative leadership and restorative discipline.
- Provides guidance to restorative practices coaches as it relates to regularly scheduled school implementation team (e.g. the Positive Behavioral Intervention and Supports Team, Behavior Intervention Team, Restorative Practices Team).

- Participates on school/district work teams to define, implement, and support best practices related to the effective use of restorative practices.
- Works collaboratively with a variety of staff and departments to ensure professional development supports are aligned with district and school priorities.
- Maintains and monitors professional development provided to schools, via district-approved method.
- Provides direction and acts as a resource to coaches and others.
- Prepares, analyzes, and presents various reports using school and district data.
- Actively supports the MPS Strategic Plan.
- Performs other duties as assigned.

Job Requirements:

Education Requirements:

- A master's degree from an accredited college or university in education or school social work is required.
- Must be a licensed educator and hold an Administrator's license (#5010, 5080 or 5051) or have the ability to obtain the license within two-years of hire.

Experience Requirements:

- Five to seven years of experience as licensed educator or school social worker in an urban environment. Experience creating and facilitating professional development for adult learners.
- Experience developing restorative curriculum as well as completion of foundational and advanced restorative practices professional development.

Knowledge, Skills and Abilities:

- Effective oral and written communication and presentation skills are required.
- Must have a current understanding of experiential restorative practices.
- Strong understanding of evidence-based professional learning and implementation science.
- Ability to coordinate efforts and collaborate with a variety of individuals.
- Must be able to gather data, compile information, prepare reports and implement measures for continuous process improvements.
- Skill at organizing resources and establishing priorities.
- Excellent teamwork skills are essential.
- The ability to develop effective working relationships with diverse individuals at all levels is required.
- A strong working knowledge of computer applications to include MS Office software, Office 365, MPS databases and the MPS website is required.
- Must be able to manage numerous responsibilities with varying deadlines.

Working Environment:

The work environment characteristics described here are representative of those an employee encounters while performing the essential functions of this job.

- General office/classroom environment.

Physical Demands:

The physical demands described here are representative of those that must be met by an employee to successfully perform the essential functions of this job with or without reasonable accommodation.

- General office environment, must be able to handle light lifting and occasional standing, bending

Equal Opportunity:

It is the policy of the District that persons seeking employment with the District shall not be discriminated against in employment by reason of their age, race, creed, color, religion, handicap or disability, pregnancy, marital or parental status, sex, citizenship, national origin, ancestry, sexual orientation, arrest record, conviction record, military service, membership in the National Guard, state defense or reserves, political affiliation, use or nonuse of lawful products off the employer's premises during nonworking hours, declining to attend a meeting or to participate in any communication about religious matters or political matters, the authorized use of family or medical leave or worker's compensation benefits, genetic information, physical, mental, emotional or learning disability, or any other factor protected by local, state or federal law in all employment practices including terms, conditions and privileges of employment.

Reasonable accommodations requested by qualified individuals with disabilities will be made in accordance with the Americans with Disabilities Act (ADA) of 1990, as amended by the Americans with Disabilities Act Amendments Act (ADAAA) of 2008.

Reasonable accommodations shall be made for qualified individuals with a disability, unless such accommodations would impose an undue hardship on the District. Requests for accommodations under the Americans with Disabilities Act or under the Wisconsin Fair Employment Act must be submitted to the Employee Rights Administration Department in the Office of Human Resources.