



**OFFICE OF HUMAN RESOURCES**

## **Restorative Practices Coach - Classified**

<b>Job Information</b>	
<b>Job Title:</b> <i>Restorative Practices Coach - Classified</i>	<b>Last Revised/Approved:</b>
<b>Job Code:</b>	<b>Reports To:</b> Director Equity, Access & Inclusion
<b>Office:</b> Communications and School Performance	<b>Department:</b> Equity, Access & Inclusion
<b>Compensation Information</b>	
<b>Pay Grade:</b> 05D	<b>Pay Range:</b> \$46,414 – 73,705
<b>FLSA Status:</b> <i>Exempt</i>	<b>Term of Employment:</b> <i>FT</i>

**Position Summary/Purpose:**

The Restorative Practices (RP) Coach will work with a variety of school and district-based staff and community partners to improve district and school culture and increase academic achievement. The RP Coach will support the school-wide implementation of restorative practices by developing and facilitating professional development as well as assessing and evaluating progress. The RP Coach also provides district-wide professional development and workshops for a variety of stakeholders while emphasizing and modeling equitable and culturally responsive practices.

**Essential Functions/ Core Competencies:**

1. Embeds equitable and culturally responsive practices into content and delivery of professional development.
2. Assists in the identification, development, implementation and evaluation of curricula for site-based restorative practices professional development.
3. Provides restorative practices professional development for teachers, support staff, school-based and district leaders and community partners.
4. Supports teachers using the restorative practices course and implementing restorative practices in their classroom.
5. Works with school administration on restorative leadership and restorative discipline.
6. Meets regularly with school implementation team (e.g. the Positive Behavioral Intervention and Supports Team, Behavior Intervention Team, Restorative Practices Team).
7. Provides restorative practices coaching and consulting services for all individuals, school/district teams, and community partners.
8. Participates on school/district work teams to define, implement, and support best practices related to the effective use of restorative practices.
9. Works collaboratively with a variety of departments to ensure professional development and support are aligned with current practices.
10. Tracks supports provided to schools, via district approved method.
11. Assists in site-based data collection.
12. Supports the MPS Strategic Plan
13. Performs other duties as assigned.



## **Job Requirements:**

### ***Education Requirements:***

- Post-secondary degree in the area of social work, psychology, counseling, social justice or in the field of education required.

### ***Experience Requirements:***

- Three to five years of experience working as a restorative practitioner is required.
- Experience working in an urban school district environment and/or community is required.
- Experience providing training, coaching and consulting services for educators is preferred.

### ***Knowledge, Skills and Abilities:***

- Effective oral and written communication and presentation skills are required.
- Competence in culturally responsive teaching practices and equity work is required.
- The ability to develop effective working relationships with diverse individuals at all levels is required.
- Proficiency in collecting, analyzing and monitoring data to inform instructional decisions.
- Excellent teamwork skills and a positive disposition are essential.
- Excellent planning and organizational skills.
- Ability to establish relationships of trust and respect with colleagues.
- Ability to provide professional development for a variety of stakeholders (e.g. students, parents, staff, leadership, community partners).
- Must have a working knowledge of computer applications and the ability to integrate technology into the classroom, to include MS Office software and MPS mConnect.
- Knowledgeable about accessing data from district sources such as Infinite Campus, data dashboard, and other sources.

## **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 environment. Possibly some travel to school locations throughout Milwaukee.

## **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.