



2022-2023 Behavioral Paraprofessional

OUR MISSION

The mission of Boston Collegiate Charter School (Boston Collegiate) is simple yet ambitious: to prepare each student for college. We offer an academically rigorous college preparatory curriculum for 700 students in fifth through twelfth grades. 100% of our graduates have been accepted to college; the majority of them will be the first in their families to complete a college degree.

OUR VISION

All Boston Collegiate students will graduate empowered to choose their own directions, with options aligned with their passions and interests and with the critical thinking capability to choose wisely. They will be equipped not only to go to college, but to thrive there. They will have the skills and the leadership mindsets necessary to make an impact in their communities and beyond. To achieve this vision of our graduates, Boston Collegiate will be a leading school in academically rigorous, equitable, and inclusive educational practices in Boston. Boston Collegiate will create opportunities for each student to thrive and cultivate the unique talents that each student brings. Boston Collegiate will be a beacon of the twin pillars of scholarship and belonging, and thus a national model for what integrated education can look like at its best.

OUR STRATEGIC FOCUS AREAS

Boston Collegiate is striving to be an anti-racist school that knows that every student should feel seen and heard in who they are and have access to an excellent education. Boston Collegiate is committed to the long term work of dismantling systems of oppression and inequity in our community. Please refer to our [2020/2023 DEI Strategic Plan](#).

CURRENT OPENING

We are looking for a self-reflective, analytic, dedicated, and passionate Behavioral Paraprofessional who wants to join a dynamic and flexible Lower, Middle, or High School team. This position reports to the Lower, Middle, or High School Dean of Students. As a strong candidate for our position, you will...

Have knowledge of or experience in

- subject area expertise;
- child/adolescent development;
- leading a diverse group of students in an academic or non-academic setting;

Diversity, Equity, and Inclusion

- speak authentically about the imperative for diversity, equity, and inclusion in schools;
- be committed to learning about and practicing anti-racist work;
- recognize how your identity impacts your teaching;
- be committed to practicing restorative justice when it comes to building relationships and misbehaviors in the classroom;

Be able and willing to

- communicate and collaborate with colleagues, students, and families;
- actively contribute to the school and your position-based teams;
- consistently hold students accountable to academic and behavioral expectations;
- use data regularly to drive your instructional decisions;

Believe

- in the school's core values of: scholarship, belonging, passion, responsibility, and integrity;
- that all students have strengths and gifts to share as well as growth areas to be honed by their educators;
- that you will grow as a teacher best when you are held to high expectations for rigor, relationships, and relevance;
- in the importance of feedback in the pursuit of continuous improvement;

Expect

- to be on-campus from 7:30-4:30pm daily;
- to plan for, teach, and grade 4-5 periods worth of material out of 7 daily (4 content-based, 1 intervention-based);
- to attend weekly meetings/Professional Development and receive personalized coaching;
- to assume responsibility of and coverage for students outside of the classroom commensurate with your position; and
- to report to New Staff Orientation August 8-12 and August 15-19, Returning Staff Orientation August 22-26, and to be prepared to receive students for the first day of school on August 29.

RESPONSIBILITIES

- provide direct support to specified students in the general education and small group setting, including providing 1:1 support as needed;
- assist students with behavioral, physical and academic needs, including supporting students with timely class attendance;
- support specified students during unstructured times during the school day such as transitions;
- manage structured one-on-one movement breaks;
- maintain daily behavior plans as outlined by the team and actively inform the development of plans based on observation;
- assist with circle or group facilitation to support the development of community and/or to address student concerns;
- support with before and/or after school consequences;

- schedule and hold regular meetings with content area teachers to track progress of students with disabilities, assist with modifications and accommodations, and review lesson plans;
- participate in IEP team meetings and supporting the documentation process before and after those meetings, as needed;
- provide regular support and previewing during advisory;
- participate in lunch coverage, hallway transitions, and student arrival and departure;
- attend and/or chaperone afterschool and evening events;
- partner with the students' teachers, related service providers, and administrators as needed;
- meet and speak with families regarding their children's academic and behavioral performance and progress;
- engage in school-based professional development activities directed toward improved teacher practice, student achievement, diversity, equity and inclusion, and school improvement as needed

ADDITIONAL QUALIFICATIONS

- a Bachelor's degree in education or in the subject area for which you are applying required; Master's degree acknowledged
- a minimum of two years' teaching experience in an urban public school or charter school setting preferred, but not required
- bilingualism in Spanish or Haitian Creole preferred, but not required
- SEI endorsement or the willingness to work toward certification

JOIN OUR TEAM

To learn even more about working at Boston Collegiate Charter School, please visit our open positions via PDF, posted [on our website](#). To formally apply, please <https://forms.gle/q4oemxxNuZ2btPkSA>. No telephone or email inquiries, please.