



BOSTON COLLEGIATE CHARTER SCHOOL

Restorative Justice Coordinator, Grades 9-12

We are looking for a passionate, proactive, and patient Restorative Justice Coordinator.
This position reports to the High School Dean of Students.

OUR MISSION

The mission of Boston Collegiate Charter School 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](#).

JOB DETAILS

As a strong candidate for our position, you will...

Have knowledge of or experience in

- restorative justice practices, including but not limited to circle facilitation and planning, mediation and restorative interventions;
- child/adolescent development;
- lead a diverse group of students in an academic or non-academic setting;

Be able and willing to

- speak authentically about the imperative for diversity, equity, and inclusion in schools;
- recognize how your identity impacts your work;
- 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 student-based 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 an educator 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 collaborate closely with the Principals, Deans, CAO, Director of DEI, and peer Restorative Justice Coordinator to help foster a stronger sense of belonging for all stakeholders school-wide;
- to collaborate closely with the Principals and Deans to best design, prepare for and co-facilitate circles of support, conflict/mediation, re-entry, and encouragement for and with students, staff, and families;
- to work regularly with the Director of DEI, Deans, and peer Restorative Justice Coordinator in an effort to support restorative justice integration into school wide culture;
- to train and oversee Restorative Justice Student Leaders, meeting weekly to support their activism and growth;
- to train and support teachers in aspects of restorative justice practices, including facilitating Tier 1 training for all BCCS staff as needed;
- to de-escalate conflict and supporting students that are sent out of class;
- to teach up to 4 periods a week throughout the year (Lower and Middle School) or up to 8 periods a week for a semester (High School) coursework related to relationship building and community, identity, issues of equity, and/or individual passions;

- to facilitate as needed lunch and/or after school SEL groups;
- to facilitate staff and broader community circles to promote a stronger sense of belonging, including strategic onboarding of families to restorative justice;
- to support Deans to provide periodic classroom feedback to teachers as it relates to relationship building and classroom management;
- to support and enforce grade wide behavior systems and consequences alongside teachers and deans;
- to collaborate closely with the Principals and Deans to implement incentive and discipline policies, by enforcing clear and consistent consequences as well as implementing restorative justice practices;
- to participate in lunch coverage, hallway transitions, and/or student arrival and departure for a minimum of 2 hours per week; and
- to be a 10-month employee, with vacation during regularly scheduled school holidays and summer vacation.

ADDITIONAL QUALIFICATIONS

- a Bachelor's degree required
 - a minimum of two years' teaching experience in an urban public school or charter school setting preferred, but not required
 - Tier 1, 2 and 3 training in Restorative Justice required
 - bilingualism in Spanish or Haitian Creole preferred, but not required
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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, visit <https://forms.gle/FVeMqgkJ8TNBvwF97>. No telephone or email inquiries, please.

Boston Collegiate is an equal opportunity employer. Accordingly, we make employment decisions without regard to race, color, religion, national origin, age, gender, gender identity, sexual orientation, veteran status, genetic information, disability or any other classification protected by applicable local, state or federal law. Boston Collegiate is committed to building a supportive and inclusive workplace that reflects the diversity of Boston.