



BOSTON COLLEGIATE CHARTER SCHOOL

We are looking for a thoughtful, engaging, and collaborative Paraprofessional.
This position reports to the Dean of Students.

OUR MISSION AND VISION

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.

All Boston Collegiate students will... graduate empowered to choose their own directions, with options aligned with their passions and interests. They will be equipped not only to go to college, but to thrive there, and they will possess the leadership skills and mindsets necessary to make an impact in their communities and the world.

To achieve this vision of our graduates, Boston Collegiate will... be academically rigorous, equitable, and inclusive. Boston Collegiate will create opportunities for each student to thrive and will cultivate curiosity, empathy, and 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 PLAN

Boston Collegiate's strategic plan responds to urgent issues in education, builds institutional resilience, and positions Boston Collegiate to lead as an equitable and integrated school. Pursuit of these ambitious goals will ensure that our students can continue to access the exceptional instruction, customized resources, and enriching extracurriculars that will enable them to thrive in school, in college, and beyond. Read here to learn more about our [2023/2026 Strategic Plan](#).

JOB DETAILS

Strong candidates for our position will:

- Believe in the school's core values of: scholarship, belonging, passion, responsibility, and integrity;
- Have knowledge of and/or experience in subject area expertise, child/adolescent development, and leading a diverse group of students in an academic or non-academic setting; and
- Be able to speak authentically about the imperative for diversity, equity, and inclusion in schools and recognize how your identity impacts your work.

Our staff:

- Expect to be on-campus from 7:30-3:30 PM daily;
- 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;
- Support students with standing, walking, and lifting or assisting, as needed.
- 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;
- Attend and/or chaperone afterschool and evening events;
- Assume responsibility of and coverage for students outside of the classroom commensurate with their position;
- Attend weekly meetings/professional development and receive personalized coaching;
- Are committed to learning about and practicing anti-racist work, including restorative justice approaches to building relationships;
- Communicate and collaborate effectively and proactively with colleagues, students, and families;
- Understand the importance of using data regularly to drive organizational decisions;
- Receive, and are grateful to receive, feedback in the pursuit of continuous improvement;
- Are willing to consistently hold our students accountable to academic and behavioral expectations;
- Actively contribute to the school and our position-based teams; and
- Affirm that we grow as educators best when we are held to high expectations for rigor, relationships, and relevance.

QUALIFICATIONS

- a High School degree
- a minimum of two years' teaching experience in an urban public school or charter school setting preferred, but not required
- Crisis Prevention Intervention training preferred, but not required
- Applied Behavior Analysis trained preferred, but not required

COMPENSATION & BENEFITS

- The estimated base salary range is \$43,722 to \$57,047. The final compensation is dependent on criteria including years of service, which is more fully explained in our [Approach to Compensation](#).
- Why Boston Collegiate? Check out our Value Proposition to learn more about the benefits of being a staff member.

JOIN OUR TEAM

To formally apply, visit <https://www.bostoncollegiate.org/employment-application/>. 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.