

Extended School Behavior Specialist (Due to loss of learning) (5)

Thornwood High School Extended Behavior Specialist works to ensure and maintains a conducive learning environment for all students. This position interfaces with the counselor, dean, restorative justice staff, and social worker on as needed basis to manage school culture and climate, as well as promote a strong school climate and culture based on research evidence-based practices and strategies that build community relationships that aligns with social-emotional learning and behavioral intervention systems to create a positive learning environment during and after school.

Primary Responsibilities

- Due to loss of learning, bi-weekly progress reports aligning with formative and summative data is a direct responsibility for this position.
- In conjunction with school leadership, set and invest staff in a vision for a productive learning and caring school environment.
- Works with all staff and students to design and implement school wide culture systems (i.e., entry, dismissal, transition, incentive systems, community meetings etc.) aligned to the vision for school culture.
- Ensures consistent implementation of research-based social emotional learning (SEL) and positive behavior interventions aligned within a multi-tiered intervention framework.
- Leads the data collection and assessment process to evaluate effectiveness of school climate initiatives including data and assessments related to service coordination, school-wide implementation of climate initiatives, stakeholder surveys and ongoing data reporting for ESSA requirements.
- Provides behavioral climate coaching to identified teachers. Facilitates various forms of professional development, including the following:
 - Thought-partnering, collaborative reflection, and planning.
 - Modeling, co-facilitating, and observing Restorative Practices and SEL implementation.
 - Small-group and whole-staff training and workshops
- Consults to school leadership and school teams on the development and implementation of systems and structures.
- Participates in student disciplinary meetings and coordinate peer mediation and other restorative practices/responses to student disciplinary concerns when appropriate.
- Provides support in crisis interventions including school-wide and individual student situations, including conducting crisis assessments, positive support plans, parental notification and other reporting and notifications as required by law.
- Collaborates with the Assistant Principal and manages the referral of students requiring social-emotional and behavior support and social services.
- Engages the school community and caregivers in the educational process by providing frequent opportunities to discuss student growth and needs.
- Identifies and cultivates strategic partnerships with external partnerships.
- Builds restorative mindsets and capacity for school staff, students, and community stakeholders, to implement the following Restorative Practices:
 - Restorative responses

- Restorative conversations
- Talking circles
- Peace circles.
- Peer conference
- Re-entry circles
- Restorative conferences

Minimum Qualifications, Experience and Skill Requirements

- A Bachelor of Science degree (BS); master's degree preferred.
- At least five (3) years working in a community-based setting.
- A demonstrated record of effectively leading adults in creating change.
- Strong interpersonal skills to work with school, students, parents, and community-based agencies.
- The ability to establish a multicultural and multigenerational atmosphere, including a strong commitment to working with the families of our students.
- Experience mediating disputes and designing intervention plans.
- Experience with program and contract management including budgets and compliance measures.
- Experience supervising professional supervisory level staff.
- At least three (3) years of experience as a school leader is preferred.

Criminal Justice fingerprint clearance Terms of Employment: This is an ESSA funded Position. This position ends June 30, 2027