

POSITION TITLE: Manager of School Climate and Culture Strategy

JOB STATUS: UNTIL FILLED

QUALIFICATIONS: Bachelors' degree required. Master's degree preferred. Five or more years' experience as a teacher, dean, professor or school-based administrator preferably in an urban setting, with a track record of success improving school climate and culture and/or student achievement. Knowledge of, and passion for the implementation of, trauma informed practices, restorative justice practices, and Tiered Systems of Supports. Experience facilitating small and large group professional development and adult learning across diverse team of adults, preferably school teachers and leaders in service of diverse student populations. Experience with change management. Experience in successfully planning and managing complex projects that require innovation. Effective communication skills, both oral and written. Ability to mentor and coach others in strategies to achieve sustainable results. Creativity and flexibility in the service of ambitious goals. Ability to codify processes to impact and benefit the larger organization. Strong problem-solving skills and critical thinking that can be applied across a variety of contexts. Demonstrated ability to successfully navigate and overcome barriers present in these environments. Customer service orientation and approach. The ability to travel between local schools.

PERFORMANCE EXPECTATIONS: Deliver high-quality training sessions to school leaders, teachers, staff and Division employees that lead to changes in school's processes and systems, and teachers'/staff practices which improves the school's climate and culture. Design and/or adapt training materials, identify resources and evaluate practices of school based staff to improve their ability to build a safe and nurturing learning environment. Connect and build relationships with outside organizations that can support the Division's work around trauma informed practices and restorative justice practices. Spearhead the writing of grants that provide additional fiscal, material, and human resources in support of the implementation of these practices in RPS schools. Determine metrics for school success with climate and culture and collect data towards that end. Cultivate and maintain meaningful and purposeful relationships with school leaders, teachers, staff, and Division employees to better leverage support. Eliminate barriers to program delivery and implementation across RPS schools and effectively problem solve towards solutions. Serve as a model when interacting with various stakeholders across the Division. Work to establish effective school staff teams and facilitate team meetings to address students' behavioral, academic, and social and emotional issues in the school-based environment. Performs other related duties as assigned.

GENERAL DEFINITION AND CONDITIONS OF WORK: Performs leadership and management of the culture and climate work. Work requires frequent standing, sitting, light lifting up to 10 pounds, walking, vocal communication for expressing or exchanging ideas, hearing to perceive information at a normal spoken word level, and visual acuity for preparing and analyzing written or computer data.

REPORTS TO: Director of School Culture and Climate and Pupil Services

LENGTH OF CONTRACT: This is a twelve month (260 days) contract position, pay grade 130, with excellent benefits.

FLSA: Exempt