

SANTA PAULA UNIFIED SCHOOL DISTRICT

CLASS TITLE: RESTORATIVE JUSTICE FACILITATOR

BASIC FUNCTION:

Under the direction of the Director of Student Support Services or designee, the Restorative Justice Facilitator is responsible for supporting the district-wide restorative justice initiative by coordinating, implementing, and facilitating school-based restorative practices to foster safe and supportive school environments and promote positive climate and culture.

REPRESENTATIVE DUTIES:

Serve as a spokesperson for restorative justice practices; clearly articulate and explain the benefits of restorative processes to school site staff, parents, students, and the community. E

Assist in the training, implementation, and evaluation of site based restorative practices, including the training and mentorship of new RJ Facilitators. E

Coordinate, implement and facilitate peer restorative justice program at designated school sites. E

Provide leadership to the school culture and climate through integration and implementation of restorative practices to improve conditions for learning, reduce suspensions, and increase academic engagement.

Collaborate with appropriate staff to infuse restorative justice practices with existing violence prevention, truancy reduction, crisis intervention, academic and alternative educational enrichment, health and medical health services and support. E

Assist with data collection, progress monitoring and program evaluation to determine the efficacy of restorative justice practices to increase safety and reduce racially disproportionate discipline, referral, and incarceration and recidivism; present periodic reports to stakeholders, including management, cabinet and/or the Board of Education. E

Serve as liaison to community based organizations working with the school site to increase community support for and implementation of restorative practices with students. E

OTHER DUTIES:

Perform related duties as assigned.

Attend trainings and collaborative sessions to acquire knowledge and disseminate best practices in restorative justice.

KNOWLEDGE AND ABILITIES:

KNOWLEDGE OF:

Building partnerships and collaboration with individuals, departments, agencies, and institutions.
Diverse academic, socio-economic, cultural, ethnic, and disability backgrounds of District students, community, partners, and agencies.
Utilization of various forms of assessment to guide and design RJ program.
District's Strategic Plan, LCAP, and District goals.
Planning, organization and coordinating needed for assignment program.
Interpersonal skills emphasizing tact, patience, courtesy and respect.
Facilitation techniques to foster new behaviors and practices in challenging contexts.
Oral and written communication in English.
Correct English usage, grammar, spelling, vocabulary and punctuation.
Data analysis and decision making.
Presentation, communication, and public speaking techniques.
Use and application of computer software, hardware, and related technology.
Effective strategies, theories, techniques, and methods of professional and organizational development.

ABILITY TO:

Demonstrative cultural competence and sensitivity with diverse groups across lines of race, ethnicity, religion, gender, socio-economic group, sexual orientation, and other identifiers.
Interpret, implement, and maintain current knowledge of applicable laws, codes, policies, procedures, and District regulations governing scope of work.
Maintain current knowledge of new developments related to scope of work.
Analyze situations accurately and adopt effective courses of action.
Manage competing priorities and time.
Establish and maintain effective working relationships among diverse groups of students, parents, school staff, and the community across race, ethnicity, religion, gender, class, and sexuality.
Establish and maintain effective leadership and working relationships with multifaceted public and private agencies.
Successfully interact with principals, teachers, staff, parents, students, partner agencies, and other community members.
Develop and facilitate community partnerships.
Communicate effectively using tact, patience, and courtesy.
Maintain confidentiality and discretion.
Facilitate and foster new behaviors and practices in challenging contexts.
Build authentic and trusting relationships.
Multi-task; skills to be a team player and self-starter.
Strong written and verbal communication skills in English.
Operation personal computers, related software and other office equipment.

EDUCATION AND EXPERIENCE:

Sufficient experience training and/or education to demonstrate the knowledge and abilities listed above. Typically, this would be gained through a Bachelor's degree with coursework in liberal

arts, sociology, psychology or related field and two years direct experience implementing conflict mediation and positive youth development in a school or community setting. Experience working in a school district and providing training and coaching to educators preferred. Proven commitment to school success, student achievement, and positive child, youth, and family development.

LICENSES AND OTHER REQUIREMENTS:

Valid California Driver's License

WORKING CONDITIONS:

ENVIRONMENT:

Office environment

Driving a vehicle to conduct work

PHSICAL DEMANDS:

Consistent mental awareness

Sitting or standing for extended periods of time

Dexterity of hands and fingers to operate a computer keyboard.

Hearing and speaking to exchange information in person or on the telephone, and make presentations.

Lifting, carrying, pushing, and pulling objects up to 30 pounds.

Bending at the waist, reaching overhead, above the shoulders and horizontally.

The ability to see and read a variety of materials

Board Approval: 8/10/22

PC Approval: 9/21/22; 3/9/23

Range: **22.00**