



**HUMAN RESOURCES DEPARTMENT**

**Date:** July 3, 2018

**PLEASE POST**

M E M O R A N D U M

**To:** **Eligible Applicants only**

**From:** Director of Human Resources

**Re:** Counselor Vacancies for the **2018-19** School Year

**Deadline date for these vacancies is Wednesday, July 11, 2018 at 4:30 p.m. unless otherwise noted.**

Certificated employees qualified and interested in being considered for the positions indicated below should complete a Certificated Application for a Posted Position, Form No. 8029-B, which is available at the Human Resources Department. **A California Pupil Personnel Services, School Counselor Credential, valid for services rendered, is required.**

<u>Site</u>	<u>Special Subject(s)</u>	<u>Position Qualifications</u>	<u>Number</u>
Equity Culture & Support Services	Counselor on Special Assignment (COSA)	<b>(Pending Funding Approval)</b>	E&C-CT19-171

**Primary Purpose**

This position is responsible for supporting the implementation of Equity, Culture & Support Services initiatives throughout the district. Responsibilities include providing district-level support with Social Emotional Learning (SEL) initiatives including a focus on school/classroom culture and climate. The position will also focus on the delivery of equitable school/classroom principles and practices. Other responsibilities include supporting sites with Tier I Restorative Practices strategies (engagement strategies, affective language, restorative dialogue) and site support with Tier II Restorative Strategies (conferences, conflict resolution, and reintegration circles). The ECSS TOSA/COSA will also facilitate department led professional development in Restorative Practices, Trauma Informed Care, Social Emotional Learning, and Equity Principles.

**Essential Functions**

Direct Services

- Support staff across the district in the delivery of Tier I SEL, culture and climate, and restorative strategies (including community building in classrooms, engagement strategies, affective language and restorative dialogue)
- Organize and facilitate district and site trainings in restorative practices, trauma-informed care, SEL, and equity and culture initiatives
- Facilitate ongoing restorative interventions as alternatives to traditional disciplinary practices
- Support school staff in organizing and facilitating restorative conferences to address incidents of harm
- Support and facilitate student reintegration circles
- Collaborate with school staff to coordinate supports for students involved in restorative conferences, including mentorship, counseling, community service opportunities, after school programs and/or other services
- Provide RP training for students and assist in coordinating student-led community building circles
- Collaborate with school staff to develop parent RP forums
- Collaborate with community partners in developing school and community restorative practices
- Support staff in the development of trauma sensitive schools
- Assist staff in the implementation of Social Emotional Learning.
- Engage sites with community resources as needed
- Support site equity initiatives

Coaching, Planning and Documentation

- Demonstrate and model restorative language, restorative circles, and restorative discipline for students and staff
- Demonstrate and model culturally proficient language
- Facilitate culturally courageous conversations
- Provide restorative practices updates to staff, students and community across the district
- Build positive relationships with school, parent and community stakeholders
- Provide feedback to Equity, Culture, and Support Services program manager and school staff on evaluation of programs
- Assist in the facilitation of the district RP collaborative
- Attend all district coaching sessions
- Attend monthly San Diego county RP collaborative
- Tracks/documents all RP and other supports and interventions