

Restorative Practices Coach

Reports to: Restorative Justice Supervisor

Pay: \$20 per hour at 35 hours per week

Full time with Benefits: Medical, Dental, Vision, 403(b) retirement plan, Holidays, Paid Time Off

Alternatives Inc. Overview

Since 1971, Alternatives has been a leading provider of youth development programs, restorative justice initiatives, and behavioral health services for youth. Our mission is to facilitate personal development, strengthen family relationships, and enhance the community's well-being. We serve youth in some of Chicago's most vulnerable communities on the far north and south sides. Our highly trained staff create culturally responsive environments in which young people build knowledge, skills, and abilities through positive youth development, trauma-informed counseling, leadership development, and community-based healing.

Our Restorative Justice (RJ) programs provide direct support, training, leadership development, and capacity-building to schools and organizations that seek to become restorative. This position provides training, assessment and coaching projects designed to build capacity for Restorative Justice at assigned schools throughout the school year.

Responsibilities

- Build restorative mindsets and capacity for school staff, students, and community stakeholders, to implement Restorative Practices.
- Facilitate various forms of professional development:
 - Thought-partnering, collaborative reflection, and planning
 - Modeling, co-facilitating, and observing Restorative Practices implementation
 - Small-group and whole-staff training and workshops
 - Consultation to school leadership and school teams on the development and implementation of systems and structures for Restorative Practices
- Conduct diagnostic assessments and create final report for each project including recommendations for growth
- Create project plans and update them weekly. Send weekly update to school admin, district and your coordinator.
- Facilitate Alternatives' RJ trainings for Chicago Public Schools, other agencies and Alternatives staff as assigned.
- Represent Alternatives' at relevant forums and events as assigned.
- Participate in agency fundraising initiatives.
- Participate in relevant staff and team meetings, including weekly supervision with RJ Supervisor.
- Other duties as assigned.

Required Skills and Experience

- Experience in using and coaching others on restorative mindsets, restorative language, talking circles, restorative conversations, peace circles, and peer conference
- Experience working in schools (a background in social service, student support, or community organizing also considered)
- Knowledge of adult learning principles and ability to deliver engaging and clear staff professional development
- Ability to assess existing school structures and policies with a restorative lens and coach school teams in areas needing improvement

- Ability to develop respectful professional relationships, build trust in a limited time, and engage and inform school leaders, staff and students around Restorative Practices
- Ability to handle multiple projects and responsibilities and work in multiple school buildings or online
- Ability to efficiently and strategically build school capacity within the constraints of limited resources
- Cultural competency and ability to navigate and promote sensitivity to issues of race and equity
- Competency with Google Drive and Microsoft Office and video conferencing tools
- Professionalism in the areas of punctuality, documentation, organization, and phone/email responsiveness
- Meticulous attention to detail and meeting deadlines

To Apply: please submit resume, cover letter and 3 references to careers@alternativesyouth.org. Your cover letter can include why you are interested in the position, a sentence on what Restorative Justice is and a concrete story that demonstrates how you have applied restorative justice in your work or personal life. No phone calls please.