

Restorative Practices Coach

Reports to: Restorative Justice Supervisor

Salary: \$41,500

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

Basic function: RP Coach facilitates training, assessments, and coaching projects designed to build capacity for Restorative Justice at assigned schools and sites.

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 inspire young people to create a just future through practices that heal individuals, restore communities, and transform systems. 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 a resume, cover letter and 3 references, with at least 2 references from previous employment supervisors, and a few 30 min time slots for a phone screen to careers@alternativesyouth.org. Your cover letter can include why you are interested in the position, your approach to youth development and a concrete story that demonstrates how you have applied restorative justice in your work or personal life.