

Restorative Practices Coach

Reports to: Restorative Justice Supervisor

Full Time Exempt

Salary range: \$42,000-\$43,500

Basic function: Train and coach youth and adults to build capacity for Restorative Justice at assigned schools and sites.

Benefits: Blue Cross Medical/Dental/Vision, 403(b) retirement plan, Holidays, Paid Time Off, 10 weeks paid Parental leave



Alternatives Overview

Our mission is to inspire young people to create a just future through practices that heal individuals, restore communities, and transform systems. Since 1971, Alternatives has modeled innovative alternatives to the status quo in Chicago's youth services field. Our school and community-based therapy, prevention and leadership development programs support young people to individually and collectively address causes of substance abuse, grief and trauma while building social-emotional, career and social change skills. In addition to working directly with young people, we train, coach and advocate for youth-serving institutions like Chicago Public Schools to be restorative and trauma-informed.

Position Overview

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 is part of a team of RP Coaches providing training, assessment and coaching projects designed to build RJ capacity of youth and adults.

Responsibilities

Perform the following from a racial, gender, sexuality, and ability equity lens:

- Build restorative mindsets and capacity for school staff, youth, and community stakeholders, to implement Restorative Practices such as talking circles, restorative conversations, peace circles, and peer conference.
- 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
- Create project plans and update them weekly. Send weekly update to school admin, district and supervisor.
- Facilitate trainings for Chicago Public Schools, other agencies and Alternatives staff as assigned.
- Conduct diagnostic assessments and create final report for each project including recommendations for growth
- Participate in Alternatives staff and team meetings, professional development trainings and supervision meetings.
- Represent Alternatives at relevant forums and events as assigned.
- Participate in Alternatives' fundraising initiatives.
- Other duties as assigned.

Qualifications

1. Experience facilitating restorative practices, experience training others to do so preferred.
2. Experience working in schools (background in social services or community organizing also considered).
3. Knowledge of adult learning principles and ability to deliver engaging and clear professional development.
4. Ability to assess existing school structures and policies with a restorative lens and coach teams and individuals.
5. Ability to build trust in a limited time, and engage multiple stakeholders such as admin, staff, parents and youth.
6. Ability to manage multiple projects and work in multiple school buildings or online.
7. Competency with Google Drive, Microsoft Office and video conferencing tools.
8. Professionalism in the areas of punctuality, documentation, organization, and phone/email responsiveness.
9. Meticulous attention to detail and meeting deadlines.
10. Consistently learning and working within the following frameworks: Anti-oppression, Positive Youth Development, Trauma-informed Care and Restorative Justice.
11. Skilled at working with young people at high risk for juvenile justice and child welfare system involvement preferred.

To Apply

Please submit a resume and cover letter to careers@alternativesyouth.org. Your cover letter can include why you are a good fit for the position and a concrete story of a time you applied restorative justice in your work or personal life.

Representatives of the communities we serve are strongly encouraged to apply.

