SFUSD RESTORATIVE PRACTICES COACH

Position Description

Employer: San Francisco Unified School District  
Job Title: Restorative Practices Coach  
Location: San Francisco

Program Overview:

Restorative Practices (RP), when broadly and consistently implemented, will promote and strengthen positive school culture and enhance pro-social relationships within the school community. This shift in practice will result in a culture which is inclusive, builds fair process into decision-making practices, and facilitates students learning to address the impact of their actions through a restorative approach.

Position Overview:

The Restorative Practice Coach (RP Coach) supports the implementation of the SFUSD restorative practice plan as per Board of Education Resolution No. 96-23A1 In Support of a Comprehensive School Climate, Restorative Justice, and Alternatives to Suspensions/Expulsions and the Superintendent's priorities. The RP coach works in partnership with all stakeholders to plan, develop and support the RP district plan, in a design to create a school culture shift toward a restorative framework, under the direction of the Executive Director, Student Support Services Department, and SFUSD Restorative Practices Program Administrator.

Position Responsibilities:

1. Partner with identified SFUSD school sites to assist in the implementation of a restorative philosophy that:
   - Emphasizes problem-solving approaches to discipline
   - Emphasizes prevention and early restorative intervention to create safe learning environments

2. Provide professional development, trainings, presentations on restorative practices to all levels of school district community members (school sites, parents, students, community partners) with emphasis on Whole School Implementation of Restorative Practices.

3. Support restorative intervention and prevention practices at school sites by:
   - Facilitating restorative conferencing as an alternative to traditional discipline and re-entry.
   - Documenting and supporting RP practices throughout the district through site visits, interviews with staff, administrators, students, parents and school-community partners
   - Offering Restorative Practices trainings and professional development and professional learning communities
   - Assisting school-site Leadership teams in their development of an individualized school-wide RP implementation plan based on the unique needs of their site
   - Working with school sites to develop RP lead persons, or leadership teams who take the lead in promoting and building RP practices and culture shift at their respective school sites
   - Modeling problem solving strategies with teaching staff and student support service teams in
bringing together members of the school community who were impacted by harmful behavior

- Partner with site student support teams to review or alter systems in place to support counseling protocol and strategies around restorative practices
- Provide one-on-one consulting with interested teachers and school staff in need of additional support around the implementation of RP
- Partner with peer resources, teachers, or student support staff to offer RP intro workshops.

4. **Encourage, support, and assist the development of** RP Professional Learning Communities district wide.

5. **Assist school site teaching staff in classroom management approaches that support restorative practices.**

6. **Professional Development and administrative responsibilities include:**
   - Participate in professional development, conferences, Training –of –Trainers, and through other opportunities to become a SFUSD RP trainer participating on RP Leadership Team
   - Attend ongoing meetings with RP Coordinator and Project Manager
   - Provide reports updates on implementation status at school sites consulting and collaborating with SFUSD partner RP organizations
   - Collaborate and assist with data collection and analysis activities to demonstrate initiative progress and effectiveness

**Other Duties as Assigned:**

Other duties assigned in collaboration with RP Chairperson, RP Program Manager, and RP Program Administrator

**Qualifications:**

- Teaching credential, or Masters degree in Social Work, Nursing, or Counseling degree with Pupil Personnel Services Credential
- At least a minimum of 2 years experience implementing restorative practices
- Skilled restorative practices trainer and facilitator
- Experience working in K-12 school setting
- Skilled in program development, coordination and evaluation
- Experience with providing professional development and presentations
- Strong organizational, communication and planning skills

**Additional Knowledge, Skills, Abilities, and Desired Qualifications:**

- Strong, compassionate, inclusive leader
- Able to work effectively with a wide variety of people
- Excellent administrative, and written/verbal communication skills
- Deep commitment to young people and to the values and principles of RP
- Thorough understanding of adolescent development (emotional, social, physical, and intellectual)
- Deep understanding of, commitment to, and strong ability to advocate for social justice/equity

**Compensation and Start Date:** To be determined (start date dependent upon job classification)