

Facilitator, Restorative Justice

The Howard County Public School System (HCPSS) is one of the leading school systems in the state of Maryland and the nation. In alignment with our [*Strategic Call to Action*](#), our mission is to ensure academic success and social emotional well-being for our approximately 57,000 students in an inclusive and nurturing environment that closes opportunity gaps. To learn more about employment with HCPSS, please visit <https://www.hcpss.org/employment/>.

This position has an anticipated start date during the 2023-2024 school year. Educators currently under contract with another Maryland school district are responsible for verifying whether they would be released without prejudice if selected for this non-supervisory position. Please see the Employment Information section of this announcement for additional information.

DESCRIPTION

The Office of Diversity, Equity, and Inclusion (DEI) seeks to build a climate of belonging and culture of dignity with a racial equity lens throughout the Howard County Public School System (HCPSS). We accomplish this through professional development of all staff, collaboration with district leadership, providing support to students, families, staff, and leadership within schools, and building key partnerships with community stakeholders.

Under the direction of the Director of Diversity, Equity, and Inclusion and the Coordinator of Restorative Justice, the Facilitator for Restorative Justice will educate staff of the Howard County Public School System on restorative justice. Through direct work with administration, staff, students, families, and community members, this position will work to support school administrators with the implementation of restorative justice.

ESSENTIAL POSITION RESPONSIBILITIES

- Provide coaching and support to school administrators in developing and implementing a whole school approach to restorative justice.
- Design, develop, and deliver ongoing professional learning opportunities for administrators and staff on implementing restorative justice in their school communities.
- Serve as a coach/mentor for educators to support a whole school approach to strategically implement restorative justice into everyday practices.
- Provide opportunities for educators, students, and families to participate in peace circles.
- Assist with the facilitation of relationship-building opportunities throughout school communities.
- Maintain a sustainable professional learning community that provides continuous support for educators implementing restorative justice.
- Build connections and relationships with families and community members to share information about restorative justice implementation throughout Howard County Public School System.
- Foster partnerships for restorative justice throughout Howard County.
- Collaborate and support the design, implementation, and evaluation of systemic professional and organizational development that supports all restorative justice implementation with the Coordinator of Restorative Justice.
- Align complementary DEI initiatives (anti-bias, anti-racism, inclusion, and racial equity) that are crucial to restorative justice implementation.

The above list is a summary of the functions of the job, not an exhaustive or comprehensive list of all the possible job responsibilities, tasks, and duties.

MINIMUM QUALIFICATIONS

Applicants must meet all the qualifications listed below to be considered for the vacancy.

Education:

- Bachelor's degree from an accredited college or university.

Certification:

- Hold a current Maryland State Department of Education professional educator certificate.

Experience:

- Three (3) years of experience as a certificated educator within a diverse PreK-12 setting.
- Experience with whole-school implementation of restorative justice.
- Evidence of leadership roles or experience.
- Experience applying the tools of cultural proficiency in the school or work setting.
- Successful completion of training in cultural proficiency, anti-racism, racial equity, restorative justice, or other culturally responsive practices.

PREFERRED QUALIFICATIONS

- Master's degree from an accredited college or university in education, curriculum and instruction, administration and supervision, business administration, human resource management or a related field.
- Hold a current Maryland State Department of Education Advanced Professional Certificate with the Administrator I endorsement.
- Certificate in Diversity, Equity, and Inclusion Leadership or a related area.
- Experience designing and delivering professional learning opportunities at the district level.
- Demonstrated experience creating professional learning resources using a variety of media.
- Demonstrated experience utilizing a Learning Management System (e.g., Canvas) to design and deliver professional learning.
- Knowledge of the Framework for Teaching.
- Knowledge of and experience in coaching or mentoring.

SELECTION REQUIREMENTS

Applicants who meet the minimum qualifications will be included in further evaluation. The evaluation may be a rating of your application based upon your education, training, and experience as they related to the requirements and preferred qualifications of the position. Therefore, it is essential that you provide complete and accurate information on your application. Please report all related education, dates, and hours or work. Clearly indicate your college degree and major on your application, if applicable.

For education obtained outside the U.S., any job offer will be contingent on the candidate providing an evaluation for equivalency by a [foreign credential evaluation service](#) prior to starting employment (and may be requested prior to interview).

EMPLOYMENT INFORMATION

This is a full-time, 12-month per year, position in the Howard County Educators Association (HCEA) employee unit. The current salary range for this position is on the Other Certificated Staff salary scale, Grade III, \$92,184-\$141,620. Actual placement will be in accordance with the salary procedures of the Howard County Public School System and the HCEA Master Agreement which considers related professional experience. Under the Fair Labor Standards Act, this position is exempt from overtime.

Under the HCPSS Telework Program, this position may have flexible work from home options available. Approval is based on the needs of the department and the school system.

APPLICATION REQUIREMENTS

Complete applications must be submitted by the closing date. Information submitted after this date will not be added. Incomplete applications will not be accepted. Resumes will not be accepted in lieu of a complete application.

Only applicants who submit all the requested information by the closing date of the vacancy will be considered for this position. Interviews will be limited to applicants who, in addition to meeting the basic requirements, have experience and education which most closely match the position qualifications and the school system's needs.

Please note that a completed application includes:

- A complete application form that includes a listing of employment locations with dates of employment and names of direct supervisors.
- All supplemental materials (i.e.: resume, letter of introduction, transcripts, educator certificate) are required to verify that you meet the minimum qualifications.

For questions regarding this vacancy, please contact: recruitmentinquiries@hcpss.org.

Equal Opportunity Employer

HCPSS celebrates diversity and is committed to creating an inclusive environment for all employees and applicants and prohibits discrimination, harassment, and retaliation of any kind. HCPSS is committed to the principle of equal employment opportunity for all employees in providing them with a work environment free of discrimination and harassment. All employment decisions at HCPSS are based on organizational needs, job requirements and individual qualifications, without regard to race, color, religion or belief, national, social or ethnic origin, sex (including pregnancy), age, physical, mental or sensory disability, sexual orientation, gender identity and/or expression, marital, civil union or domestic partnership status or present military service, family medical history or genetic information, family or parental status, or any other characteristic protected by federal, state or local laws.