



---

**PY 23-24 Team UP AmeriCorps  
Core Track  
Position Description**

## **Restorative Practices Coordinator**

**Program Overview:** Led by the United Way of SWCO (UWSWC), Team UP AmeriCorps places AmeriCorps members at organizations throughout Southwest Colorado. Through collaborative service, Team UP AmeriCorps members develop their own professional skills and passions, expand effectiveness of southwest Colorado organizations, and ultimately support people to thrive. Team UP has been utilizing collective impact initiatives since 2015 to collaborate across sectors and promote communication towards common goals within rural Southwest Colorado communities. Team UP AmeriCorps members provide direct service to improve outcomes in Education, Economic Opportunity & Healthy Futures. AmeriCorps, often referred to as the “domestic Peace Corps,” provides opportunities to improve lives and foster civic engagement all across the country.

Battle Rock Charter School (BR) serves approximately 85 children grades K-6 and is located in rural McElmo Canyon. BR’s mission is to nurture relationships and create a safe place for all members of the BR community; to educate the whole child through arts, outdoor experiences and social emotional learning; to create an authentic and integrated approach to educating multi-age groups of children while maintaining high expectations for success. We are committed to embedding a culture of restorative practices from students to adults, including educators, administrators, and board members.

**Service Position Summary:** The Restorative Practices Coordinator (RPC) will be responsible for delivering restorative practices to improve outcomes for youth, staff, and families within the school. This includes expanding and implementing sustainable Restorative Practice systems. The RPC will participate in school-wide trainings for staff and students. The RPC will provide restorative circle groups and additional mentoring and de-escalation support to individual students as needed. Research shows that restorative approaches can help build healthy school communities by reducing bullying and violence; the member will serve to affect positive change in the schools and beyond. In addition this member will be responsible for supporting our social emotional learning (SEL) lessons in the classroom to improve outcomes for youth, staff, and families within both schools. This may include providing whole group, small group lessons and additional mentoring support to individual students as needed.

**Duties and Responsibilities:** Through hands-on-service, Team UP AmeriCorps members engage with organizations to develop, implement, and enhance programs, projects, and activities that develop their own skills, expand effectiveness of southwest Colorado organizations, and support local people to thrive. These duties include:

- Provide direct service to Battle Rock students and community

- Continue to develop and implement Restorative Practices systems and Social Emotional support at BR in collaboration with key personnel.
- Facilitate restorative practice interventions as needed to respond to emerging needs.
- Provide ongoing social emotional skill and restorative practices recommendations to staff members.
- Teach Restorative Practices and social emotional skills to a cohort of students.
- Respond to conflicts as they occur with de-escalation support as needed.
- Maintain a calming, restorative space for students to de-escalate and reflect following conflicts.
- Document Restorative Practices and social emotional interventions and track impact over time through data collection and analysis.
- Develop and maintain positive relationships with students and staff at BR as well as the community, families, and relevant organizations.
- Support staff in engaging parents in site-based restorative practices, including training and parent dialogue circles
- Be a member of the Restorative Practices implementation team.
- Incorporate restorative practices in unstructured play time (recess).
- Track host site and AmeriCorps data
- Attend Team UP AmeriCorps regional trainings, cohort connection days, and Days of Service

**Physical, Emotional, and Intellectual Demands:**

- Willingness to learn, adapt, and grow in a position
- Ability to serve independently, take initiative, and be motivated by the projects they are doing
- Compassion and awareness: self-awareness, awareness of cultural differences, social differences and understanding of implicit bias
- Strong commitment to justice, equity, diversity and inclusion
- Typical intellectual demands require a demonstration of cultural competency and dedication for working with youth.
- Must be able to take initiative and problem solve. Must be a creative thinker.
- Must be consistent and fair with decisions and actions.
- Patience and empathy for working with young children.
- Ability to withstand various weather conditions for being outside.

**Desired Qualifications:**

- Ethic of national and community service and a strong desire to create positive change
- Ability to communicate effectively both verbally and in writing; computer literate
- High School Graduate required (GED accepted,) college graduate or equivalent work experience preferred
- Ability to pass criminal history check
- Reliable transportation & proof of auto insurance
- U.S. Citizenship or lawful permanent resident status required
- Individuals with lived experience are encouraged to apply

**Term of Service - Time Commitment:** This is a Three-Quarter Time national and community service position requiring, at a minimum, a total of 1200 hours during the year (approximately 40 hours/week.) The position begins September 7, 2023 and ends August 31, 2024. Flexible hours are required, including occasional evening and weekend commitments.

Note: While this position officially starts on September 7th, Battle Rock does much of its staff training during the month of August. The expectation is that the person in this position would attend various Battle Rock trainings and attend the first weeks of school in August up to 40 hours per week; these would be paid at an hourly rate prior to the start of the AmeriCorps Term of Service.

Service on the following dates is required (note that Days of Service dates are subject to change):

- August (various dates): Battle Rock staff trainings and first weeks of school
- September 7-8: Team UP AmeriCorps Member Orientation
- September 11-12: Host Site Orientation
- Jan. 16th : MLK Jr. Day of Service Event
- March/April TBD: Cesar Chavez Day of Service Event
- Jan. 16th : MLK Jr. Day of Service Event
- March/April TBD: Cesar Chavez Day of Service Event

**Training and Support Provided:** Team UP AmeriCorps members receive significant training and experience in community engagement, project implementation, leadership, diverse populations, and more. Up to 20% of total hours served may be spent in applicable, approved trainings. Members will be supervised and supported by Battle Rock's Exceptional Services Administrator Tegan Lewis ([tlewis@battlerockschool.org](mailto:tlewis@battlerockschool.org)), as well as by Team UP AmeriCorps program staff. The PY 23-24 cohort of Team UP AmeriCorps members serving throughout the region will act as additional resources and support for each other.

**Location and Service Conditions:** This position is based at Battle Rock Charter School, 11351 Road G, Cortez, CO 81321. Additional other off-site engagement and partnership activities may be required.

**Benefits:**

- A living allowance of approx. \$1,804/month. Taxes are deducted and the living allowance is distributed by direct deposit to the member's bank account twice monthly.
- An education award of \$4826.50 upon successful completion of term of service.
- Health Insurance
- Childcare Assistance, if qualifications are met
- It is possible to temporarily postpone repayment of qualified student loans through forbearance while serving as an AmeriCorps member
- Mileage reimbursement for travel to required AmeriCorps trainings, events, and days of service
- Non-tangible benefits including extensive training, valuable experience, networking, and the opportunity to serve the local community in a crucial area of need

**Diversity and Equal Opportunity:** United Way values the diversity of our community. In principle and in practice the diverse nature of our board, staff, and volunteers is recognized as one of our best assets. We respect each individual's unique gifts and prohibit unfair or discriminatory practices against anyone because of age, race, color, religion, national origin, disability, gender, sexual orientation, and any other protected category.

**To Apply:**

**Step 1.** Email a cover letter and resume to Team UP AmeriCorps Coordinator Lindsay Luttrell @ [LindsayL@unitedway-swco.org](mailto:LindsayL@unitedway-swco.org). Be sure to indicate which position(s) you are interested in.

**Step 2.** Create an account on myAmeriCorps.gov and submit an application for the .  
<https://my.americorps.gov/mp/listing/viewListing.do?fromSearch=true&id=118381>

**Please complete BOTH steps to apply.**