

## BEHAVIOR SPECIALIST

School-Year 2023-24

Full-time, 10-month position

Start Date: July 2023

Location: Cooper Campus



WASHINGTON LATIN  
PUBLIC CHARTER SCHOOLS

A Classical Education for the Modern World

### JOB PURPOSE

The primary role of the Behavior Specialist is to help students at Washington Latin's new campus live up to the School's behavioral expectations; to sanction those who struggle to do so; to foster the intellectual and personal growth of all students; and to understand and follow the mission of the School. Individuals in this role also help to set the vision for effective student culture in direct collaboration with the Teachers, Deans, Directors and the Principal.

Candidates must be eager to be a part of a newly-founded and fast developing middle school team, and must be eager to work with students of all abilities in a non-selective school. A deep understanding of development and behavior is key, as individuals in this role must be able to adapt their approach to students' behavioral needs. Candidates must be willing to involve him or herself in the life of the school.

### WHO WE ARE

Washington Latin is a liberal arts, college-preparatory school network across two campuses serving students in grades 5-12 from across the District of Columbia. Our mission is to provide a challenging, classical education that is accessible to all students. We seek to develop students who will become thoughtful citizens and leaders, contributing to the public good in their lifelong quest towards a fuller humanity. Ours is a school where words matter, ideas matter, and people matter.

Washington Latin envisions a diverse and integrated school community in which:

- All members value truth, beauty and goodness;
- All students, regardless of background, can develop the habits of mind, content knowledge and self-efficacy to thrive;
- Teachers, counselors, deans and other staff members can grow in their careers and in the development of their craft;
- We nurture ambition for lives that are personally fulfilling and of service to others; and
- We can serve as a model for exemplary public education.

Our school is grounded in the following values and principles:

- **Small and Diverse by Design:** Washington Latin has a deeply relational culture. A small school allows all people to be seen, heard, known, and valued. This supports the ability to gather as a community. Small does not mean homogenous. We believe you can have a small and diverse community. We believe that the diversity of our student body leads to diversity of thought and appreciation of multiple perspectives. Diversity is a means, not an end - it leads to richer learning and intellectual integration from which everyone benefits.
- **Words Matter, Ideas Matter, People Matter:** Washington Latin believes in using words correctly, confidently, and respectfully. We believe in debating ideas, ancient and modern. We value the inherent worth and rights of individuals, regardless of age, background, identity, or role. Washington Latin believes these rights, liberties, and freedoms do not have to be earned, but are a part of what it means to be human. We strive to honor people's individual freedom and choice within the bounds of communal bonds. We define success as a fuller humanity.

- **A Classical Education to Prepare for the Modern World:** Washington Latin holds simultaneously to the timeless truths of the ancient traditions- The Good, The True, and The Beautiful- and the current benefits and challenges of life in the 21st century. Our model brings together timeless truths from antiquity with the study of contemporary issues through a broad liberal arts curriculum, aimed at helping our students develop both their autonomy as individuals and their commitment to the common good. This is not a rigid and purist celebration of the past, but one that honors the benefits and acknowledges the challenges of the classical tradition.
- **Sumus Leones:** This Latin phrase means “We are lions.” The lion is our school mascot, and this motto is used to underscore our collective identity and rally school spirit. Lions are not solitary animals, they are members of a pride with defined individual roles within the group. School is a communal place that serves the immediate community as well as the individual. The lion principle also reminds us of the courage needed to live our convictions in a complex world and to speak out when our values are challenged.
- **Faculty Excellence & Autonomy:** Our leaders are teachers, and our teachers are leaders. They bring expertise in and passion for their fields of study to their classrooms. We grant them autonomy in curricular and teaching choices, while at the same time providing personal support and opportunities for their professional development. Above all, we respect and nurture their intellect and humanity. The result: a stable cadre of excellent teachers, close-knit as a community and devoted to their students’ long-term success.

### *Job Responsibilities*

- Student Life
  - Create and maintain a respectful, orderly, safe environment in which individual belonging is fostered and community norms are respected.
  - Serve as co-advisor to an advisory, approximately 16 students.
  - Foster an environment where school culture is driven by focusing on positive student behavior; find meaningful ways each day to shine a light on students who are meeting and exceeding expectations.
  - Work closely with students, families, teachers and administration to apply disciplinary code and school policies.
  - Serve as a lead administrator during student arrival, dismissal, breaks, and lunches.
  - Communicate quickly with the appropriate administrators and potentially with families, regarding disciplinary concerns
  - Work with the Dean of Student Life & Culture and the Principal to determine appropriate response to major disciplinary infractions by students.
  - Supervise students during break, recess, lunch, and at any other times necessary.
  - Record and describe the academic and social/emotional progress of students and advisees.
- Schoolwide Culture Support
  - Engage thoughtfully in all faculty meetings.
  - Participate fully in the life of the school as a founding member.
  - Foster and embrace a relationship with families in the service of children’s growth.
  - Support schoolwide culture through supervision of the Clubs program and participation in other culture activities, including Dialogues Across Difference, assemblies, and field trips.
  - Attend weekly meetings with the Director of the Middle School.
  - Follow up on all action items from these meetings.
  - Participate in duties as necessary.
  - Work with the leadership team to establish a productive and respectful culture across the school.

- o Assist with any other school projects and duties as assigned by the Principal or Dean of Student Life & Culture.
- o Conduct regular observations of classrooms, supporting teachers with classroom management, and engaging families regularly and proactively to support the academic and personal growth of all students.
- o Collaborate with teachers who are struggling with classroom management as assigned by the Director of the Middle School. Conduct observations and debrief sessions with these teachers.
- o Model exemplary professional conduct in working with students, faculty, and families.

## **WHO YOU ARE**

### ***Required Qualifications***

- Ability to understand a diverse student body
- Ability to communicate clearly and concisely, both orally and in writing
- Persevere through challenges
- 2+ years of behavioral support experience in the middle or high school grades in an urban public school
- Bachelor's Degree from college or university required. Concentration or advanced degree in behavior related field preferred.
- Spanish speakers and persons of color are strongly encouraged to apply
- Commitment to the classical mission of the school

### ***Faculty Expectations***

The success of Washington Latin depends on hiring faculty committed to the rigorous classical mission and who truly love students and learning. The unique culture and mission of the school are learned through daily interactions, so the adults must model the same outcomes we have for our students. Faculty autonomy is crucial, as is support at all stages of development. All administrators teach. Authority is relational, not contractual. Across adults and kids, there is respect without the issues of power and hierarchy that typically exist in schools. We are seeking adults who can foster this type of environment at Washington Latin. This means you consistently strive to develop the following:

#### **Literate, well-reasoned, informed, and flexible thinker, speaker, and writer:**

- You develop opinions that are reasoned, informed, and flexible.
- You are committed to independent reading and have a strong knowledge of how to interact actively with any text.
- You are a critical and flexible thinker who understands classical rhetorical categories
- You build knowledge of a canon of classical works of literature and seek experience in comparing modern and classical works.
- You write as a method of analysis, as well as an expression of creativity.
- Can parse out words into Greek and Latin roots and are committed to lifelong vocabulary development. This ability comes from an understanding that words matter.
- You show an ability to consider multiple perspectives as well as a willingness to be wrong.
- You are not only an engaged and expert speaker, but also listener.
- You show curiosity in the face of the difficult.

#### **Value the Good, the True, and the Beautiful:**

- You appreciate the transcendent dimension of humanity and recognize that there is something larger than us as individuals.
- You demonstrate ethical behavior and have an appreciation for leading an ethical life.
- You show courage and a willingness to step up to the plate.
- You engage deeply in your community and appreciate the role of ceremony in one's life and in shaping a community within a tradition.
- You are honorable and true to your ethical and intellectual self. You puzzle through and discuss complex moral issues. You see multiple perspectives and truths.
- You have informed opinions about the true origin of the universe.
- You welcome beauty into your life and see the aesthetic dimension of life, your own and life around you.
- You have a posture of wonder in the face of the natural world.
- You appreciate the arts; have knowledge of or experience in artistic traditions and expressions.

### **Prepare for the Modern World:**

- You are an active participant in the modern world and appreciate the role of the past in understanding the present.
- You have deep knowledge of the history of the world with a particular emphasis on both the positive and negative history of America.
- You are a digital citizen with the capacity to use, understand, and evaluate technology as well as to understand technological principles and strategies needed to develop solutions and achieve goals.
- You represent yourself and the school professionally in all settings, including digital.
- You value the other and go to them first with any complaints or concerns. You work through conflict productively and remain solutions-focused.
- You demonstrate the ability to make informed decisions concerning the environment, willingness to act on these decisions to improve the well being of others, and participate in civic life.
- You have global awareness, the study of society and the manner in which people behave and influence the world around us.
- You hold a recognition and respect of the differences and shared humanity of the world's people and across lines of diversity (e.g. race, ethnicity, gender, culture, religion, etc.).
- You show an appreciation for the diversity of the faculty and student body and resulting diversity of ideas.

**Develop Healthy Habits of Mind, Body, and Spirit:** You are aware of and committed to mental, emotional, and physical health.

- You demonstrate healthy habits of mind. You are self-aware, understanding your own personal states including emotions, strengths, weaknesses, skills, passions, abilities, biases, privileges, and conceptions of and impact on others.
- You show an ability to regulate your attention, emotions, and executive functions, including giving situations the importance they deserve. This includes a healthy sense of humor and ability to see the light side of life. You maintain a calm demeanor during stress or crises.
- You show integrity by presenting yourself genuinely and taking responsibility for your feelings and actions. You accept ambiguity and are willing to recognize the gray areas in life and that there may be multiple truths.
- You have grit; you persevere in the face of challenges and understand that one can get smarter with hard work and practice.
- You have strong relationship skills and cooperate with others, resist inappropriate social pressure, seek and offer help when needed. You show an appreciation for mediation in the role of solving conflict.

- You are committed to physical wellness by maintaining healthy habits of sleep, exercise, and nutrition.
- You embody spirituality, an appreciation for the transcendent dimension of humanity- the higher purpose and the meaning of life. You are comfortable discussing questions of ultimacy and of religious affiliations.
- You show empathy- an ability to identify, acknowledge and understand the emotions of others. You show concern for others, take on their perspective, and demonstrate an appropriate emotional response.

**Embody ‘Discite Servaturi!’:** This phrase means “Learn those who are about to serve.” We believe that the purpose of education is a societal good, not an individual one. We seek to develop faculty and students who will become thoughtful citizens and leaders, contributing to the public good in their lifelong quest towards a fuller humanity. We nurture ambition for lives that are personally fulfilling and of service to others. As a participatory citizen, it is incumbent on faculty and students to learn about the history of whatever community in which they might find themselves so that they may commit to action in solving problems faced by that community.

### **COMMITMENT TO DIVERSITY/EQUAL OPPORTUNITY EMPLOYMENT POLICY**

Washington Latin is an equal-opportunity employer and it is our policy to recruit, hire, and promote for all jobs on the basis of merit, qualifications, skills and competence. We do not discriminate on the basis of race, color, national origin, marital status, religion, sex, age, sexual orientation, disability, or any other protected status. Washington Latin will fully comply with all employment-related and other laws. All employment decisions will be made solely on the basis of the individual's qualifications as related to the requirement of the position being filled.