



## Para-Professional Educator

### Why Statesmen Exists

With an ecosystem full of innovative options, Washington DC has become a laboratory for the newest iteration of education equity and reform. Still, 20 years in full swing with untold billions in full investment, the group needing the most out of that movement is now even further behind. The achievement gap for Black and Latino males continues to be largely unresponsive to many well-intended and well-designed innovations. At Statesmen College Preparatory Academy for Boys PCS, we believe that this can and must change. Statesmen is founded on the core belief that high levels of achievement for male students experiencing urban poverty is not just possible, it's what we're here for.

### What Statesmen Does

The recipe engaged to accomplish this task may seem complex but has two primary ingredients - high expectations combined with warm, caring and trusting relationships. Given a tight knit crew and a worthy cause, our boys are unstoppable. The vision of Statesmen is that the young male scholars who attend the academy one day lead in communities that they redesign. Always working in pursuit of the values of Relationships, Rigor, Relevance and Resilience, the mission is to create a boy-friendly pedagogy-informed academic environment within which young male scholars are equipped with the academic skills, social competencies, and personal development necessary to navigate life challenges, attend and complete the college of their choice, and return to become the premier agents of social change within and for the communities they serve.

### What Makes This Work

Passionate, committed, resilient, focused, self-aware, mature, mission-aligned adults who embody personal and professional efficacy are necessary to carry this work forward. Statesmen is not a place to work. More than that, it is a place to live out a mission, a calling, a design for impact and a desire for legacy. Consider these internal drivers:

- You Do People! You believe that people are better when they are deeply known and unconditionally loved.
- You Do Results! You can't be satisfied with struggling students getting "a little bit better."
- You Do Focus! You believe that "Black Lives Matter", that "Brown Lives Matter", that "Boys Lives Matter" and that caring for them doesn't mean not caring for others.
- You Do ***Not*** Quit! You may not have all the answers, but you know and believe that all the answers are out there and you will not stop until these young men win.

If that sound like you, welcome to Statesmen. Welcome home!

### Who We Need Now

The leadership of the school must maintain a laser like focus on creating and maintaining a College-Going Academic School Culture of Efficacy. The **Para-Professional Educator (Instructional Aide, Dedicated Aide, Behavioral Technician)** directly supports the mission of Statesmen Academy for Boys by providing one-on-one instructional support, small group instruction and behavioral support for scholars who are both typical and exceptional learners in the general education environment. The Para-Educator will be responsible for the collection, recording and analysis of data for individualized instructional programs and positive behavior support plans. The Para-Educator will work under the supervision of a certificated Lead Instructor, Student Support Specialist and Special Education Coordinator who will provide weekly oversight, training, and direction.

### What You Will Do

The **Para-Educator** (*Instructional Aide, Dedicated Aide, Behavioral Technician*) will have three primary bodies of work that are designed to support a vibrant school culture as well as rigorous and relevant academic instruction.

#### **Relationship Building**

- Deliberately building and leveraging strong relationships for outcomes for children.
- Leveraging relationships in working with young male scholars for the purpose of increasing their engagement in high-quality instruction.

#### **Intervention Management**

- Supporting the service provision and implementation of intervention strategies specific to the students under their purview.

#### **Communication**

- Coordinating communication regarding progress towards goals and necessary program changes with parents/guardians and teachers.

### Who Must You Be

The person best suited for this role is a learning-oriented and inspirational adult with a desire to impact the overall academic experience of underserved students. You will be an effectual adult looking to expand your knowledge and practice within the classroom. The best candidates have more than the required High School Diploma or GED.

### What Will You Get

A home! A family! A place to carry out your personal mission. You will get challenged and you will grow. You will get to rest your head each night knowing that what you did today - mattered.

You will also get a competitive salary (\$36,568 to \$50,000 based on credentials and experience) with generous benefits within a young startup with ample opportunities for advancement. You will get some of the best professional development being offered, access to local, regional and national cohorts of contemporaries doing this work at high levels and opportunities to see and practice cutting edge strategies and techniques that are actually working for young male scholars regardless their backgrounds.

### What You Must Do Now

We are deeply committed to equity and diversity and will not discriminate based on race, ethnicity, religion, gender, sexual orientation, disability, age or any other personal or professional status. If Statesmen College Preparatory Academy for Boys PCS sounds like your next home, please do not hesitate to engage the Statesmen Academy Careers portal to make sure that your interest in joining our family is known. We can be engaged at [www.statesmenboys.org/careers](http://www.statesmenboys.org/careers).