

La Plata Youth Services

Restorative Justice Program Coordinator

Reports to: La Plata Youth Services Diversion & Restorative Justice Program Manager

The Restorative Justice Program Coordinator's primary responsibility is to provide the necessary coordination to ensure the ongoing sustainability and vitality of La Plata Youth Services community- and school-based Restorative Justice/Practices programs. The Program Coordinator will assist a team of community- and school-based practitioners to implement Restorative Practices at Tiers 1-3 at the direction of, and in collaboration with, the Diversion & Restorative Justice Program Manager.

ESSENTIAL FUNCTIONS

A. Program Coordination

- Build and sustain healthy, positive relationships with program participants, including youth, families, and other service providers.
- Actively foster the values of LPYS throughout all programming, specifically Social Justice, Integrity, Creativity, Collaboration, and Compassion.
- Recruit and support school- and community-based Restorative Justice/Practices Facilitators, Community Members, and Community Conferencing Specialists to facilitate Restorative circles and mediation services to youth, families, and victims.
- Provide targeted outreach to involved parties eligible for a Restorative Justice process, which could include attending court hearings.
- Participate in a minimum of 3 restorative conferences per year for purposes of training, evaluation, and assisting with difficult case facilitation.
- Provide coaching and support to community- and school-based RP facilitators utilizing connection circles and other restorative practices designed to build relationships among staff and students.
- Coordinate the ReThinking Substances Program (restorative group conference model to address substance use).
- In partnership with school contacts, support the facilitation of Restorative Practices (RP) implementation meetings at participating school sites and with school district partnership teams.
- Provide education to ensure school-wide fidelity to restorative justice best practices through professional development activities.
- Work with School-Based Restorative Practices Facilitators to create common language and materials for teachers around restorative practices.
- As needed, serve as an identified Restorative Practices resource who is able to support teachers with information and assistance to facilitate and coordinate restorative practices (Tiers 1-2) in classrooms.
- Other efforts as necessary in order to support the successful implementation of the Restorative Justice program and delivery of services to youth, families, and victims.

B. Participate as a contributing member of LPYS team.

- Attend and actively participate in LPYS fundraisers.

- Support organizational development by involvement with planning workgroups and special projects.
- Attend ongoing training sessions and seminars as needed.
- Responsibilities may include the following: speaking, workshops, etc. that address youth issues.
- Sustain professional and positive working relationships with staff.
- Knowledge of and adherence to organizational goals, values, operations, and mission statement.
- Represent the organization in a respectful way both on and off the job.
- Notify the executive director as needed with high-risk clients, client emergencies and/or if the client situation is deteriorating.

Other duties as assigned by LPYS Supervisor.

DESIRED QUALIFICATIONS

- Juvenile-justice systems-related experience (includes promoting and guiding change within justice systems, implementing practices and policies).
- Strong understanding of clinical health needs.
- Knowledge of, and training in, theoretic frameworks such as restorative justice practices, trauma informed care, and positive youth development.
- Practical knowledge of social justice including addressing inequities created by systems and policies that create barriers to the well-being and opportunity for youth that have marginalized identities including youth of color, young individuals from lower socioeconomic status (SES) families, and those that identify as LGBTQIA+.
- Experience working with people of diverse backgrounds, perspectives, and cultures.

MINIMAL REQUIREMENTS

- Committed to the success of the program.
- Able to work with both youth and adults with a respectful and non-judgmental attitude.
- Ability to work evenings as needed.
- Ability to work independently, and in various school sites and locations.
- Capable of being appropriately responsive to challenging and/or crisis situations.
- Practice good verbal and written communication; organization skills.
- Compliance with confidentiality and mandatory reporting of child abuse and neglect.

EDUCATION REQUIREMENTS

A Bachelor's Degree in the human service field or any equivalent combination of education, experience, and/or training. Training and/or experience in Restorative Justice/Practices required. A commitment to Restorative Principles including conflict resolution, mindful communication, and taking responsibility for one's actions. Interest in applying personal creativity and innovation to develop and advance community- and school-based Restorative Practices programming, as well as the broader field of Restorative Justice preferred.

Employment Philosophy: LPYS seeks individuals to join our team who value making a positive impact in the lives of youth and families. The ideal applicant will be hard-working, a team player, and passionate about working with young people. LPYS provides employees a supportive, cooperative environment in addition to training and on-going professional development.

Mission: La Plata Youth Services supports and advocates for youth facing challenges in school, home, or court.

Commitment to Diversity, Equity, and Inclusion (DEI): LPYS strives to embed DEI principles into everyday practices. La Plata Youth Services hosts a DEI Working Group, which consists of LPYS employees who meet regularly to discuss and support organizational needs in regards to DEI. Additionally, LPYS is engaged in an internal professional development initiative focused on DEI, which includes opportunities to gain knowledge and build skills to better serve marginalized populations. Examples include self-study resources, intra-agency learning groups, and working with an organizational consultant to address inequities within LPYS.

Compensation: This is a full-time (1.0 FTE), salaried, non-exempt position. Annual Salary: \$38,480.

Benefits: Vacation, sick/personal leave, paid holidays, Individualized Health Care Reimbursement (ICHRA) Benefit, simple IRA retirement benefit, Employee Assistance Program (EAP), annual wellness benefit, parental leave, training budget, and mileage reimbursement.

Background Checks: All staff, volunteers, and interns must participate in a sex offender registry check, Colorado Bureau of Investigation check, and driving history check. Staff must also show proof of auto insurance, and submit a copy of diploma or certificate of training.

To Apply:

Please submit the following to be considered for the position:

- **Letter of Interest** – include 1) what aspects about this position interest you; 2) what is your understanding and/or experience with restorative justice and practices; and 3) a statement that demonstrates how you identify with the LPYS' Employment Philosophy, Mission, and Commitment to Diversity, Equity, and Inclusion (DEI); demonstrating how you identify can include contributions from lived experiences, mentoring, teaching and outreach activities.
- **Resume**

Applications must be received by: November 15, 2021

Applications should be emailed to: esther@lpys.org

For more information, please visit: www.lpys.org/employment