



Hawthorn Leadership School for Girls Student Success Specialist

OVERVIEW

Hawthorn Leadership School for Girls seeks an outstanding candidate to serve as the school's first Student Success Specialist. Hawthorn is an all girls' 6-12 grade college preparatory charter school with a focus on STEM in St. Louis, Missouri. Washington University serves as Hawthorn's charter school sponsor. The school opened in 2015 and currently serves girls in grades 6-8. Hawthorn is adding a grade each subsequent year and will open its 9th grade in fall 2017.

The successful candidate will assure the faithful implementation of a proven model for creating postsecondary opportunities for young women who are from predominantly low-income families. The Student Success Specialist reports to the Dean of Student Life & Community Affairs.

POSITION

The Student Success Specialist works with identified students to adopt behaviors that substantially increase their academic performance. The Student Success Specialist collaborates with the Student Support Team to define, identify and measure student behaviors; identify antecedents; understand principles of reinforcement and redirection; implement diversified strategies and activities specifically designed to enable each student to achieve academic success. He or she will promote highly specialized positive behavior interventions that are explicit, intensive, and consistent. The Student Success Specialist works with the Student Support Team, instructional staff, and with Hawthorn families to understand individual students' needs and to design and implement behavior plans that address student behaviors to help students become academically successful and thrive among their peers .

The Student Success Specialist understands and implements positive behavior supports and works with the Student Support Team in developing school-wide positive behavior supports, including recognizing student accomplishments and positive behaviors. He or she works with individual teachers, groups of teachers and/or the entire staff to provide classroom and school-wide behavior management strategies on issues such as: crisis intervention, managing student-to-student relationships, developing community in the classroom, social skills instruction, and implementation of interventions.

The Student Success Specialist uses ongoing assessment to maintain a record of student progress, consistent with instructional goals, teaching methods, and individual student need. He or she contributes to data gathering and tracking for individual students and school-wide practices to assess effectiveness and progress toward a stated goal.

Hawthorn's Student Success Specialist directly supervises identified students to ensure a safe, non-threatening, nurturing environment where students can thrive. He or she effectively supports student acquisition of core curriculum and content standards aligned with instruction and monitors individual student progress toward clear achievement goals.

This position is ideal for a candidate with teaching experience and who is considering academic leadership later in their career. This is not an instructional coaching or assistant principal role. This role does not have any evaluation responsibilities.

KEY RESPONSIBILITIES

Identification, Monitoring, and Supervision of Students in need of Positive Behavior Interventions:

- Identify students for whom negative behaviors are hindering academic performance;
- Collaborate with Student Support Team to design, implement and monitor individualized student positive behavior plans that are consistent, appropriate and tailored to addressing negative, disruptive or destructive student behaviors;
- Oversee student detention and suspension with a commitment to keeping students on track academically and modifying student behaviors;
- Collaborate with faculty and staff on classroom and school-wide practices of positive behavior intervention
- Track individual student growth and effectiveness of school-wide behavior intervention practices;
- Work with Student Support Team, SPED team and families to support student success;
- Attend Care Team meetings;
- Support faculty and staff in analyzing and summarizing student performance data to measure growth toward stated goals;
- Communicate with families to design, implement and track student positive behavior plans.

Professional Development

- Work with Student Support Team to provide professional development to faculty and staff around student behavior intervention plans and prevention;
- Attend Care Team and grade level meetings as appropriate;

- Participate in ongoing professional development to increase knowledge and skills of positive student behavior support.

Academic Program Support

- Support the faculty in providing appropriate instruction to students whose behaviors are creating obstacles to their learning;
- Collaborate with the faculty and staff to research and identify additional resources or opportunities to support individual student achievement, including the use of technology;
- Use ongoing assessments to track student progress consistent with instructional goals;
- Maintain student confidentiality.

The successful candidate must be passionate about the all-girls' model, focused on high expectations for every student, and committed to Hawthorn's school culture. This person must have an unflinching commitment to ensuring the success of every student in and out of the classroom, an overarching positive attitude, the desire and ability to work as a member of a team, an entrepreneurial spirit, and a dedication to supporting the school's leader and faculty. For further information go to www.hawthornschool.org.

KEY QUALIFICATIONS

- Minimum Bachelor's Degree in related field;
- Minimum of 3 years of teaching experience in which the teaching of "at risk" and/or Tier 3 students was an important responsibility;
- Expert knowledge of and demonstrated ability in intervention planning for developing behavior change strategies and evaluation of such plans;
- Knowledge and experience in the use of assessment and assessment data to inform instruction and prescribe work plans for individual students;
- Dedication to the philosophy that all children can succeed and demonstrate the commitment to do what is necessary to make this a reality;
- Demonstration of exceptional skill as a collaborator;
- Proficient or advanced with technology; more specifically: Google Apps for Education, and ability to maneuver quickly through a student information system like Infinite Campus;
- Ability to connect with a diverse student population and staff;
- Ability to work with urgency;
- Ability to develop mutually respectful relationships with families, students, and co-workers;
- Experience facilitating professional development or presenting to groups of adults;
- History of confidentiality in the workplace;
- A demonstrated openness and responsiveness to constructive feedback and a serious commitment to continuous improvement, double-loop learning, and professional growth;

- Willingness to pitch in wherever and whenever the help is needed without having to be asked;
- A proven track record of implementing new ideas that improved student outcomes.

TO APPLY: Send cover letter, resume, and written answers to the questions below to jhercules@hawthornschoo.org with the subject line: Student Success Specialist. Applications must be submitted by May 15, 2017.

Please answer the following questions, limiting your answers to one page per question.

- 1) What attracts you to this position?
- 2) Describe a time when you contributed and executed an idea that greatly advanced or improved the quality of the educational program at your school for teachers or students.
- 3) Describe a time when another adult changed your perspective on an issue. What was the issue and how and why did she/he transform your thinking?

Statement of Non-Discrimination: Hawthorn is committed to a policy of equal treatment for all individuals applying for employment at our school. Hawthorn does not discriminate on the basis of race, color, gender, handicap, age, religion, sexual orientation, or national or ethnic origin.

The starting salary for this position is \$42,000. This is a 10-month position.