

# Director of Family Advocacy @ Stamford Academy

## Job Overview and Requirements

Are you ready to transform the educational experience of students who haven't yet found academic success? Do you want to help ensure disengaged students are on track to succeed in high school and successfully transition to post-secondary opportunities? Do you want to be challenged, have fun, work hard, lead staff and work directly with students? Domus is looking for a Director of Family Advocacy at Stamford Academy, a small charter high school designed to work with young people who have struggled finding academic and social/emotional success.

**Our story:** In light of the recent Parthenon report "Untapped potential: Engaging all Connecticut youth" ([http://cdn.ey.com/parthenon/pdf/perspectives/Parthenon-EY\\_Untapped-Potential\\_Dalio-Report\\_final\\_092016\\_web.pdf](http://cdn.ey.com/parthenon/pdf/perspectives/Parthenon-EY_Untapped-Potential_Dalio-Report_final_092016_web.pdf)), we know that there are 39,000 disengaged and disconnected youth in Connecticut and the need to re-engage them is urgent if we want our state to succeed and our graduation rates to rise. If we were able to cut this number in half, the economic value to the state would be over \$3 billion in additional gross state product.

To that end, we are looking to hire a Director of Family Advocacy to lead staff around reducing chronic absenteeism and re-engaging students in a positive, enriching and connected educational experience.

## ESSENTIAL RESPONSIBILITIES:

- Urgently lead attendance initiative for school. Oversee implementation of daily protocol, monitor via data and make course adjustments as necessary. Competently report out progress to leadership team weekly.
- Serve as the social and emotional point person and expert for the building. Share out relevant social, emotional and trauma history to the larger staff. Act as a consultant to teachers and staff on how best to support and educate students from a social and emotional perspective.
- Passionately lead Stamford Academy's social and emotional learning program including designing the schedule, reviewing weekly lesson plans, providing professional development/support to instructors and ensuring quality programming for students.
- Directly supervise and motivate 4 family advocates and 1 post-secondary advocate. Support and monitor the Advocacy team's work implementing program model components. Audit fidelity to program model, track data daily, weekly and monthly to ensure students are receiving appropriate dosage of interventions including intakes, home visits and face to face contacts.
- Collaborate closely with the behavior support team to develop restorative practices to help young people to learn new skills and break the cycle of unsuccessful behavior.
- Partner with families and organize critical engagement opportunities such as report card nights, family nights, back to school BBQ and meetings to support student success
  - Consistently solicit feedback from constituents in order to improve program effectiveness. Administer student and parent surveys and ensure high return rate. Work with research team to analyze data and make program adjustments to best serve the needs of young people.

## OUR HIRING PROCESS & TIMELINE:

- We will review applications on a rolling basis until the position is filled. That being said, we will review all applications received by November 17<sup>th</sup>.

- To apply, please send a brief letter of interest to Courtney Carey at [ccarey@domuskids.org](mailto:ccarey@domuskids.org) Please fully read this job description, the Parthenon report (see link above), the Family Advocate program model and address the following:
  1. Briefly address what about this program speaks to you and why you think you are a good fit;
  2. Briefly address your ability to achieve the program components and expected outcomes;
  3. Please tell us (briefly) how your personal values and beliefs do or do not align with the core program beliefs
- **Interviews will be scheduled the week of November 27<sup>th</sup>.** Finalists will be invited to a second-round interview.
- We would like to have the selected candidate start no later than January 2<sup>nd</sup>, 2018. Domus is an equal opportunity employer. Spanish speaking people and people of color are strongly encouraged to apply.

### **Essential Requirements**

- A great sense of humor!
- A strong work ethic
- Ability to work in a fast paced, high crisis environment while maintaining excellent emotion management
- **Able to work some evenings and to be on-call for after school hour needs**
- Commitment to our mission, values and core program beliefs
- Bachelor's degree, Master's Degree preferred
- Valid driver's license with a driving history that meets agency insurance requirements
- Commitment to being highly organized and proactive in driving programming
- Ability to collect required data and respond to the data
- Flexibility and adaptability, able to shift styles to fit the needs of a wide range of cultures, people, and organizations
- High emotional intelligence, able to easily develop deep, trusting relationships with diverse individuals from many different backgrounds
- Impeccable written and oral communication skills
- Love of young people, especially young people others consider unlovable

### **Compensation**

- Salary commensurate with experience
- Full-time, exempt position, working 40.0 hours per week. We believe in work-life balance, and there will be times when the balance tips to work and when the balance tips toward life. We will frequently work more than 40 hours when school is in session and less than 40 hours when school is not in session

### **Core Program Beliefs**

- We believe that within each of us is a desire to move towards health and achievement, under the right conditions. It is our job to provide young people with those conditions.
- We believe that every young person wants to love and be loved. It is our job to love these young people, and to help them learn to love themselves and others.
- We believe in the power of belonging. It is a core human condition to want to be missed when we are gone. We will miss young people when they are absent and we will express that: “We didn’t see you yesterday. We missed you. We are glad you are back”. We will make sure every young person belongs in our community. No matter what. “She drew a circle to shut me out. Heretic, rebel, a thing to flout. But love and I had the wit to win. We drew a circle that took her in”(Edwin Markham)
- We accept young people for who they are. Right here. Right now. They do not have to change to be respected and loved and valued and be a member of our community. Behavior is not a condition of their worth as human beings.
- We believe that every young person wants to be in charge of their own life. To that end, we will give young people a voice in this program, and choices of how to best accomplish their goals.
- We are hungry to understand if our interventions are having the intended impact. We will be meticulous in our data entry, and ruthless in our hunt to understand the data and learn from it. If what we are doing is not working, we will set aside our egos, intentions and preconceived notions and we will change what we are doing.
- We believe that the young people with whom we work deserve our full attention and our best selves. Therefore, we will: NOT allow our personal beliefs or baggage to interfere with our work; we will commit to doing excellent work all the time on behalf of our young people; we will be honest and transparent with ourselves, our colleagues and our partners. To be very clear, by working in this program we are committing to:
  - Working out our personal issues outside of work;
  - Using supervision as a tool for professional growth
  - Refraining from gossiping at all costs—bringing all issues directly back to the person
  - Learning our craft before practicing on our youth;
  - Giving and receiving honest feedback, even if it is uncomfortable to hear or say
  - Using data to inform our actions and interventions
- As a trauma responsive, Sanctuary certified organization we understand hurt people hurt people. We help young people, community partners and each other heal from this trauma and we strive to move our community from “hurt people hurt people” to “helped people help people”.