



## **Hiring the Position of Graduation Coach For Black Students**

Position:	Graduation Coach for Black Students
Union/Association:	ASG
Posting #:	NT-2023-040
Date Posted:	March 27, 2023
Closing Date:	April 7, 2023, 4:00 p.m.
Employment Status:	One-Year (12 months) Contract, Full-Time, renewable position based on satisfactory yearly performance and subject to funding.
Work Hours Schedule:	35 hours per week
Location:	Ursuline College Chatham (UCC), Chatham
Hourly Pay Rate Range:	\$63,347.00 – \$78,953.00
Start Date:	Immediately

### **If Interested**

**The Ministry of Education provides funding to the SCCDSB to provide intensive, culturally responsive support to Black students by hiring graduation coaches with lived experience and connections to Ontario’s diverse Black communities.**

Send resume quoting posting number (NT-2023-040) in cover letter.

Send by email to [apply@sccdsb.net](mailto:apply@sccdsb.net)

### **Responsibilities**

Reporting to the Superintendent of Education, the Graduation Coach will assist the leading and implementing of programs, services, and other supports to meet the needs of underserved and underperforming Black students, with a focus on student success and graduation. The Graduation Coach is part of a pilot project and will play a vital role in assisting schools to improve achievement, well-being and graduation rates for underserved and underperforming Black students. The focus of the Graduation Coach is to interrupt the disparity in graduation rates for Black students. Working with staff in secondary schools, this person will identify and assist Black students who have recently dropped out of school, are credit deficient and are at risk of dropping out of school or are trending towards failing to meet the requirements for high school graduation. The Graduation Coach will work to provide a supportive learning environment for Black students. This may include directing students to appropriate school or community resources with the purpose of keeping Black students in school and supporting them through to graduation. Responsibilities include:



- Working with the Core team and school staff to create a long-term vision/plan to identify underserved Black students in schools and devise plans to help students obtain an Ontario Secondary School Diploma.
- Completing a needs assessment to identify barriers to student success, work collaboratively on strategies to remove them.
- Engaging underserved Black students by affirming the identities and cultures of Black students through Culturally Responsive and Relevant Pedagogy.
- Developing holistic individualized student success plans that take into account a student's mental health and overall well-being.
- Collaborating with administrators, teachers, parents, guardians, and families to respond to individual and system barriers that affect the engagement, well-being and learning of Black students.
- Conducting individual sessions with students and monitor progress and performance in collaboration with school staff and core teams.
- Acting as a mentor and an advisor to the students and play an essential role as an advocate for each learner with teachers, including school staff, parents, guardians, families, community members to support the learning of underserved students.
- Creating additional opportunities for students to be engaged during breaks in regular programming (i.e., long weekends, extended breaks, etc.) for participating students.
- Ensuring students receive the resources and services needed to guide them on the path to graduation.
- Maintaining confidential information on each individual student, utilizing the secondary school's educational software resource throughout the year to track and monitor academic achievement and well-being (i.e., suspension/expulsion, credit accumulation, attendance).
- Assisting students with the successful transition from secondary school into post-secondary education, training, or labour market opportunities.
- Establishing and collaborate with a Core Team and school staff to create a long-term vision/plan for identified Black students.
- Creating space for students to voice their experiences to enable the SCCDSB and secondary schools to establish trusting relationships and responsive services.
- Building/establishing relationships with various service agencies serving the community
- Preparing reports and compiling statistics as required.
- Attending and participating in meetings as required.
- Other duties as assigned by the Superintendent of Education.

## Qualifications and Skills

- Post Secondary degree or diploma in Humanities or Social Sciences, with two years of experience in a related field or equivalent combination of education and experience as determined by the Board, is required.
- Comprehensive first-hand life experience deeply rooted in local Black communities combined with a deep understanding of systemic barriers and challenges that Black students face in the education system and in the wider community.
- Demonstrated institutional agency by working in alignment with Principals, and Superintendents.
- Demonstrated understanding of Anti-Black Racism.
- Working knowledge of appropriate strategies for reducing behaviours that put Black students at risk of not graduating from high school.



- Ability to analyze, develop, implement, and track intervention plans and strategies.
- Ability to be a mentor and act as an advisor to Black students.
- Excellent relationship building, interpersonal and organizational skills.
- Ability to identify barriers and intervention points.
- An understanding of the multiplicity of social services available in the community to support Black students at risk of not graduating from high school.
- Understanding of the diversity and composition of Black communities and awareness of local community resources, including local Black community organizations.
- Ability to work independently with minimal supervision.
- Ability to safeguard and handle confidential information.
- Knowledge of the principles of Human Rights.
- Familiarity with related SCCDSB policies, procedures and protocols, the Education Act, Human Rights Code, and other relevant legislation.
- Excellent oral and written communication skills.
- Experience working with secondary students.
- Ability to work co-operatively as part of an interdisciplinary team including teachers, principals, support staff and community agency personnel.
- Proficient computer skills including Microsoft Office, student information systems etc.
- Must possess a valid driver's license and have reliable transportation.

## Accommodation

The St. Clair Catholic District School Board is an equal opportunity employer committed to inclusive, barrier-free recruitment and selection processes and work environment. We will accommodate the needs of the applicants under the Ontario Human Rights Code and the Accessibility for Ontarians with Disabilities Act (AODA) throughout all stages of the recruitment and selection process; see Accessibility Standards for Customer Service Policy (<http://www.st-clair.net/policies.aspx>).

Please advise the Human Resource Services Department to ensure your accessibility needs are accommodated throughout this process. Information received relating to accommodation measures will be addressed confidentially.

## Thank You

We thank all applicants for their interest; however, only those selected for an interview will be contacted. The successful candidate will be required to provide a satisfactory Criminal Background Check as a condition of employment.