



## Student Support Specialist

### ABOUT AIM HIGH

At Aim High, students unlock their limitless potential by participating in a multi-year summer joyful, enrichment program that empowers middle school students navigating systemic barriers, igniting their love of learning and yielding real results—98% of Aim High alumni graduate high school and go on to college. Grounded in the Aim High CORE Values (Community, Opportunity, Respect, and High Expectations), every student feels seen and supported. Aim High gives students the confidence to succeed in high school and beyond. Aim High also fosters a supportive professional community in which educators - from aspiring to experienced - grow personally and professionally. For more about Aim High, please visit [www.aimhigh.org](http://www.aimhigh.org).

### Position Summary

The Student Support Specialists (SSS) lead the vision and implementation of restorative justice practices at our sites. SSS is an integral part of the site leadership team and creates support grounded in social-emotional needs and culturally responsive practices for a middle school environment. This role acts as a restorative practice leader and facilitates professional development to create a safe, inclusive culture and environment for all staff and students. SSSs create behavior support plans for students in need and connect families with access to community resources. SSSs work with all staff and students at sites to ensure that they have the tools and resources needed for joyful summer learning and high-quality programming.

This is a six-week position: one week of faculty training and five weeks supporting the learning of middle school students. SSS participates in in-person and online training during May, to prepare to train staff in the summer.

### Duties and Responsibilities

- Train all site staff on restorative practices at Aim High during Faculty Training Week, and during the summer, if needed; may partner with other Student Support Specialists to deliver regional training.
- Manage and oversee targeted interventions: restorative dialogue, conflict mediation, etc.
- Manage and facilitate student referral process for site:
  - If needed, provide one-on-one check-ins, group check-ins, support break-out groups in classes, and collaborate with the Site Director on family support referrals.
- Working with Site Directors and Program Directors to create student support plans, coach teachers, and provide feedback when intensive intervention is needed
- Coaching students and teachers to implement restorative practices and tools

#### *Support student wellness and social-emotional growth*

- Link students and families to appropriate resources as needed with ongoing mental health services, recreation and sports programs, afterschool programs, youth development programs, and medical services.

- Support Issues and Choices class with observations and coaching teachers in community circle facilitation and fostering relationships with students
- Facilitate a youth development or mental health-related elective class in the afternoons

#### *Part of the Site Leadership Team*

- Participate in monitoring daily functions of the day with the leadership team: monitor recess, lunch, and dismissal to ensure all students create a safe environment, and support cultural days and field trips.
- Participate in weekly staff meetings and weekly leadership team check-ins with Site Directors
- Participate in weekly online meetings with Student Support Specialists from other sites to collaboratively problem-solve.

### **Qualifications**

You will be successful in this position if you possess the following:

- A deep commitment to Aim High's Mission, Vision, Purpose, and CORE Values.
- Bachelor's or Master's degree in social work, school health, counseling, MFT (Marriage and Family Therapist), or other related fields, with at least two years of school-based experience, is preferred, but not required.
- Experience and training in leading restorative practices in a school setting.
- Knowledge of local community resources.
- A positive, can-do attitude with a propensity for action and efficiency.
- Strong attention to detail and communication skills.
- The ability to work independently and as a team; build and maintain productive working relationships with colleagues and students.
- A growth mindset along with a willingness to give and receive feedback.

You will be successful in this position if you are:

- Responsible and demonstrate a commitment to social and racial justice, anti-racism, and equity in education
- Committed to and have experience working with underserved youth.
- Culturally competent and have an awareness and understanding of the communities being served
- Proficient in Microsoft Office Suite, Google Workspace, and basic knowledge of classroom technology

Bonus Points if you:

- Have dual language abilities (English-Spanish, English-Chinese, etc.)
- Are you an Aim High alumni or former Aim High staff member

## Job Details

- Reports to: Site Directors and CO RP Lead
- Classification: Non-exempt from overtime; paid hourly
- Pay ranges from \$32 to \$38 per hour depending on experience
  - Compensation for this position will be determined following the ranges listed below with additional compensation beyond the beginning of the range for employees who (1) hold a teaching credential and/or an advanced degree of either a Pupil Personnel Services credential or a Masters in Social Work, (2) have prior school counselor, social worker, or restorative practice work experience, and/or (3) have previously served as an Aim High Site Director, Lead Teacher, or in a Specialist role:
    - Employees in their first year as an Aim High Specialist will earn \$32 - \$33.75 per hour
    - Employees in their second year as an Aim High Specialist will earn \$33 - \$34.75 per hour
    - Employees in their third year as an Aim High Specialist will earn \$34 - \$35.75 per hour
    - Employees in their fourth year as an Aim High Specialist will earn \$35 - \$36.75 per hour
    - Employees in their fifth year or more as an Aim High Specialist will earn \$36.25 - \$38 per hour
- This role will include 4-8 hours of in-person and online training during May.
- This is a temporary, full-time position for the six weeks of the summer program or as indicated below
  - May 11 / June 8 - July 20 (San Jose site)
    - Note: We anticipate approximately 8 hours of in-person training on May 11 followed by up to 8 additional hours of asynchronous training before June 8.
  - June 3 - July 12 (Oakland sites)
  - June 10 - July 19 (select SF sites)
  - June 10 - July 12 - (East Palo Alto)
  - June 17 - July 26 (select SF Sites, Richmond, San Pablo, North Bay Sites)
  - June 24 - August 2 (Tahoe/ Truckee)
- This position is expected to work during the general hours of 8am to 4pm and up to two family evening events.
- Unpaid holidays: Aim High's summer program will be closed on Wednesday, June 19th and Thursday, July 4th and Friday, July 5th.

**Apply Now:** [www.aimhigh.org/teach](http://www.aimhigh.org/teach)

## Vaccination Policy

Aim High strongly encourages everyone to obtain the available COVID-19 vaccinations and boosters. The COVID-19 vaccine may be required for certain school sites and Aim High will comply with those policies. Aim High will review and consider requests for reasonable accommodations as needed.

At Aim High, we recognize that striving to be a truly anti-racist, diverse, equitable, and inclusive (A.D.E.I.) organization requires deep and long-term commitment. We know that we will make mistakes, and we are dedicated to learning from them. We ask our broader Aim High team – including staff, educators, board members, and supporters – to encourage, challenge, and join us in living out our commitment to A.D.E.I.

Aim High is an equal opportunity employer. Aim High seeks diversity in its community and affords equal employment and advancement opportunities to all qualified individuals without regard to race, creed, color, religion, national origin, ethnicity, ancestry, sex, sexual orientation, age, physical or mental disability, marital status, citizenship status, medical condition, or any other legally protected status