

Job Description – High Risk Youth Educator

Location: Roca Boston

FLSA Classification: Non-Exempt

Organizational Overview

Founded in Chelsea, Massachusetts in 1988, Roca's mission is to move disengaged and disenfranchised young people out of violence and poverty.

Roca's Intervention Model is a cognitive-restructuring and skills development intervention that was developed and implemented to address the high-risk, underserved population of 17-24 males who are either: 1) aging out of the juvenile justice or juvenile probation systems with a strong propensity for re-incarceration as an adult; 2) connected with the adult justice system; or 3) are high-risk members of the community being served who have a strong propensity for incarceration as an adult.

Roca has a strong organizational culture where learning, personal experience, leading with values, and having deep faith are essential to achieve bold goals with disenfranchised young people. Roca helps young people to change their behavior and shift the trajectories of their lives to move toward the outcomes of economic independence and living out of harm's way.

Position Overview

The High Risk Youth Educator reports to the Education Program Coordinator. The High Risk Youth Educator will work intensively to support and motivate the target population to re-engage in education and help enable participants to enter the workforce. The High Risk Youth Educator will work as part of the Ed/Voc Team to implement GED and other educational programming and to meet the organization benchmarks for successful educational attainment with each participant.

Roca strives to meet the following outcomes with each participant: No Re-Incarcerations and Retained Employment

Responsibilities

- Understand, practice and promote the vision, mission, values, methods, and model of Roca.
- Manage fidelity and quality implementation of Stage-Based Educational Programming.
- Attend weekly Ed/Voc Team meetings
- Engage with Participants and Youth Workers
 - Engage and build relationships with young people enrolled in Transformational Relationships and participating in stage-based educational and pre-vocational programming.
 - Communicate with youth worker regarding participant barriers (substance abuse, street, domestic violence, etc)
 - Follow-up daily with young people and youth worker regarding participation and progress in educational programming.
 - Provide weekly attendance and participant target lists for educational classes to youth workers in team check-ins and meetings.
 - Assess student level of engagement readiness (i.e. can they sit through a class, do they have substance abuse barriers, do they have street issues with other participants, etc.)
- Teach stage-based GED classes

- Evaluate participant's entry level of education by administering GED assessment tests.
- Assigning participants to the appropriate class depending on their assessment scores (as well as engagement level)
- Work with 150-200 participants needing GED programming
- Ability to teach 10th-11th grade-level Reading, Writing, Math, Science, and Social Studies
- Flexibility in his/her teaching methods, creation and implementation of lesson plans-personalizing academic material so it is relevant to participants' lives
- Administer follow up educational assessments according to the quarterly lists provided by the Education Coordinator.
- Create Individualized Learning Plans (ILPs) for each youth that allows educator, youth worker, and young person to work based on individual readiness.
- Use ETO reports that are provided by coordinator to inform daily needs to the Roca Educational Program.
- Work with education volunteers in GED classrooms.
- Facilitate computer-based education
 - Teach computer based classes every day for educational programming and on-line GED readiness programming
 - Use Plato Software to facilitate one-on-one educational sessions and small subject-focused classes
 - Work with education volunteers
- Facilitate employment-related education
 - Include pre-vocational trainings tied to employment and work readiness into daily teaching with youth connected to Roca's Workforce Development specifically Transitional Employment.
 - Incorporate workforce readiness skills that will be needed for vocational certifications (i.e. writing class on resume building, fractions class in the kitchen, angles for math in wood shop, etc.).
 - Communicate with Education Program Coordinator daily around which participants need to be learning what specific skills to make them job ready.
- Complete Educational Special Projects
 - Lead creative activities that assist in participant engagement yet also educate our participants around various subjects. (i.e. educational field trips, educational competitions, etc.)

Qualifications

The very nature of Roca's work requires an individual of great commitment and energy to the mission. Roca seeks a highly driven individual who is good fit both personally and professionally for the culture of Roca. In addition, the ideal candidate for this position will be a trustworthy decision-maker. He/she will have a sense of humor, feel passionate and committed to direct work with high risk youth, and demonstrate interest in coaching and supporting coworkers.

Roca expects candidates to have the following skills:

- Bachelor's Degree
- Some teaching experience- Post-collegiate experience teaching or working with a disenfranchised population is preferred
- Strong written and oral communication skills
- Desire to work with street involved high risk young people
- Ability to outreach to, engage and motivate young people to increase attendance in educational programming
- Organizing, managing and completing projects and tasks with thoroughness, accuracy, and timeliness
- Capacity to think and act intentionally and strategically to help young people change behaviors and engage in learning
- Capacity for creative problem-solving, conflict resolution, violence prevention
- Self-motivation, initiative, sound judgment, and commitment to ongoing learning are essential
- Bilingual (English/Spanish) is preferred but not required

Requirements for the position:

- Flexibility with work hours/schedule as needed
- Computer Literacy and timely data submission/entry
- Candidates must have a Valid MA Driver's License and current safe Driving Record
- Working with diverse cultures
- Strong attendance and high energy