

Job Title: Alternative Learning Specialist**Job Type:** LTE**Hours:** 30-40 hours/week**Reports To:** SPARK Program Director**Wage:** \$21.88/hr (Grade: 10, Step: 1)

Please note that this is a grant-funded, limited-term position. Grant funding for this position runs out at the end of 2024-25 school year and there is no expectation that this position will be sustainable beyond the life of this grant.

Job Summary:

We are looking for a highly motivated and passionate educator who shares our core values and philosophy in alternative education to join our team. Our organization is committed to providing young people with a transformative learning experience that empowers them to become self-directed, responsible, and engaged members of society.

The Alternative Learning Specialist will work with the Ignite Program Lead and team to implement the Ignite Program, which supports 20-25 high school students from the School District of Ashland who struggle with attendance, grades, and disciplinary challenges within the traditional school setting.

The Ignite Program aims to increase social-emotional skills and literacy, academic engagement and community connectedness, and youth and family mental wellness through counseling and academic assistance. The staff of the program will create a trauma-informed environment that prioritizes a nurturing culture while maintaining high expectations so that students feel valued, respected, and supported. The Alternative Learning Specialist will work directly with youth to help them design and complete projects that move them towards their learning, employment, and life goals.

The Ignite Program is deeply rooted in the underlying philosophy of Homeboy Industries in Los Angeles, CA. We aim first to create a culture of tenderness and to meet youth and families where they are, not where the systems wish for them to be. We believe that it is from within this culture and context that we can build meaningful relationships with youth and provide them with the resources and support they need to overcome their challenges and realize their full potential.

Our ideal candidate is passionate about alternative models of education, has experience working with young people, and values our organization's core values and philosophy. You should also be a flexible and adaptable team player committed to ongoing learning and growth.

Key Responsibilities:

- Co-create and implement an innovative, youth-centered program that promotes academic success, personal growth, and positive community engagement.

- Develop and facilitate educational programming that addresses the needs and interests of the students, fosters critical thinking, and promotes positive behavior.
- Establish and maintain positive relationships with students, families, community partners, and stakeholders to promote collaboration and resource sharing.
- Provide mentoring, coaching, and individualized support to students to help them achieve their goals, overcome challenges, and develop self-confidence and resilience.
- Create and maintain a nurturing culture and context that values and respects students, recognizes their strengths and potential, and supports their emotional and social well-being.
- Uphold the philosophy and approach of the Ignite Program, which prioritizes nurturing and healing context and transformation over the delivery of content and information.

Qualifications:

- Bachelor's degree in education, social work, psychology, or a related field.
- Minimum of 2 years of experience in youth development, mentoring, or education.
- Experience working with high school students from diverse backgrounds, including those facing academic, social, and economic challenges.
- Strong leadership and team-building skills, including the ability to motivate, inspire, and mentor staff and students.
- Excellent communication, interpersonal, and relationship-building skills.
- Knowledge of and experience with evidence-based practices in youth development, education, and mentoring.
- Commitment to equity, diversity, and inclusion, and the ability to create a welcoming and inclusive environment for all program participants.
- Ability to work independently, as part of a team, and manage multiple priorities and deadlines.

Requirements

- The position will require daytime, evening, and weekend hours depending on programmatic needs.
- This position will require a valid Wisconsin Driver's license and a driving record that will allow the driver to be covered under Ashland County and BART insurance policies.
- This position will require transporting youth on a daily basis and will be subject to both pre-hire and random drug screening.