



Job Title: Social Worker

Start Date: August 1, 2022

Location: 300 Industrial Blvd NE, Minneapolis, MN

Northeast College Prep (NECP) is a diverse, Kindergarten – 8th-grade public charter school with approximately 355 students. Our mission is to ensure strong academic, social-emotional, and talent development in every member of our diverse student body, thereby positioning each student for college graduation, career success, and positive community impact.

Our students are curious to learn about the world and take Spanish and Arabic in addition to Physical Education, Music and Art. Social-emotional learning lessons are explicitly taught and woven throughout the day and we partner with community organizations to develop each students' unique talents.

Working at Northeast College Prep:

We are a Responsive Classroom school that believes in restorative practices and teaching intrinsic motivation (i.e. we don't use extrinsic motivation like candy or public behavior charts to motivate students) so that students do the right thing even if no one is watching.

NECP exists to ensure that all children have access to an education that will help them to maximize their options in life, thereby contributing to a more just society. Our students and their families speak 14 different primary languages. About 50% qualify for English Language Learning services and about 90% qualify for free or reduced lunch.

The ideal candidate will:

- Embrace our mission, vision, and core convictions.
- Demonstrate success as a social worker.
- Seek to truly be a part of a *team* working together to close the opportunity gap; this means being coachable, being a learner, always seeking to improve, and being comfortable giving and receiving constructive feedback.
- Support our key curricular and instructional programs, including Responsive Classroom, Welcoming Schools and ENVoY/Catalyst.
- Model calm and patience while holding students to high academic and behavioral expectations.

Key Responsibilities include but are not limited to:

- Articulate the mission and vision of Northeast College Prep to students, parents, and the greater community.
- Promote and maintain a professional environment.

- Implement and support the school-wide approach to classroom management and discipline.
- Participate in ongoing coaching and professional development with a willingness to integrate coaching feedback and new learning into practice.
- Lead support efforts for students and families experiencing homelessness.
- Complete all paperwork required to access resources students and families experiencing homelessness at the county and state level.
- Coordinate and distribute resources provided by Every Meal.
- Coordinate and input data into attendance tracking system in connection with the Hennepin County program.
- Work with SPED teachers to craft behavior intervention plans based on IEPs.
- Participate in paraprofessional training with an emphasis on behavior intervention and support.
- Participate in the design of behavior and mental health-related IEP goals and objectives.
- Collect data on goals and objectives as called for in students' IEPs.
- Attend IEP meetings when appropriate.
- Connect NECP, students, and families to community mental health resources, including but not limited to: county case management services, treatment programs, etc.
- Provide counseling services for students as necessary.
- Serve as the point person for mental health professionals serving students at NECP, providing both orientation and scheduling support.
- Create and monitor a system to track behavior interventions (ex. morning check-ins. etc) to assess their effectiveness.
- Hold safe space and provide support for students needing de-escalation: physical office space and/or at the place where the de-escalation is needed.
- Work with teachers and principal to craft behavior intervention plans
- Lead social skills groups for students who don't have IEPs.
- Work with ED, principal, and SEL team to build positive school culture.
- Lead Critical Response Team.
- Serve on the Leadership Team.
- Lead professional development in areas such as mandatory reporting of abuse, identification and support for students experiencing homelessness, counseling services.

- Train staff in developmentally appropriate coping, de-escalation, and regulation strategies.
- Work with principal and teachers on a case-by-case basis to provide student-specific strategies for behavior support.
- Prepare and maintain appropriate records and progress reports.
- Establish and maintain strong communication lines with all parents/guardians.
- Follow and enforce all COVID-19 school and state mandates (i.e. wearing a mask, temperature checks, etc.)
- Follow a schedule and be flexible with some scheduling needs based on staffing each day.
- Be prompt and punctual, including arriving on time to assigned arrival and dismissal duties.
- Successfully follow-through and complete other duties as assigned in support of the school's mission.

Required Qualifications:

- Licensed MN social worker
- Excellent verbal and written communication skills
- Ability to work with diverse student populations
- Ability to work in the United States

Preferred Qualifications:

- Experience working with an urban and/or ESL population
- Demonstrated success working with diverse student populations
- Fluency (ideally) or proficiency in Spanish, Somali, Arabic, Oromo, or Hmong

Compensation: A competitive salary and full benefits will be offered. Depending on qualifications and experience, the salary will be based on the teacher or the paraprofessional salary scale.

Position: This position is ongoing.

Application Process: To apply, please fill out our online application located at www.bit.ly/NECPApplication. If applicable, college transcripts may be requested later in the hiring process. Applications will be reviewed on an ongoing basis until the position is filled.

Northeast College Prep is an equal opportunity employer and an organization that values diversity, equity, and inclusion. People from all diverse backgrounds are strongly encouraged to apply. If you have questions, reach out to hiring@northeastcollegeprep.org.