

**Lamoille Restorative Center**  
Restorative Approaches Coordinator and Coach Job Description

**Reports to:** Director of Youth Programs

**Position's Primary Focus:**

The Restorative Approaches Coordinator and Coach (RACC) will actively promote restorative practices at LRC and within the wider community. This effort will be guided by AOE's [Whole-School Restorative Approach Resource Guide](#), incorporating principles from applied educational neuroscience and adult education theory.

The RACC is part of LRC's Youth Team and will work collaboratively with other LRC programs in the promotion of restorative practices.

**Principal Responsibilities:**

1. Provide guidance (outreach, initial assessment, and systems-level overview) on school-wide and/or organization-wide restorative implementation to interested schools and organizations.
2. Collaborate with school sites and community partners on the development of individualized restorative implementation plans based on their goals and readiness.
3. Provide individual and team coaching (specific to a particular activity or situation) on restorative practices to schools and organizations as appropriate.
4. Facilitate and provide coaching for restorative processes to schools and organizations as appropriate.
5. Provide professional development on neuro-informed and trauma-informed restorative approaches to schools and organizations as appropriate.
6. Provide recommendations on policies, procedures, and practices with a neuro-informed and trauma-informed restorative lens to schools and organizations.
7. Collaborate on equity initiatives.
8. Establish and maintain effective working relationships with schools and community partners.
9. Support partner sites and their restorative teams in evaluation, training, student/client engagement, and family/community engagement.
10. Develop and oversee high-level restorative-based trainings and professional development and build in-house training capacity.
11. Participate in trainings and learning events to stay current on best practices and new developments in relevant fields of study.
12. Document, track, and report on restorative efforts in accordance with the needs and expectations of relevant grants, contracts, and LRC's strategic plan.
13. Provide written or visual materials for LRC Development Director and Executive Director as needed.

**Desired Qualifications, Knowledge, and Experience:**

1. College degree in Human Services, Restorative Approaches/Practices, Education or equivalent professional experience of at least five years
2. Two to five years' experience in program management including experience coordinating restorative programming in schools.
3. Understanding of adult learning principles and practices
4. Ability to deliver high quality training to large numbers of people.
5. Knowledge of restorative principles and practices and familiarity with their application in schools and organizations
6. Knowledge of equity and anti-racism work and a desire to create an equitable environment for students.
7. Demonstrated cultural competence working with diverse groups across race, ethnicity, religion, gender, class, and sexuality.
8. Experience writing concise and accurate reports and records.
9. Experience in conflict mediation and restorative practices facilitation.
10. Knowledge of community resources and the ability to make appropriate referrals.
11. Patience, reliability, good judgment, and respect for diversity.
12. Excellent communication, organizational, time management skills.
13. Well-developed sense of professional and personal boundaries.
14. Reliable transportation and ability to work after school hours and during school vacations, as appropriate.