

## SCHOOL CLIMATE ADVOCATE & (RESTRICTED)

### DEFINITION

Receives direction from site administrators and assists them by supporting a safe and positive school culture and climate for all students, staff, and community members.

### TYPICAL DUTIES

- Assist with providing a safe and welcoming school environment for students, staff, and community members by utilizing culturally sustaining and responsive pedagogy, active listening skills, de-escalation and conflict resolution techniques, and District programs to support social and emotional learning.
- Work collaboratively with school site personnel such as counselors, psychiatric social workers, and pupil and attendance counselors to implement multi-tiered systems of support and implement the District's school site safety policies.
- Participates and completes trainings and workshops relating to cultural diversity, equity, and access, systems of privilege, and implicit racial bias efforts, trauma informed care, building interpersonal student relationships, and receives guidance from the Division of School Culture, Climate, and Safety.
- Guides students and use safety protocols, as necessary, to prevent injury to persons or damage to school property.
- Provides support to traditionally marginalized groups and identifies resources available within the school, District, and community.
- Provides information to District administrators regarding causes and effects of campus and community tension.
- Participates in school site committees, Safe Passages Collaborative meetings, and collaborative problem solving to develop student action plans.
- Maintains confidentiality when dealing with students, families, staff, and community members.
- Maintains accurate records of students, parents, staff, and community resources.
- Collects and disseminates information regarding disorderly or disruptive conduct or other situations and alerts District administrators when an emergency exists.
- Assists school personnel with mediation and conflict resolution.
- Participate in school-wide group guidance programs that support mentoring and other strategies to improve students' nonacademic skills and engagement.
- May reference District dashboard data and respond accordingly as per the site administrators' direction.
- May meet with campus visitors to inform them of school site safety protocols.
- May assist a site administrator in counseling and/or mentoring individuals or groups of students.
- Performs related duties as assigned.

### DISTINGUISHING CHARACTERISTICS AMONG RELATED CLASSES

A School Climate Advocate & (Restricted) receives direction from site administrators and assists them by supporting a safe and positive school culture and climate while interacting with students, families, staff, and community members. Employees in the (Restricted) class are employed in accordance with Education Code Section 45105 or 45108.

A School Safety Officer is responsible for securing and patrolling a school or other District property in order to prevent or report violations of laws, rules, or safe practices.

A Campus Aide patrols school facilities in order to prevent violations of rules or safe practices. Employees in the classes designated as (Female) or (Male) are required to enter restrooms or locker rooms that are restricted to persons of the designated sex. Employees in the (Restricted) classes are employed in accordance with Education Code Section 45105 or 45108. Employees in the classes designated "(Spanish Language)" are required to speak Spanish as part of their duties, for which they receive a salary differential.

## SUPERVISION

General supervision is received from a site administrator and receives guidance from the Division of School Culture, Climate, and Safety. No supervision is exercised over District employees.

## CLASS QUALIFICATIONS

Knowledge of:

- Familiarity with the community served, including culture, values, and other important community issues
- Safety rules and procedures to be observed by students
- Standards of courtesy and behavior exceptions and code of conduct of students
- Adolescent development
- Vocabulary and usage of terms common to youth in the area served by the school
- Culturally sustaining and responsive pedagogy, active listening skills, trauma informed care, de-escalation and conflict resolution techniques
- District programs to support social and emotional learning

Ability to:

- Establish good relations with individual students and groups
- Communicate orally with District staff, parents, and students
- React quickly and appropriately in emergencies
- Work effectively with District personnel, students, parents, the public, and others to build positive school culture and climates

## ENTRANCE QUALIFICATIONS

Education:

Graduation from high school or evidence of equivalent educational proficiency supplemented with the completion of college courses in psychology, sociology, counseling or other related field.

Experience:

One year of related experience may substitute for the required education.

Special:

The ability to speak another language other than English may be required for some positions. A valid California driver license and the availability of private transportation or the ability to utilize an alternative method of transportation.

SPECIAL NOTE:

Employees who are hired are required to complete a District training program prior to assignment at a school site.

Employees in this classification may be required to attend community meetings held during evening hours.

Upon approval of the Board of Education, initial appointments of new employees to these positions will be for persons in low-income groups or from the community.

This class description is not a complete statement of essential functions, responsibilities, or requirements. Entrance requirements are representative of the minimum level of knowledge, skill, and/or abilities. To the extent permitted by law, management retains the discretion to add or change typical duties of a position at any time, as long as such addition or change is reasonably related to existing duties.

New Class  
04-01-21  
KG/RGK