

## **NU-237 – B02024**

Position: **Indigenous Graduation Support – Permanent**

Location: **Board Offices (with travel to CDSBEO Schools)**

Hours of work: **35 hours/week**

Salary: **\$54,396 - \$64,759**

Effective: **Immediately**

### **Note**

Please refer to the attached job description for further information.

### **Qualifications**

- Some post-secondary experience is required.
- At least three years of directly related experience working with Indigenous students.
- Holds deeply rooted ties to an Indigenous community or communities and to Indigenous culture(s).
- Knowledge of Indigenous traditional teachings, perspectives, values and history and an awareness of local Indigenous community resources and an ability to connect students and families to these resources.
- Experience working with youth in an advocacy, supportive or mentorship aspect preferred and ties to educational training and/or support is an asset.
- Ability to identify student-specific barriers to graduation, strategize how to help a student overcome these barriers and work with the principal and student success team at the school to create measurable student-specific activities to support successful graduation from high school.
- Excellent organizational, collaboration and communication skills.
- Have access to reliable transportation for travel within the jurisdiction.
- Ability to work flexible hours to serve the students in the community.
- Satisfactory Vulnerable Sector Check.

Send application and curriculum vitae no later than:

**Friday, February 2, 2024 by 4:00pm**

e-mail: [hr@cdsbeo.on.ca](mailto:hr@cdsbeo.on.ca)

**We thank all applicants in advance for their interest; however, only those candidates selected for an interview will be contacted.**

**The CDSBEO adheres to equitable hiring, employment and promotion practices and is committed to an inclusive workforce. We encourage applications from Indigenous peoples, racialized people, persons with disabilities, people from gender diverse communities and/or people with intersectional identities, as well as others who may contribute to the further diversification of ideas.**

**The Catholic District School Board acknowledges that our schools are located on the unceded, traditional Algonquin territory of the Anishinaabe people as well as the land of the Mohawk territory of the Haudenosaunee/Rotinonhsho'n:ni people. We respect both the land and the people of this land including all Indigenous people who have walked in this place.**

**Pursuant to the Accessibility for Ontarians with Disabilities Act, (AODA), if applicants require accommodations at any time throughout the application process, please reach prior to the posting closing date so that appropriate arrangements can be made.**

## **A. Job Identification:**

Title: **Indigenous Graduation Support**

Immediate Supervisor: **Superintendent of School Effectiveness**

## **B. Job Summary:**

Reporting to the Superintendent of School Effectiveness: Indigenous Education, and working alongside the Indigenous Education team, the incumbent of this role will address the graduation gap between self-identified Indigenous students and all students in CDSBEO by providing support, mentorship, and advocacy for Indigenous students within the School Board. The role serves to build positive relationships with Indigenous students by identifying barriers and solutions to student learning, achievement, engagement and well-being.

## **C. Duties and Responsibilities:**

- Collaborate with school board staff, including school administration, guidance counsellors and others in using data to identify and provide support to Indigenous students to increase engagement and achievement by considering factors such as academic records, behavior, attendance, and family status.
- Develop needs assessments and intervention strategies for students, including plans for transition support, graduation and career attainment.
- When needed, assemble a graduation team for select students, including teachers, family and other resources from both inside and outside of the school.
- Collaborate with administrators, teachers and parents/guardians to respond to all barriers that affect the engagement, well-being and learning of students.
- Conduct in-person and virtual meetings with students and their families to provide support when needed. Support can include, but not limited to community outreach, providing community referrals, connecting with outside organization and resources, providing technological and financial support as well as continuing to monitor student progress.
- Act as a mentor and advisor to students and play an essential role as an advocate for them with teachers, other school staff, parents/guardians and community members.
- Explore career possibilities with students and support their pursuit of career interests.
- Support students' academic progress through arranging tutoring, supporting course planning, facilitating peer mentoring and providing role modeling.
- Create additional opportunities for students to be engaged in cultural activities that may not be offered by the school or school board.
- Establish relationships with various service agencies serving the Indigenous community.
- Prepare reports and statistics on program progression and outcomes.
- Monitor student attendance and assignments to triage, intervene and facilitate the student's successful journey towards graduation.

## **D. Qualifications:**

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- Knowledge of Indigenous traditional teachings, perspectives, values and history and an awareness of local Indigenous community resources and an ability to connect students and families to these resources.
- Experience working with youth in an advocacy, supportive or mentorship aspect preferred and ties to educational training and/or support is an asset.
- Ability to identify student-specific barriers to graduation, strategize how to help a student overcome these barriers and work with the principal and student success team at the school to create measurable student-specific activities to support successful graduation from high school.
- Excellent organizational, collaboration and communication skills.
- Have access to reliable transportation for travel within the jurisdiction.
- Ability to work flexible hours to serve the students in the community.
- Satisfactory Vulnerable Sector Check.