

# EQUIPO ACADEMY

## EAST LAS VEGAS COLLEGE PREP

### Equipo Academy Dean of Students Job Description 2025-2026 Senior Leadership Position

Equipo Academy seeks a Dean of Students with high expectations and demonstrated success in the classroom for a college prep campus in East Las Vegas. This school leader will work directly with students and families and be part of a team of educators preparing every student to excel to and through college. As a leader at the community's first college prep charter school, the Dean of Students will make history creating a new proof point for what is possible in Southern Nevada.

#### **About Equipo Academy**

Equipo Academy is a 6th-12th grade college prep charter school that opened in August 2015 for students in East Las Vegas. The mission of the school is to empower all students to meet high expectations, excel to and through college, and become transformational leaders within their community. To achieve these goals, the Equipo Academy founders have built a team of loving families, inspirational educators, and hard-working students who share a deep commitment to the Equipo mission.

#### **Job Position**

The Equipo Academy Dean of Students is primarily responsible for **creating an engaged and joyful student culture where all students feel a sense of belonging and are able to authentically restore their mistakes**. The Dean of Students will report directly to the principal and engage in all senior leadership team meetings. In addition to leadership responsibilities, the Dean of Students may teach one to two course sections and one advisory group.

#### **Responsibilities**

The Equipo Academy Dean of Students will hold primary responsibility to:

- Champion restorative justice at Equipo, including creating and delivering sessions to explain restorative justice to students, families, and staff
- Create and maintain a consistent restorative justice system to ensure that all mistakes are restored in a timely manner and with fidelity
- Train all stakeholders in best practices within the Trust Based Relationship Intervention (TBRI) framework; *the candidate will be expected to participate in*

*summer training for TBRI to build their own knowledge and skills on these best practices.*

- Safeguard the use of TBRI across the building in all interactions with students, providing feedback and differentiated training as necessary
- Monitor student culture and coordinate regular events that shape and strengthen student culture including Orientation, student celebrations, honor codes, and non-negotiables
- Manage and train a team of teacher leaders to support behavior, i.e. Class Advisors, Behavior Coaches, etc.
- Establish and manage intensive behavior interventions (i.e. modified trackers and Success Plans) for a caseload of students referred by teachers, families, or peers
- Partner with the Principal and Assistant Principals to respond to student mistakes with family contact, learning projects, behavior trackers, etc.
- Partner with the Director of DEI to respond to breaches of our inclusion expectations such as hate speech and microaggressions
- Partner with the Dean of Faculty to provide regular staff-facing updates and trainings to finetune our restorative justice practices
- Serve on the Senior Leadership team as an advocate for students and student interests
- Build strong working relationships with all team members including students, families, and staff and actively collaborate in all team meetings and staff development sessions
- Support school-wide rules, expectations, and procedures in classrooms and across the campus
- Attend school events and trips including monthly family events, special student events, field lessons, concerts, games, and end of year and graduation events • make availability for students and parents outside of school hours by cell phone, responding to all calls or messages within 24 hours

## **Qualifications**

The Equipo Academy Dean of Students must:

- Possess an unshakeable belief that every single student can meet the most ambitious academic and behavioral goals and it is the responsibility of a school and its staff to ensure that they do
- Demonstrate exceptional communication skills, both speaking and writing, preferably bilingual
- Have experience collaborating with adults to achieve ambitious goals in the face of significant challenges
- Have 3-5 years relevant experience supporting student behavior

- Demonstrate high expectations for student behavior and strong classroom management using TBRI to guide behavior
- Show enthusiasm and resilience for challenging work in the face of current societal and political factors
- Personally model Equipo Academy core values of Respect & Humility, Integrity, Perseverance, Passion, Empowerment, and Team & Family
- Possess a bachelor's degree (preferably a masters degree) and full Nevada teaching license or administrator's license

### **Compensation and Benefits**

Our team believes that our teachers and leaders are the most important part of our school and we are committed to offering salaries and benefits that recognize how critical great educators are to our mission.

Equipo Academy will match and exceed any comparable local district compensation package for talented teachers or leaders with a demonstrated record of achievement, a “gritty” and relentless work ethic, and exceptional team and family relationships.

Packages include comprehensive health (medical, dental and vision) and retirement benefits. Equipo Academy is an equal opportunity employer to all employees and candidates without regard to race, color, religion, gender, sexual orientation, nationality, age, disability, marital, military status or any other discriminatory basis as defined by federal or state regulations.