



OFFICE OF HUMAN RESOURCES

Job Information	
Job Title: <i>Teacher, Manhood Development Course</i>	Last Revised/Approved: <i>March 2018</i>
Job Code: 5105-6200	Reports To: <i>BLMA Directors, Building Principal</i>
Office: <i>Office of the Superintendent</i>	Department: <i>BLMA/School-Based positions</i>

Compensation Information	
Pay Grade:	Pay Range:
FLSA Status: <i>Exempt</i>	Term of Employment: <i>FT</i>

Position Summary/Purpose:

The classroom is the most important place in the district. A Milwaukee Public Schools' (MPS) teacher provides an instructional program for students' which is appropriate to their educational needs and developmental level. The educational program is offered in an equitable, multi-cultural setting and teaches all children to think deeply, critically and creatively. The teacher supports the MPS strategic plan.

The Teacher plans and delivers the Manhood Development coursework and provides an educational atmosphere where African American and Latino male students have the opportunity to fulfill their potential for intellectual, emotional, physical, and psychological growth. Organizes and implements an instructional program that will result in students achieving academic success in accordance with the Black and Latino Male Achievement (BLMA) department's goals and Milwaukee Public Schools' District policies.

Supports the elimination of the District's practices that may have led to patterns of inequity in student discipline and assignment to Special Education for male students of color.

Essential Functions/ Core Competencies:

An essential function is a duty or responsibility that is fundamental to the job — a critical, or basic component of that job. An essential function cannot or should not be assigned elsewhere.

Note: An Essential Function must meet the following criteria:

- ✓ *Does the job exist to do this function?*
- ✓ *Would taking this function from the job fundamentally change the job?*
- ✓ *Would there be significant consequences if this function were not performed?*
- ✓ *Can other employees do this function if necessary?*
- ✓ *How much time per week is spent doing this function?*
- ✓ *Do people in similar positions elsewhere do this function?*

- Effectively facilitates each student's achievement within the Manhood Development course.
- Builds trust with students and fosters relationships and connections with students and families from which to connect academics to students' life experiences and cultural background and recognizes and interrupts student behaviors that may hinder success.
- Identifies, selects and modifies instructional resources to meet the needs of the students with varying backgrounds, learning styles and special needs from a culturally responsive lens.
- Maintains effective and efficient record keeping procedures.
- Collaborates with peers to enhance the instructional environment.
- Evaluates student progress on a continuous basis and provides feedback to students, parents and appropriate staff members. Maintains accurate and complete student records as required by state law and Board policies.
- Meets professional obligations through efficient work habits such as: meeting deadlines, honoring schedules and coordinating responsibilities.

- Continues mentoring of students in subsequent years to supplement school counseling services.
- Coordinates volunteer and mentorship opportunities for students in the course to allow them to see beyond the school environment and into the community in which they reside.
- Serves as a mentor and a case manager for Black and Latino males in the course.
- Attends regular professional development, including courses offered by the Black and Latino Male Department, and provides professional development to increase the district's understanding of all students.
- Uses appropriate classroom management strategies and relates well to the student population.
- Participates as a member of the school's teaching and learning community to provide answers and guidance to students, parents and the general community. Participates in parent/teacher conferences to support the educational needs of the students.
- Actively supports the MPS Strategic Plan.
- Completes other duties as assigned.

Job Requirements:

Education Requirements:

- Must have a bachelor's degree and an appropriate secondary teaching license granted by the Wisconsin Department of Public Instruction in English or Social Studies.
- Background in African American Studies, Latino American studies and/or Ethnic Studies (strongly preferred)

Experience Requirements:

- Three (3) years of experience in mentoring, advocacy, community service and/or social work with male teenagers relating to race or gender inequities within disenfranchised groups, or related fieldwork (strongly preferred).
- Experience in teaching strategies to recognize and understand institutionalized racism specifically as directed toward Black and Latino male youth (strongly preferred).
- Experience in modeling and teaching conflict resolution/restorative practices and productive communication strategies to Black and Latino male youth.

Knowledge, Skills and Abilities:

- Effective oral and written communication and presentation skills are required
- Demonstrated competence in culturally responsive teaching practices is required
- Skill at organizing resources and establishing priorities.
- Excellent teamwork skills are essential, as is a positive disposition
- The ability to develop effective working relationships with diverse individuals at all levels is required.
- The ability to facilitate high-quality professional development sessions
- Must have excellent planning and organizational skills.
- Demonstrated competence in managing and responding to situations of race-based conflict and aggression
- Demonstrated ability to establish relationships of trust and respect with Black and Latino male youth
- Experienced with proven, successful instructional practices that support Black and Latino male achievement
- Must have a working knowledge of computer applications and the ability to integrate technology into the classroom, to include MS Office software and the MPS Portal
- Knowledge of Infinite Campus is preferred
- Must be able to juggle numerous responsibilities in an organized fashion with varying deadlines.

Working Environment:

The work environment characteristics described here are representative of those an employee encounters while performing the essential functions of this job.

- Typical office or school environment
- Position may be required to work additional hours, outside of the normal business day as a regular part of the job.

Physical Demands:

The physical demands described here are representative of those that must be met by an employee to successfully perform the essential functions of this job with or without reasonable accommodation.

Equal Opportunity:

The Milwaukee Public Schools does not discriminate in its programs, activities, facilities, employment, or educational opportunities on the basis of a person's sex, race, age, religion, color, national origin, ancestry, creed, pregnancy, marital or parental status, sexual orientation, or disability. Reasonable accommodations requested by qualified individuals with disabilities will be made in accordance with the Americans with Disabilities Act (ADA) of 1990, as amended by the Americans with Disabilities Act Amendments Act (ADAAA) of 2008.

In accordance with Wisconsin Statutes, every applicant for a position with Milwaukee Public Schools will be subject to the open records law. Any applicant not wishing to have his/her identity released, must submit a written statement to that effect to the Department of Human Capital. The identities of all "final candidates" may be released. Milwaukee Public Schools reserves the right to interview the best qualified candidates.