



We are pleased to announce that we are seeking qualified applicants for the position of **CULTURE OF CARE COACH – 2 positions**

**POSITION(S): 2** Culture of Care Coach  
40 hrs/week, Mon-Fri, 8a-5p, 220 days per year

**LOCATION:** High Desert Regional Education Center, Redmond

**START DATE:** April 22, 2019 or as soon as possible

**SALARY RANGE:** As established by bargaining agreement, 2019-20 Licensed Salary Schedule (based on experience and education). Benefits include family insurance package, sick leave, paid holidays, generous tuition reimbursement program.

**QUALIFICATIONS: DEFINITION**  
The Culture of Care Coach will be one position on a regional team of three coaches to grow and systematize trauma-informed cultures across six Central Oregon school districts and multiple early learning systems. This position increases the capacity of education teams and leaders through the delivery of policy review and development, professional development, ongoing team and individual coaching, and the modeling of trauma-informed techniques and strategies.

**QUALIFICATIONS**

- A deep commitment to addressing disproportionality in student outcomes that exists across race, ethnicity, disability status, income, geography, and language;
- Ability to understand and implement complex school culture systems;
- Experience and/or interest in disrupting an existing culture in ways that excite those involved and entice people to adapt practices;
- Minimum bachelor’s degree from an accredited college or university, or equivalent education/experience; a master’s degree in psychology, counseling, education is preferred;
- Deep understanding of trauma-informed research, practices and policies as they relate to education systems;
- Strong organizational skills and the ability to handle multiple projects and responsibilities simultaneously;
- Effective interpersonal and communication skills and the ability to work effectively with a diverse group of people;
- Strong analytical and problem solving skills;
- Ability to critically examine and analyze data;
- An understanding of educational policy and practice;
- Ability to build relationships across a diverse group of stakeholders;
- Experience leading teams;
- Experience managing multiple relationships with stakeholders that represent a broad cross-section of the community through a strong ethic of customer service, professionalism, and integrity;
- Ability to take direction from a number of partners and sources and then work autonomously to get the work done;
- A creative self-starter that is comfortable with ambiguity and improvisation;
- Expertise with Microsoft Suite, including excel, word, power point, and outlook;
- Experience delivering trainings and professional learning opportunities to individuals and large groups

**APPLICATION PERIOD:** Open until filled

**CONTACT:** **DIRECT YOUR INQUIRES REGARDING THIS POSITION TO**  
David Burke, 541.693.5604, [david.burke@hdesd.org](mailto:david.burke@hdesd.org)

**A COMPLETE APPLICATION INCLUDES**

- Letter of interest stating how your background experience qualifies you to assume the responsibilities of this position
- Current résumé
- Completed application form (may be downloaded from HDES D website [www.hdesd.org](http://www.hdesd.org))
- Three (3) professional letters of recommendation

**DIRECT YOUR MATERIALS REGARDING THIS POSITION TO**

Kristen Johns, Human Resources Specialist  
High Desert ESD  
2804 SW Sixth Street  
Redmond Oregon 97756  
Fax 541.693.5601  
[kristen.johns@hdesd.org](mailto:kristen.johns@hdesd.org)

If you currently hold a regular position with HDES D, you may apply by submitting a cover letter, an up-to-date resume including your current position, and an up-to-date list of references.

High Desert ESD is an affirmative action equal opportunity employer and complies with federal and state statutes that prohibit discrimination on the basis of race, color, national origin, religion, sex, age, disability or marital status. If you have a disability and need an alternate format in order to complete the employment process, you may call Human Resources at (541) 693-5600. Please leave a message describing the alternate format needed. The ESD is committed to maintaining a drug-free workplace and strictly complies with drug testing policy. Employment with HDES D requires employee’s wages be paid via direct deposit to a bank account or paycard.

APPROVED:	3/6/19
DIRECTOR OF HUMAN RESOURCES	
Posting # L18-19/524	