



Job Description Dean of Culture

CASA Academy provides low income students with the early academic foundation and character skills necessary to graduate from college and succeed in life. At CASA we are not just a school, but a movement to raise the bar for education in Phoenix.

Unique benefits of working at CASA Academy:

- **Staff Culture:** CASA Academy is a fun and joyful learning environment. We have a supportive and collaborative team with a strong, positive staff culture. We enjoy potlucks and holiday parties as a team and provide surprise gifts and treats to our staff throughout the year! We care about our staff both professionally and personally.
- **Coaching:** We pride ourselves in our ability to provide our staff with excellent training and coaching. One-on-one coaching occurs on a weekly basis. We also offer three weeks of summer professional development and three days of all-day professional development for staff throughout the year.
- **Benefits:** We offer a comprehensive benefits package in which we cover 80% of the medical, dental and vision costs. We offer a 3% match for a voluntary 403(b) plan. Additionally, we offer additional insurance options such as short-term disability insurance and life insurance.

Overview: The Dean of Culture (DC) oversees student culture and discipline systems on CASA's campus. The DC is the driver of cultural excellence, working in close partnership with teachers to ensure a climate of high expectations, consistency, and mutual respect between staff and scholars. The DC supports teachers with behavior meetings, the creation of individualized behavior plans, and behavior plan implementation in classrooms. The DC works closely with scholars who demonstrate a need for additional behavioral support.

Reports To: Director of Students and Operations

Responsibilities:

- Create a climate of trust, mutual respect, and high expectations for scholars and staff
- Oversee the behavior referral process on CASA's campus
- Provide teachers with behavior coaching and support
- Partner with teachers, parents, and scholars to create individualized behavior plans as needed; support teachers and scholars with the implementation of individualized behavior plans
- Oversee scholars who do not get to attend cultural times on campus (High Five Friday, Fun Friday, etc.); Work with scholars to reframe behaviors and support them in making better choices in the future
- Research and develop behavior incentives and programs for upper grade levels at CASA
- Other duties as assigned

Qualifications:

- Minimum of a Bachelor's Degree
- Comprehensive and thorough understanding of effective classroom management and behavioral support strategies for scholars
- A minimum of three years of teaching experience in a low-income school with a strong classroom culture and demonstrated exemplary results
- Fluent in Spanish
- IVP Fingerprint Clearance Card

How to Apply: To apply for this position, please submit your resume to Liliana Villaseñor, Director of Students and Operations, via email at liliana.villsenor@casacademy.org.