STATESMEN COLLEGE PREPARATORY ACADEMY FOR BOYS PCS

Build Strong Boys

ParaProfessional

Instructional Aide/Dedicated Aide

Full-Time | Non-Exempt

Reports To	Start Date	Classification
Dean of Specialized Instruction	SY 2026–2027	$37,500 / year base

Why Statesmen Exists

With an ecosystem full of innovative options, Washington DC has become a laboratory for the newest iteration of education equity and reform. Still, 20 years in full swing with untold billions in full investment, the group needing the most out of that movement is now even further behind. The achievement gap for Black and Brown males continues to be largely unresponsive to many well-intended and well-designed innovations. At Statesmen College Preparatory Academy for Boys PCS, we believe that this can and must change. Statesmen is founded on the core belief that high levels of achievement for male scholars experiencing urban poverty is not just possible — it is what we are here for.

What Statesmen Does

The recipe engaged to accomplish this task may seem complex but has two primary ingredients — high expectations combined with warm, caring, and trusting relationships. Given a tight-knit crew and a worthy cause, our boys are unstoppable. The vision of Statesmen is that the young male scholars who attend the academy one day lead in communities that they redesign. Always working in pursuit of the values of Relationships, Rigor, Relevance, and Resilience, the mission is to create a boy-friendly, pedagogy-informed academic environment within which young male scholars are equipped with the academic skills, social competencies, and personal development necessary to navigate life challenges, attend and complete the college of their choice, and return to become the premier agents of social change within and for the communities they serve.

What Makes This Work

Passionate, committed, resilient, focused, self-aware, mature, mission-aligned adults who embody personal and professional efficacy are necessary to carry this work forward. Statesmen is not a place to work. More than that, it is a place to live out a mission, a calling, a design for impact, and a desire for legacy. Consider these internal drivers:

- **You Do People!** You believe that people are better when they are deeply known and unconditionally loved — and you bring that into every intervention session, every data conversation, every moment with a boy who has been failed before.
- **You Do Results!** You cannot be satisfied with a scholar getting "a little bit better." You know what grade-level literacy looks like and you will work until every boy in your caseload gets there.
- **You Do the Science!** You believe in structured literacy, the science of reading, and explicit instruction — and you know how to make it come alive for Black and Brown boys who have been failed by watered-down versions of all three.

- **You Do Not Quit!** You may not have all the answers, but you know and believe that all the answers are out there and you will not stop until these young men win.

If that sounds like you, welcome to Statesmen. Welcome home.

Who We Need Now

The leadership of the school must maintain a steadfast focus on cultivating and sustaining a College-Going Academic School Culture grounded in efficacy, high expectations, and student achievement. In support of this vision, the Para-Professional Educator (Instructional Aide or Dedicated Aide) plays a vital role in advancing the mission of Statesmen Academy for Boys by providing targeted academic, behavioral, and instructional support to scholars within the general education setting.

The Para-Educator is responsible for supporting both typical and exceptional learners through one-on-one assistance, small group instruction, and the implementation of behavioral interventions designed to promote student success. This role requires active collaboration with instructional and student support staff to ensure that scholars receive the individualized support necessary to thrive academically, socially, and behaviorally.

Additionally, the Para-Educator is responsible for the collection, documentation, and analysis of student data related to individualized instructional programming and positive behavior support plans. The position operates under the supervision and guidance of a certificated Lead Instructor, Student Support Specialist, and Special Education Coordinator, who will provide ongoing oversight, coaching, training, and direction to ensure effective implementation of student supports and instructional practices.

What You Will Do

The Para-Educator (Instructional Aide or Dedicated Aide) serves a critical role in supporting both a positive school culture and rigorous, student-centered academic instruction. This position is responsible for providing targeted academic, behavioral, and social-emotional support to students while collaborating closely with teachers, families, and support staff to ensure student success. The role is centered around three primary areas of responsibility: Relationship Building, Intervention Support, and Communication.

Relationship Building:

- Build and maintain strong, positive relationships with students to foster trust, engagement, and academic growth.
- Support the development of a safe, structured, and inclusive learning environment that promotes student achievement and positive behavior.
- Leverage relationship-based strategies to increase student participation and engagement in high-quality instruction, particularly among young male scholars.

Intervention Support:

- Assist with the implementation of individualized academic, behavioral, and social-emotional intervention strategies aligned to student needs.
- Support the delivery of services and accommodations outlined in student support plans, including IEPs, behavior intervention plans, and other targeted interventions.
- Monitor student progress and provide feedback to instructional and support staff regarding student performance and behavioral growth.

Communication:

- Collaborate with teachers, school leadership, and support staff to ensure continuity and effectiveness of student support services.
- Maintain ongoing communication with parents/guardians regarding student progress,

behavioral goals, and program updates.

- Assist in documenting student progress and communicating recommendations for programmatic or instructional adjustments as needed.

Who Must You Be

Required

- High school diploma or GED required.
- Ability to build positive and productive relationships with students, staff, and families.
- Strong communication and interpersonal skills.
- Ability to support students in both academic and behavioral settings.
- Demonstrated ability to maintain confidentiality and professionalism in a school environment.
- Ability to work collaboratively as part of a team while following instructional and behavioral guidance from supervisors.
- Basic organizational, documentation, and data collection skills.
- Ability to remain patient, flexible, and solution-oriented when supporting student needs.

Preferred

- Previous experience working with children or adolescents in a school, youth development, childcare, or behavioral support setting preferred.
- Experience supporting students with diverse learning, behavioral, or social-emotional needs preferred.
- Familiarity with classroom management strategies and positive behavior interventions preferred.
- Experience providing one-on-one or small group instructional support preferred.
- Bilingual candidates are encouraged to apply.
- Experience working in urban education settings or with culturally diverse student populations preferred.

What Will You Get

A home. A family. A place to carry out your personal mission. You will get challenged and you will grow. You will get to rest your head each night knowing that what you did today — mattered.

You will also get a competitive salary with generous benefits with opportunities for advancement. You will get some of the best professional development being offered, access to local, regional and national cohorts of contemporaries doing this work at high levels and opportunities to see and practice cutting edge strategies and techniques that are actually working for young male scholars regardless of their backgrounds.

What You Must Do Now

We are deeply committed to equity and diversity and will not discriminate based on race, ethnicity, religion, gender, sexual orientation, disability, age, or any other personal or professional status. If Statesmen College Preparatory Academy for Boys PCS sounds like your next home, please reach out to express your interest. We want to know that you are out there.