STATESMEN COLLEGE PREPARATORY ACADEMY FOR BOYS PCS

Build Strong Boys

SPEDucator

Student Support Specialist

Full-Time | Non-Exempt

Reports To	Start Date	Classification
Head of School	SY 2026–2027	$65,000 / 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 strong and unwavering focus on cultivating a college-going academic culture grounded in high expectations, student growth, and achievement. In support of this mission, the Student Support Specialist (SWD/ELL) plays a critical role in ensuring that all students—particularly young male scholars identified as Students with Disabilities (SWDs) and English Language Learners (ELLs)—have equitable access to rigorous instruction, meaningful support, and opportunities for success.

The Student Support Specialist works collaboratively with the Special Education Coordinator, Dean of Specialized Instruction, Lead Instructors, and Instructional Aides to implement evidence-based academic, behavioral, and social-emotional support strategies tailored to individual student needs. Through purposeful relationship-building, targeted interventions, accommodations, instructional support, and progress monitoring, the Student Support Specialist helps increase student engagement, remove barriers to learning, and promote positive outcomes within the classroom and broader school community.

This role also supports the implementation of individualized learning plans, intervention strategies, and collaborative problem-solving processes to ensure students receive the support necessary to thrive academically, socially, and behaviorally.

What You Will Do

The Student Support Specialist will lead three primary areas of work designed to foster a positive school culture while ensuring students receive equitable academic, behavioral, and social-emotional support.

- **Relationship Building:** Develop and maintain strong, supportive relationships with students, families, and staff to increase student engagement, improve outcomes, and promote access to high-quality instruction and interventions for students requiring additional support.
- **Student Support and Case Management:** Participate in SST and RTI processes, support the implementation of IEPs and intervention plans, and collaborate with instructional staff to provide accommodations, modifications, behavioral supports, and targeted interventions that promote student success academically, socially, and emotionally.
- **Collaboration and Communication:** Partner closely with Administrators, Teachers, Counselors, and Support Staff through co-planning and ongoing collaboration while maintaining consistent communication with families regarding student progress, interventions, goals, and support strategies.

Who Must You Be

Required

- Bachelor’s degree in Education, Special Education, Social Work, Psychology, Counseling, or a related field
- Experience working with school-aged students in an educational or youth development setting

- Knowledge of student interventions, behavior supports, and classroom support strategies
- Experience supporting Students with Disabilities (SWDs), English Language Learners (ELLs), and/or students requiring academic or behavioral intervention
- Ability to build strong relationships with students, families, and staff
- Strong communication, organization, and collaboration skills
- Ability to maintain confidentiality and handle sensitive student information professionally
- Commitment to equity, inclusion, and supporting student achievement
- Ability to work collaboratively within a fast-paced, team-oriented environment.

Preferred

- Prior experience in a charter school or urban school setting
- Experience participating in SST, RTI, MTSS, or IEP processes
- Background in behavior intervention, restorative practices, or social-emotional learning
- Experience co-teaching or collaborating closely with instructional staff
- Familiarity with trauma-informed practices and student engagement strategies
- Bilingual abilities or experience supporting multilingual learners
- Master's degree or advanced coursework in Education, Counseling, Social Work, or a related field
- CPI, de-escalation, or behavior management training 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.