



<https://www.edfundwest.org/jobs/wccusd-school-climate-coach>

## School Climate Coach (WCCUSD)

### Mission

The West Contra Costa Public Education Fund (Ed Fund) mobilizes resources for our students and aligns the efforts of our partners to ensure that all students succeed in college, career, and life. Therefore, our work is to connect public schools with tools, funds, and people power. Learn more about our work at [www.edfundwest.org](http://www.edfundwest.org).

The Ed Fund seeks to hire a climate coach to support the district's Full Service Community School and Positive School Climate Initiatives. This position will be employed through the Ed Fund, but will report directly to the Director of School Climate for WCCUSD.

### About the position

#### School Climate Coach:

Under the direction of the Director of School Climate, the Climate coach will support sites in the implementation of the *Positive Behavior Intervention Systems* framework, with an emphasis on the coaching and training in restorative and healing center practices. The coach will use data to support schools in sustaining positive school climate practices that are aligned to Community Schools expansion, as well as supporting schools in increasing students' positive behavior and decreasing discipline disproportionality.

### Primary Duties Include

#### District-wide support

- Ensure that the Positive Behavior Intervention Systems framework embeds healing centered, restorative, and trauma informed practices in all tiers of the framework, with an emphasis on disciplinary practices.
- Increase fidelity across schools in the use of the Positive Behavior Intervention Systems framework and the use of tiered practices and strategies to support student behavior.
- Collect and analyze data to assess the needs of the school community, and support school staff in implementing action plans.
- Ensure that community schools partnerships are aligned to the Positive Behavior Intervention Systems framework and that outcomes are consistently monitored using evidence based tools.
- Use data to determine needs at school sites and work with School Climate teams to disaggregate data by student group to inform action and equitable outcomes.
- Professional development for school sites on positive behavior strategies, positive school climate practices.
- Conduct walk-throughs at identified sites for continued coaching and professional development.
- Support school triage teams to oversee referral of students requiring support and ensure timely implementation of support
- Facilitate sustainability and expansion of positive behavior practices district-wide as WCCUSD expands to include more community schools.

### Hiring organization

EdFund West

### Employment Type

Full-time

### Job Location

1400 Marina Way South, 94804, Richmond, CA

### Base Salary

\$ 86,276.28 - \$ 102,570.01

### Date posted

February 24, 2026

- Commit to training for School-Wide Positive Behavioral Supports (SWPBS); and lead data collection and ongoing fidelity measures for implementation of positive school climate practices.
- Coordinate implementation of evidence-based interventions aligned to a multi-tiered intervention framework

### **Community schools site support**

- Collaborate with WCCUSD Community Schools Action Collaboratives, including site administrators, classified, and credentialed staff, to support Tier 1 practices (including Social Emotional Learning implementation and TIER 1 behavior responses) and identify students in need of behavior support services. The Climate coach will also assist to develop, implement, and monitor programs aimed to ameliorate problems that may be adversely affecting attendance, enrollment, achievement, and social behavior.
- Work directly with the Director of School Climate to conceptualize, develop, research, and implement programs/services that meet the social/emotional and behavioral needs of all students in WCCUSD's community schools.
- The Coach will work directly with school sites to conduct Positive Behavior Intervention Systems Tiered Fidelity Inventory walk-throughs on sites to ensure the implementation of school wide social/emotional learning, review data, including monitoring of student feedback on wellness screeners with WCCUSD Community Schools Action Collaboratives, and create an actionable plan that is reviewed regularly at school sites.
- Assist sites in accurate behavior data collection, including office referrals, suspension, student support, etc.
- Works with site-based Action Collaboratives to establish partnerships with community agencies and other providers to support the implementation of positive climate practices.

### **Capacity building**

- Provide and/or facilitate quality training at all three tiers of Positive Behavior Intervention System: universal, secondary and tertiary.
- Provide training and ongoing technical assistance support to district level social workers (and other providers) to ensure practices are aligned to climate framework.
- Train and provide ongoing technical and data analysis support to staff who use school-wide data collection systems (office data referral system, Positive Behavior Intervention Systems Tiered Fidelity Inventory, climate tools, etc).
- Collect and monitor school and district databases to track and analyze student behavioral data including office discipline referrals, suspensions, social/emotional screeners, team implementation, climate survey patterns, and data collection systems.
- Provide ongoing coaching and technical assistance to educators and Climate Teams.

### **Partnerships and alignment**

- Develop collaboration with multiple district departments and initiatives including Curriculum and Instruction, Office of African American Student Achievement (OAASA), and Family and Community Engagement
- Participate in regional, statewide and national school climate leadership conferences and meetings.
- Support the WCCUSD Family and Community Engagement Director and Director of Positive School Climate in ensuring alignment of WCCUSD

Community Schools efforts with other existing and future initiatives.

- Represent the WCCUSD Family and Community Engagement Director and Director of Positive School Climate as needed in key district and community meetings, forums, or events as needed.
- Other duties as assigned to support positive school climate

## **Knowledge, Skills and Abilities Needed**

### **Education**

Master's degree in Education related fields (Education, Counseling, School Psychology, etc.) Candidates with a Bachelors degree and relevant experience may also be considered.

### **Experience**

- 3 years of experience in leading positive behavior initiatives
- Counseling and behavior intervention experience desired
- School site experience
- Demonstrated public speaking experience.
- Demonstrated leadership of large teams in a complex system.

### **Licenses or Certificate**

Any of the following qualifications are desired:

- Enrolled in program/working towards a California Administrative Credential
- Single or Multiple Subject Credential
- PPS Credential
- LCSW, BCBA, LEP, MFT
- Possession of a valid California Driver's license and to be able to provide own transportation in conduct of work assignments; willingness to travel as needed.

## **KNOWLEDGE AND ABILITIES**

- Strong relationship- and team-building skills
- Knowledge of best practices in youth and adolescent development
- Ability to communicate clearly in written and oral forms
- Strong organizational skills
- Ability to be flexible and meet deadlines
- Multi-tasking capability
- Detail-oriented

Please note this job description is not designed to cover or contain a comprehensive listing of activities, duties or responsibilities that are required of the employee for this job. Duties, responsibilities and activities may change at any time with or without notice.

## **Salary and Benefits**

The salary range for this position is \$86,276.28 – \$102,570.01 plus a generous benefit package including:

- 100% medical and dental for individual AND family
- 5% employer contribution to 401K
- 15 accrued vacation days (20 after 3 years), plus 4 personal days/year.
- 2 weeks paid vacation during winter break
- 12 paid holidays

- Parental leave

To apply for this position, or for additional information on the opportunity, please send a copy of your resume with a cover letter to LaShante Smith, Director of School Climate, at [Lsmith2@wccusd.net](mailto:Lsmith2@wccusd.net), and Robert Bunce, Executive Director, at [robert@edfundwest.org](mailto:robert@edfundwest.org).