

Teacher (ESL)

In-Person Full-Time (40 hours per week) Position in Castro Valley, CA (non-Exempt)

Reports To: Director of Residential & Youth Services

Who We Are

Ruby's Place (RP) is an innovative nonprofit committed to ending domestic violence, human trafficking, and violent crime through hope, advocacy and connection. Our services include emergency shelter, transitional housing, rental subsidies, mental health services, and wrap around services. All our services are trauma-sensitive and client-centered and are provided at no cost to our clients. There are no barriers to participate in our programs.

Ruby's Place is led by survivors with a focus on reflection, innovation, and connection. We value diversity, and equity across all races, genders, sexualities, and abilities. We believe in fostering relationships, both in our direct service work and throughout our internal work culture. We aim to cultivate an inclusive workplace that appreciates and emphasizes the voices of those most impacted by violence including women, individuals with disabilities, people of color, and the LGBTQ+ community. We recognize these voices are vital to interrupting the cycle of violence and transforming lives towards safety, unity, and trust. We encourage those with lived experience with housing instability, trafficking, domestic violence, and interpersonal violence to join our team.

Who You Are

You have a strong commitment to preventing interpersonal violence as well as an understanding of, and sensitivity to, serving diverse populations. You have excellent interpersonal skills and strong techniques for relationship building. You believe people should determine their own path towards healing, and have an orientation towards survivor-centered services.

You either have lived or have professional experience with the immigrant, latinx community and are in touch with the challenges that newcomers face when immigrating. You are compassionate, understanding and hold passion to work with this specific community. You are a go-getter who enjoys fast paced environments. You enjoy working both collaboratively and independently. You are adept at time management and highly organized with a proven ability to ensure you can meet deadlines, plan, organize and execute. You are comfortable working as part of a team and are an accountable collaborator. You excel at organizing, prioritizing, and following through on multiple time-sensitive projects. You are flexible, creative, and take initiative in handling emergencies and have the ability to provide a safe space and environment for our clients.

What qualifications are required for this position?

You Are Also:

- Fluent in Spanish (speak and write) preferred
- 21 years of age or older.
- Someone who exhibits integrity and good moral character to provide appropriate care to UC;
- Someone with the relevant experience and/or qualifications to work with Unaccompanied Children (UC) and UC with special needs.
- Able to show proof of immunity to vaccine-preventable diseases transmitted by the respiratory route if working directly with UC, including Varicella, MMR, TDap or Tdap, Influenza, Fully vaccinated against COVID-19
- Someone who has not engaged in any form of child abuse or neglect, including domestic violence or has not been convicted of engaging or attempting to engage in sexual abuse facilitated by force or Is undergoing civil or administrative adjudication.
- Experienced working with the immigrant community.
- Experienced working with community organizations tailored to serve the immigrant population.
- A person with a Bachelor's degree in education or a relevant subject area. A teaching credential or certification issued by the state of California is typically required.
- A person with knowledge of California state standards and curriculum frameworks for the subject area(s) to be taught.
- A person with strong instructional and classroom management skills, with the ability to engage and motivate students.
- A person with effective communication and interpersonal skills to interact with students, case managers, and colleagues.
- A person with patience, adaptability, and a genuine passion for teaching and supporting students' academic and social-emotional development.
- A person with familiarity with educational technology tools and their integration into instruction.
- Understanding of diverse student populations and the ability to differentiate instruction to meet individual needs.
- Knowledgeable of LGBTQIA+ resources and support services.
- Experienced working with at-risk youth.
- Experienced working with human trafficking, domestic violence and or the homeless population and providing direct services to survivors is preferred.
- Understanding of the dynamics of trauma-informed care, as well as an understanding of, and sensitivity to, serving diverse populations and languages as it relates to family dynamics and other aspects of cultural practice.
- Knowledgeable of community resources, community-based organizations, social services,

housing agencies, and employment agencies.

- In possession of The State mandated 40-hour Domestic Violence and Human Trafficking counselor certification.
- Able to lift 50 lbs.
- In possession of a valid CA driver's license, proof of insurance, and be approved by Ruby's Place insurance as a driver in order to drive agency vehicles.
- Able to complete a background check, fingerprinting (Live Scan), and completion of all Community Care Licensing requirement documents. Able to meet all licensing requirements of Community Care Licensing.

What You Will Do

The function of the Teacher is to develop and implement lesson plans that align with California state standards and curriculum frameworks while providing necessary support to the overall operation of Ruby's Place youth services for Youth Village, specifically with unaccompanied minors who are newcomers and are awaiting permanent placement. The minors referred to Youth Village for temporary shelter are survivors of violence between the ages of 13-17. The Teacher will report to the Director of Residential and Youth Services.

Responsibilities include

1. Develop and implement lesson plans that align with California state standards and curriculum frameworks.
2. Instruct students in a specific subject area (e.g., English, math, science, history) using a variety of teaching methods and materials.
3. Create a positive and inclusive learning environment that promotes student engagement and academic growth.
4. Assess student progress through a range of formative and summative assessments, and provide timely feedback to students and parents/guardians.
5. Differentiate instruction to meet the diverse learning needs of students, including those with disabilities or limited English proficiency.
6. Collaborate with colleagues and participate in professional development activities to enhance teaching practices and stay updated with educational trends and research.
7. Maintain accurate records of student attendance, grades, and other relevant data.
8. Communicate regularly with service providers to discuss student progress, behavior, and any concerns or challenges.
9. Establish and enforce classroom rules and expectations to promote a safe and respectful learning environment.
10. Stay informed about and comply with all applicable laws, regulations, and policies related to education, including child protection and privacy laws.

11. Fill out a functional timesheet by assigned due dates in compliance with the time allocations.
12. Actively participate in reflective supervision
13. Create and maintain documentation of processes and procedures in relation to duties of the job
14. Other duties as assigned by your supervisor

Working Conditions

This is an in-person position. You must be able to stand for various periods of time and perform physical activities, including lifting up to 50 pounds. You will be subject to frequent interruptions and must be able to multitask..

Applying

The pay scale for the Teacher position is \$36 per hour. The benefits that come with working at Ruby's Place at full-time hours include medical, dental, and vision plans, a life insurance policy, significant vacation, sick time, sabbatical, and immediate vesting in our 403(b) with a generous match. This is a full-time, hourly position. This is an in person position, 40 hours a week. Applicants must be located in the greater Bay Area.

If all this sounds like a good fit for you, please submit your resume and, instead of a traditional cover letter, respond to the following prompts:

- Why do you want to work for Ruby's Place and why are you a good fit for this role? (200 words max)
- Using the qualifications listed above (under Who You Are section), please list the top 5 qualification(s) that you feel you currently excel in and 2 qualifications you feel you will need to work toward proficiency. Please provide a brief explanation for each (a few sentences).
- What drives you to want to work with this specific population?
- How do you envision this position aligning with your experience (professional or lived) and your goals in the field?

At Ruby's Place, we are committed to workplace diversity and providing equal employment opportunities. Please also note that we are going to be especially excited about candidates who understand the unique nature of a mission-driven organization and have lived experience or direct experience working with survivors of domestic violence, human trafficking, or violent crime.

Send Resume and Answers to Julie@rubysplace.org