

## Job Announcement

### Overview of Organization

Greater Than (formerly “I Have a Dream” Oregon) is seeking applicants for the **temporary position of Student Academic Tutor Mentors – Middle Schools**. This is a great opportunity to join a mission-driven team unified around educational equity, racial justice, and a drive to make systemic change for historically underserved students and families.

The mission of Greater Than (GT) is to support and empower students from poverty-impacted communities to thrive in school, college, and career. Working alongside parents, community partners and local school districts, Greater Than seeks to transform public education outcomes in Oregon for historically underserved students. We view every aspect of our work through the lens of racial equity, which guides our decision-making, relationships, policies, and practices. Our work is built on three pillars: education, community, and equity. Our programs aim to advance a racially just future for learning because equitable **education** is a right. We are intent on moving from a system of holding power *over* community to holding power *with* **community**. We are committed to racial **equity** and the restructuring of systems that create inequities for marginalized individuals.

Greater Than strives to create equitable pay for all. Temporary Educational Mentor Tutors pay range from \$15-\$30 hourly based on responsibilities and experience. General hours per week can range from 2-8 based on 4 program terms throughout the year ranging from 4-6 weeks in length.

Greater Than serves approximately 1,200 students in schools in two distinct communities: Rockwood in East Multnomah County and, as of 2020, Hillsboro—City Center. While the communities are more than 30 miles apart, they share many strengths and are both high opportunity communities. These neighborhoods have been impacted by systemic racism, holding families back from reaching their fullest potential.

The scope of the Greater Than Initiative includes programmatic supports for early learning, K-12 academics, post-secondary success, and entry into career. We continuously work to expand our partnerships and relationships to provide robust support services across all points of the education continuum. We are flexible problem solvers committed to providing equitable education for GT students

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Learn More at  
[www.greater-than.org](http://www.greater-than.org)

503.287.7203  
[info@greater-than.org](mailto:info@greater-than.org)

in Reynolds and Hillsboro School District. This requires our approach be a combination of direct service and deep collaboration. For more information, please visit [www.greater-than.org](http://www.greater-than.org).

### **Equity Statement**

We believe that cultural, institutional, and individual racism creates disparities and barriers that are neither fair nor equitable.

We are committed to advancing racial equity as a foundational element of all aspects of our work and with all of our stakeholders. In addition to racism, we recognize that ALL other forms of bias must also be addressed in order to create a more just and equitable society.

We remain steadfast in our commitment to comprehensive community partnerships to help close the racialized opportunity gap in our schools and colleges. We strive to create a truly equitable organization: *one where students, families, and communities are welcomed and supported, where their faces, voices, and experiences are reflected and valued.*

We listen and respond with great care and intentionality to the students and families with whom we partner. We consistently analyze our organizational commitment to equity and inclusion as expressed through our policies and practices, our workforce and board composition, and engagement of students and families as central guiders of our work. We are committed to collaborating with other organizations towards advancing equity for all.

### **Position Responsibilities**

The Middle School Academic Mentor Tutors will directly work with youth in 6-8<sup>th</sup> grade in the Reynolds School District. Academic mentors will directly support middle school students in our after school math programs 1-2 x per week, as well as our academic literacy support programs. Tutors will receive training on curriculum that they are delivering and supporting students with during these group academic support programs, administered by greater than staff and teachers.

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### **Academic Intervention**

- Provide direct service mentoring, and academic intervention to GT students at Middle Schools in connection with greater than.
- Monitor student academic progress to strengthen service delivery:
  - Assess student learning and adjust delivery of curriculum when assisting in classrooms as well as gain insight into how to best support and advocate for students.

### **Family Engagement and Leadership**

- Work collaboratively with greater than programs to develop positive student and family relationships.
- Work collaboratively with MS Student Success Specialist to participate in field trips and or math and literacy family nights.

### **Education and Experience Required**

- Undergraduate degree; preferred degree in education, school counseling, or related field or 1-2 years of experience working with culturally diverse youth, 1<sup>st</sup> generation college students, and supporting students academically in math or literacy at Title I schools
- Mentoring experience with resilient youth and historically underserved youth;
- Fingerprinting background check required with Reynolds School District..

### Preferred Qualifications

- **Commitment to Equity:** Background shows evidence that individual is/has been working towards creating a more inclusive environment for all individuals, continuous learner, consciousness raising, multiple perspectives represented
- **Multicultural Experience:** Identifies as someone with a multicultural and/or bilingual life experience. Is able to adapt their own attitudes, behaviors, and values to the mainstream culture and combine/blend aspects of multiple cultures.
- **Working with resilient youth and historically underserved student groups:** Understanding the challenges and barriers that our students face with navigating a system that historically was not created to serve them
- **Relationship Oriented:** Is able to communicate effectively to develop, grow, and sustain relationships rooted in trust.
- **Respectful:** Is able to serve as a positive role model by modeling patience and reflective listening. Listening to understand
- **Responsible:** Is able to own tasks when it comes to caseload, is able to create appropriate boundaries in order to hold students accountable to high standards.
- **Collaborator:** Is able to promote a spirit of teamwork, is respectful, builds trust with teammates, advocates, and supports effective teamwork.

### To Apply

Please send a cover letter and resume to Joy Leising at: [joyl@greaterthan.org](mailto:joyl@greaterthan.org). Applications will be reviewed and accepted through November 1, 2024.

*An Equal Opportunity Employer*