Current Position Openings
.6 FTE Professional Development Facilitator

Sound Discipline has openings for a part time facilitator based in Spokane, WA (average 24 hours/week). The position will close when filled.

Organization Background:
We’re Changing Futures: One Student, One Teacher, One School at a Time.
Sound Discipline is an 501(c)3 non-profit organization that provides professional development to educators focused on strengthening respectful relationships. We help adults shift their thinking in how they relate to students and we give educators specific, practical non-punitive tools that enhance responsible, respectful connections. School discipline data shows that our work has tremendous impact. You are invited to learn more about Sound Discipline at www.sounddiscipline.org. Check out our team at http://www.sounddiscipline.org/our-team/

Primary Responsibilities:
• Facilitating and delivering Sound Discipline’s research-based, experiential and culturally responsive workshops and talks in schools in the Spokane area. Facilitators work primarily from home, driving to provide service in schools.
• Coaching and facilitating school discipline data teams using the Team Initiated Problem Solving (TIPS) process and trauma informed practices.
• Speaking, writing and presenting information effectively and persuasively across numerous communication settings.
• Working collaboratively with school personnel using a strengths-based, trauma-informed approach to understand and address their concerns about students who are currently struggling in school.
• Providing professional development coaching to individuals and small educator teams as needed.
• Active involvement in creating an environment within assigned schools that supports educators in building powerful learning communities.
• Assisting team members with ongoing continuous quality improvement to enhance programs and workshops.
• Participating in all required training classes and implementing learnings as requested by Sound Discipline.

Required Qualifications:
• Available 24-40 hours per week, especially at times when schools do professional development.
• Experience in working with teams and individuals with diverse cultural, ethnic and racial backgrounds and values.
• Direct experience in facilitating and/or training in both small and large groups of adults.
• Considerable experience and competency in developmental coaching of adults to grow and learn.
• Ability to hold a learning space in which people feel safe, respected, heard and accepted.
• Competency in managing and organizing multiple tasks and competing priorities independently as well as with other team members.
• Own or have access to a vehicle and have ability to travel to multiple locations around the Spokane area on as needed basis.
• Has passion for Sound Discipline's mission and goals.
• Experience working with diverse groups of adults.
• Pass Washington State criminal background check.
• Reside in Spokane or vicinity.

Strongly preferred:
• Two or more years’ experience as a classroom educator.
• Knowledge of Positive Discipline and/or trauma informed practices.
• Bachelor's degree or certificate of training in organizational development, education, psychology, counseling, training, or similar, complementary areas of study.
• Previously attended Positive Discipline or Sound Discipline trainings.

General Performance Factors:
• Works cooperatively with team members and management.
• Maintains consistent and regular attendance of assigned work schedule.
• Organizes resources to complete his/her projects efficiently and on time.
• Is a continuous learner.
• Asks for, receives, and acts on performance feedback.
• Self-awareness of personal identity (ethnic, racial, socio-economic).
• Uses appropriate discretion and judgment in dealing with people of diverse backgrounds.
• Ability to hold space for conflict and tension in the room while presenting.
• Readily and easily switches gears in response to unexpected events and circumstances.
• Successfully navigates resistant groups and audience participants while maintaining relationships.

Compensation. $30-34/hour + $500/month for medical benefits and option to join retirement plan.

To Apply:
Submit resume with cover letter, answers to Questions 1-3 below and 3 professional references with contact info to stacy@sounddiscipline.org.

Application Questions: Limit responses to 200 words per question.
• What do you think is most exciting about the possibility of being one of Sound Discipline’s professional development facilitators?
• What do you think is the core factor that lends meaning and distinctiveness to you and your work? What is it that, if it did not exist, would make what you do and who you are, totally different than it currently is?
• Describe the best team you’ve worked on. What was your unique contribution to the team that helped make it a terrific group experience for everyone involved?

Sound Discipline provides equal employment opportunities (EEO) to all employees and applicants for employment without regard to race, color, religion, sex, national origin, age, disability or genetics.