



COLORADO YOUTH FOR A CHANGE

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POSITION DESCRIPTION

POSITION TITLE	K-3 Elementary Literacy Tutor
REPORTS TO	Program Manager, Coaching Specialists
SERVICE LOCATIONS	Positions available across Colorado

ORGANIZATION OVERVIEW

Colorado Youth for a Change (CYC) is an educational nonprofit organization with a statewide scope. CYC's mission is to solve Colorado's dropout crisis. CYC provides a continuum of services from Pre-K through high school to help students find success through tutoring, case management, and outreach to help in-school youth remain in school or out-of-school youth return to school. Reading Corps is the first step along that continuum to support students.

PROGRAM OVERVIEW

Colorado Reading Corps is an AmeriCorps program with the mission of ensuring that all students in Colorado are reading proficiently by the end of third grade. Colorado Reading Corps is replicated from the successful Minnesota Reading Corps.

Nationally, more than 1,900 Reading Corps tutors are serving in 12 states and Washington D.C., helping more than 40,000 students each year become successful readers. The Reading Corps program combines the power of national service with literacy science to deliver proven approaches that help struggling learners transform into confident students – something that translates into all areas of their lives.

Because Reading Corps tutors are in schools full-time, they are providing consistent, daily tutoring, which is why this model has a greater impact on student success. Tutors commit to a term of service and receive rigorous training plus ongoing expert literacy coaching throughout the year. With the use of rich data assessments, they ensure their efforts produce the desired results – helping children achieve grade-level reading proficiency.

POSITION SUMMARY

The K-3 Elementary Literacy Tutor is placed at an elementary school to provide supplemental practice to children in kindergarten through third grade to develop their reading skills. The tutor will use scripted, evidence-based literacy interventions as guided by coaches and will conduct weekly 1-minute assessments to ensure each student is on track to read at grade level. This is an AmeriCorps service member position with the AmeriCorps program, Colorado Reading Corps.

ESSENTIAL FUNCTIONS

Early Literacy Intervention and Assessment

- Conduct one-on-one tutoring sessions with students using scripted, evidence-based literacy interventions provided by Reading Corps; achieve a high degree of fidelity to the scripted interventions.
- Assist students in improving their reading skills and abilities to reach grade level expectations.
- Provide opportunities for family literacy involvement for Reading Corps students, including implementing the Reading Corps family engagement literacy intervention - Read at Home! (RAH!).



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- Develop and maintain a weekly tutoring schedule for students which maximizes the number of students served (approximately 15-18 sessions daily) and maximizes the weekly dosage of 20-minute reading sessions for each student.
- Identify students who qualify for Reading Corps tutoring services based on a Reading Corps designed assessment with direction from Coaches.
- Assess, with a high level of accuracy, students' continual progress using tri-annual benchmark assessments and ongoing progress monitoring assessments.
- Provide complete, accurate, and timely documentation of students' weekly progress scores and interventions using an online database; maintain confidentiality of all student data.
- Regularly review student data with Coaches to gauge the effectiveness of the literacy intervention being used and determine if a change in strategy is necessary.
- Participate in coaching sessions (includes observation of tutor); act on constructive feedback from coaching sessions.

Communication

- Communicate and interact with students in an age and developmentally appropriate way.
- Build professional relationships and communicate regularly with classroom teachers and Coaches regarding student schedules, interventions, student progress, etc.
- Communicate effectively with Reading Corps staff and school site personnel.

Attendance

- Regular, timely attendance during school hours Monday-Friday
- Commit to service for the full service term, serving the total commitment of hours (1,200 for tutors starting in the fall, reduced terms with proportionate benefits may be offered to tutors starting later in the school year) within the term.
- Attend all required Reading Corps-sponsored training sessions, meetings, and coaching sessions, including peer professional development/cluster meetings, and member meet-ups; travel as necessary.

SECONDARY FUNCTIONS

- Attend site-sponsored activities (e.g., family night) and participate in site-sponsored meetings or other activities to boost educational outcomes for students.
- Collaborate with other program participants to complete group service projects.
- Complete and maintain hours plan to ensure completion of service hours in collaboration with Coaches and Program Staff.
- Complete additional tasks as part of an action or professional development plan as assigned by Coaches, or Program Staff.
- Complete Service Reflections, success highlights, and other outreach activities.
- Support Community Needs through COVID-19 Response in the following ways:



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- support students/families/communities with accessing technology needs while schools are closed
- support students/families/communities with accessing food while schools are closed
- support students/families/communities with accessing hygiene and basic needs resources while schools are closed
- serve at community organizations, food banks, and faith based institutions that are responding to community needs

SERVICE CONDITIONS

- The service is performed primarily in a school setting, however, there are a few service days that may be performed under other conditions, such as outside in a park, at a donations sorting center, or in a conference center for training and professional development.
- Bi-monthly trainings will be conducted online using the Zoom platform

TRAINING REQUIREMENTS

- AmeriCorps Orientation
- Reading Corps Institute
- Mandated Reporter Training
- Additional training and coaching provided on a monthly basis throughout program year

BENEFITS

- Living allowance of \$1,215 pretax distributed semi-monthly
- Eli Segal Education Award of up to \$4,546.50 for the 1200 hour term (for tutors starting Aug), \$3,247.50 for the 900 hour term (starts later in the fall), and \$2,474.27 for the 675 hour term (starts January)
- Health Insurance through Corps Network – Cigna
- Transit assistance for service related travel outside of normal commute (in the form of mileage reimbursement or public transit assistance)
- Federal Loan Forbearance
- Ongoing professional development

MINIMUM QUALIFICATIONS

- Must be 17 years or older by start date (17 year olds must have guardian permission)
- Must have at least a high school diploma or recognized equivalent by start date.
- Must be either a citizen, national, or lawful permanent resident alien of the United States.
- Must pass mandatory pre-service background check.
- Must not have served 4 or more prior terms of service with AmeriCorps.
- Speak, read, and write English fluently.
- Interest in education, specifically helping young children develop early language and literacy skills.



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- Dedication to community service.
- Basic computer skills, including the ability to navigate online systems and email.
- Energetic, results-oriented, student-focused style.
- Strong planning and time-management skills.
- Strong capacity to be flexible and adaptable to varied circumstances, paired with a conscientious commitment to adhere to the Reading Corps tutoring model with fidelity.
- Consistent follow-through.
- Ability to accept and incorporate constructive feedback from coaches and program staff.
- Ability to work with diverse identities.
- Ability to adapt to a sometimes challenging and high-pressure environment.
- Strong personal standards of excellence, ethics, and integrity.

For additional information on the benefits provided and commitment required, please visit <http://youthforachange.org/services/colorado-reading-corps/> or contact CYC's Manager of Recruitment Cassie Dubov at CassieD@youthforachange.org.

CYC and Colorado Reading Corps is committed to inclusion and prohibits unlawful discrimination on the basis of genetic information, sex, sexual orientation, gender identity, gender expression, race, color, national origin, age 40 and over, religion, disability, or any other applicable status protected by federal, state or local law.

CYC and Colorado Reading Corps will make reasonable accommodation for otherwise qualified individuals with known disabilities or whose service requirements interfere with a religious belief unless doing so would result in an undue hardship or a direct threat to CYC/Reading Corps. Please contact Human Resources at 303.292.2779 to request accommodation or for questions/concerns regarding this policy.