

Contract Instructor Job Description

The Conflict Center is a leader in violence prevention in our community through education, skill building, and dialogue. We provide workshops and classes to youth, adults, and organizations that allow room for people to explore the roles that conflict and anger play in their daily lives and relationships. Contract instructors play a critical role in creating an environment for our participants that is conducive to learning and growth.

Qualifications/Standards of Training:

We provide a training process that allows the contract instructor to become familiar with The Conflict Center's philosophy and approach to conflict management. In addition to the concepts taught in the training, qualifications for contract instructors include:

- Comfort with basic facilitation techniques
- Ability to reframe and turn problems into possibilities
- Adaptability and flexibility
- Demonstration of effective communication skills through active listening and assertive communication
- A working knowledge of the conflict and anger management approaches, as well as your own approach to anger/conflict
- Ability to foster a learning space for diverse clientele
- Commitment to inclusion and equity in all aspects of their instruction/facilitation practice
- Experience working with a wide variety of clients
- Understanding of implicit bias, cultural responsiveness, and incorporating lived experiences into the content

Payments for Instructors and Trainees

	2 hours	Half day	Full day	Series
Instructor rate	\$200	\$350	\$475	\$900
Trainee rate	\$100	\$150	\$200	\$300

Instructors in training do not receive payment for going through the Train the Trainer, however they will receive a \$100 bonus upon completion of their first training.

Types of Instructors

Adult Skill Building Instructor:

As part of the skill-building program, we offer two main programs. We are seeking instructors to facilitate the following:

- Addressing Conflict and Anger Effectively is a series of 12 hours of curriculum that can be spread out over six weekday evenings or taught over two weekends. These classes provide tools for managing emotions and controlling anger, effectively communicating feelings and needs, and improving relationships with friends and family. Participants can be referred through a court requirement, workplace or self-referral which creates an interesting and diverse class dynamic. These classes are often in the evenings and on Saturdays.
- Workshops for organizations that can range in length from 2 hours to a full day, and can be virtual or in person. Organizations in the past have been

libraries, nonprofits, small businesses, etc. We are looking for day time availability as organizations typically hold workshops during working hours.

Youth Program Instructors:

Program 1 - Social Norming:

Social Norming is an in-school program that works with high-school students to facilitate meaningful conversations about healthy relationships. After learning about healthy/unhealthy relationship behaviors, boundaries, consent, digital dating abuse, bystander intervention, and other related topics, youth create a messaging campaign to educate their peers about these topics and create a culture of healthy relationships in their school.

This program takes place during the school day at varying times depending on the needs of our school partners. The Social Norming program involves 8 hours of instruction either delivered in 12 45-minute sessions or 6 90-minute sessions. All instructional materials will be provided, and facilitators are expected to arrive at least 15 minutes ahead of time to set up for each session.

Full Social Norming Curriculum (8 hours)	
Instructor Rate	\$800
Trainee Rate	\$400

Program 2 - Rethinking Conflict:

Rethinking Conflict is a social-emotional learning curriculum designed to provide youth with the tools needed to transform conflict in their lives to become a positive force of growth and building strong relationships. The Rethinking Conflict curriculum involves 12 hours of instruction and covers the topics of connections, communication, choices, conflict, anger, respect, negotiation, and

affirmation. Each topic involves 90 minutes of instruction. Programming is delivered in one of three ways:

- **In-school programming:** Rethinking Conflict is delivered to groups of middle or high-school students in their schools during the school day. Schools are able to tailor the curriculum to their needs and may select from the above topics to do so. Timing of program delivery is dependent on the bell schedules of our partner schools.

- **Partnerships with other community organizations:** Rethinking Conflict is delivered to youth at various partner organizations in the Denver metro area. Organizations may tailor the curriculum to their needs by mixing and matching different topics while also tying in leadership development components. Rethinking Conflict programming with community partners is generally delivered in evenings and on weekends, but may occur during the work day over the summer.

- **Programming at The Conflict Center:** The full Rethinking Conflict curriculum is delivered to youth and parents at The Conflict Center’s offices at 4140 Tejon St. The program is delivered in 4 3-hour sessions from 1-4pm on Saturdays and Sundays for 2 consecutive weekends. Parents and youth are both present on Saturday sessions, and only youth are present on Sunday sessions. Additionally, all sessions will be co-facilitated with one of The Conflict Center’s youth leaders, who have all taken the course and been trained in facilitation techniques.

	Full Rethinking Conflict Curriculum (12 hours)	Rethinking Conflict per 90-minute topic (up to 7 topics)
Instructor Rate	\$900	\$100
Trainee Rate	\$450	\$50

Restorative Practices Instructor:

We provide workshops in which participants reflect on responses to conflict when it occurs, then teach skills that support shifting from punitive responses to restorative responses to conflict that incorporate accountability, compassion, and harm repair. Our courses are usually held during the school day, Monday through Friday. Each time commitment ranges from 1 hour to 8 hours for day-of facilitation and 1 hour of preparation.

Restorative Parenting Instructor:

Facilitators for Restorative Parenting will take many of the same principals that are taught in our conflict management classes and apply them through the lens of building and maintaining a healthy/respectful family unit. Classes will be taught to parents and guardians with children of all ages, and may be taught in a one day format or a recurring series format. The goal for this class is for parents/guardians to learn more about their own parenting style, encourage open and honest communication with children and youths, options available to them and ways to set healthy boundaries with age appropriate consequences, and to incorporate restorative choices, and to set healthy boundaries with age appropriate consequences. We partner with schools and with other organizations to give this class both at TCC and at offsite community based locations.