



CIRCLE OF LIFE ACADEMY

35223 Mission Road
PO Box 447
White Earth, MN 56591
P:(218) 983-4180 F:(218) 983-3767



"Our Circle of Life Academy is immersed in Anishinaabe Mino-Bimaadiziwin for our children and community while providing the highest quality of education"

Job Announcement

Position: Dean of Students

Open: 06-08-2026

Location: W.E. Circle of Life Academy

Close: Until Filled

Pay: Teacher Pay Scale

Benefits: Full

Status: Full Time

Circle of Life Academy is currently seeking a qualified applicant that will serve as a culturally responsive leader who fosters a safe, supportive, and academically rigorous environment rooted in Anishinaabe values and Circle of Life Academy's mission. This position oversees student behavior systems, restorative practices, attendance, and family engagement while ensuring alignment with culturally responsive practices and tribal education sovereignty.

Outcomes:

- Ensure 100% of behavior referrals are documented, tracked, and resolved in a timely manner within NASIS with fidelity to Tier 1, 2, and 3 interventions
- Provide monthly data reports to the K-12 Principal and School Board
- Comply with reporting standards as a mandated reporter
- Implement and maintain a school-wide positive behavior management system
- Coordinate and communicate with parents/guardians to ensure student success
- Work as a liaison between the school and families to assist students and families with needs
- Reduce exclusionary discipline (suspensions/expulsions) by 25% annually through consistent implementation of restorative justice practices
- Decrease office discipline referrals by 20% through proactive Tier 1 classroom support and teacher coaching on culturally responsive classroom management
- Develop and maintain community partnerships with tribal agencies, Indian Health Services, and local organizations to provide student supports
- Coordinate with tribal child welfare and juvenile justice systems to ensure seamless re-entry plans for students returning from out-of-school placements
- Establish formal agreements (MOUs) with at least 3 tribal or community organizations to provide on-site mental health, substance abuse prevention, cultural mentoring services, or other appropriate supportive services
- Develop a culturally grounded anti-bullying initiative incorporating Anishinaabe teachings on respect (Minaadendamowin) and humility (Dabaadendiziwin), with measurable reduction in bullying incidents
- Conduct bi-annual school climate surveys with 85% or higher student and staff participation, using results to drive continuous improvement in safety and belonging

Knowledge, Skills & Abilities:

- Knowledge of and ability to follow and apply the policies and procedures of the White Earth Reservation Business Committee and Circle of Life Academy
- Knowledge of the White Earth Reservation history, culture, and lifestyles.
- Knowledge of Minnesota Academic Standards and MTSS/PBIS frameworks
- Knowledge of MTSS/PBIS frameworks, restorative justice philosophy, and trauma-informed care
- Knowledge of Title I, Part A compliance requirements for parent and family engagement
- Knowledge MN Statute 121A (Pupil Fair Dismissal Act) and related student discipline law
- Knowledge of culturally responsive and culturally sustaining pedagogical frameworks
- Knowledge of adolescent development, ACEs research, and social-emotional learning
- Skilled in conflict resolution, de-escalation, and restorative conferencing
- Skilled in data analysis for attendance, behavior, and intervention tracking
- Skilled in written and oral communication across diverse audiences
- Skilled in strategic planning and program development aligned to school improvement goals
- Skilled in building and sustaining partnerships with families, tribal agencies, and community organizations



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- Ability to build trusting relationships with students, families, and staff across cultural backgrounds
- Ability to lead with cultural humility and model the Seven Grandfather Teachings daily
- Ability to manage multiple priorities in a fast-paced K-12 environment
- Ability to adapt communication styles for families in remote communities
- Ability to maintain confidentiality and exercise sound professional judgment
- Ability to work collaboratively within a mission-driven, goal-aligned school culture

Qualifications include:

- Valid Minnesota Teacher license, Administrative license preferred
- Bachelor's degree in education, or related field
- Minimum 3 years teaching or student support experience, preferably in a tribal or culturally diverse school setting
- Trained in trauma-informed practices
- Experience working with American Indian students and communities preferred
- Valid Driver's License and Insurance
- Ability to pass background check and drug test

Send applications to:

Circle of Life Academy
Attn: Human Resources
P.O. Box 447
White Earth, MN 56591

Download applications at: www.whiteearth.com
<https://cola.bie.edu/>