GANG INTERVENTION SPECIALIST

JOB SUMMARY

Under general supervision, to work with at risk students and youth gangs, school personnel, parents, and community organizations in order to clarify problems, prevent anti-social or illegal acts, improve school-community relations, and promote safe student practices; and to perform related duties as required.

EXAMPLES OF DUTIES

The classification specification does not describe all duties performed by all incumbents within the class. This summary provides examples of typical tasks performed in this classification.

- Establish and maintain rapport with at risk students and gang members to dissuade them from gang membership and destructive activities to themselves, others and District property; bring them in contact with community youth resources (e.g. youth employment opportunities) to channel their behavior toward positive and rewarding goals. E
- Patrol roads and streets in a school security vehicle at District sites and nearby areas to search for truant students or loitering persons; pick up truants and transport to school or the truancy center. E
- Respond to dispatcher calls for assistance at a campus to quell unruly students or parents; intervene in confrontations to restore order; break up student fights at campuses or other locations; may be assigned to a site during special events, such as contests and performances or a campus lock-down; keep a daily log of calls. E
- Initiate contact with parents and/or guardians to discuss gang relationship or at risk standing of students; advise and provide information on avoiding gang membership and activities and direct them toward community resource referrals for adults and students. E
- Hold individual or group discussions with at risk students and gang members about their families and circumstances to further the understanding of themselves and work toward the avoidance of aggressive behavior and violence; emphasize appropriate personal conduct, good school attendance, following school rules and procedures and seeking personal constructive goals. E
- Attend meetings and workshops on youth gang developments; network with other school district and law enforcement personnel to keep current on gang behavior and changes. E
- Upon order by a District administrator, search students and their belongings for illegal or inappropriate materials. E
Identify gang members by dress, language, grooming, graffiti, tagging and location in the community; keep current on gang culture and changes; operate a video and/or camcorder to record features of gang activity. *E*

Make presentations to school personnel regarding ethnic life styles and youth gang affiliations and relationships as requested. *E*

Transport students or gang members home or the truancy center as directed. *E*

Provide information to school administrators regarding individual and youth gang activities that may endanger property or persons at schools. *E*

Gather information from school staff, parents, businesses, students, and law enforcement personnel and disseminate information in order to control rumors and prevent or minimize violence. *E*

Operate two-way radio. *E*

Write progress reports regarding assignments. *E*

*Note: At the end of some of the duty statements there is an italicized “E” which identifies essential duties required of the classification. This is strictly for use in compliance with the Americans with Disabilities Act.*

**DISTINGUISHING CHARACTERISTICS**

A Gang Intervention Specialist serves as liaison among students, parents, guardians and school personnel to minimize acts of youth violence and improve school-community relations. An incumbent is also in a leadership role to counter the influence of gang culture and direct students to constructive activities such as youth employment and school or community sponsored events. An incumbent is knowledgeable of and refers students to community resources that can serve to deter youth from gang affiliation or gang membership.

**EMPLOYMENT STANDARDS**

**Knowledge of:**

- Gang activities and cultural impact within the community.
- Relationships among groups within the school community.
- Community organizations involved with social and youth services.
- Laws, rules, regulations, policies, and procedures relating to youth in such areas as school attendance, juvenile criminal activities, substance abuse, etc.
- Ethnic diversity and cultural awareness in an urban setting.
- Attitudes of youth with tendencies toward overt violent acts.
- Remedial solutions and approaches that discourage attitudes that promote violence.
- Counter gang culture techniques and methods that may be applied.
- Adolescent substance abuse.
- Personal computer and software.
Ability to:

Demonstrate strong, empathetic listening and interpersonal relationship skills and communicate orally with students and parents.
Understand adolescent behavior and be a positive role model to adolescents.
Exercise physical force when necessary in restraining students and adults.
Read gang signs and graffiti.
Learn District organization, operations policies and procedures.
Understand, apply and explain school rules and regulations and procedures.
Keep records and logs and prepare reports.
Observe and retain names, faces, and details of events or occurrences.
Operate a two-way radio.
Operate office equipment such as a personal computer, copy machine and multi-line telephone.
Understand and carry out both oral and written instructions.
Operate a vehicle observing legal and defensive driving practices.
Establish and maintain cooperative and effective working relationships with others.

Education and Training:

Equivalent to graduation from high school.

At least 15 units of college level courses in child development, adolescent behavior, administration of justice, sociology and education are highly desirable.

Experience:

At least two years of experience in working with adolescents or young adults in counseling, instructional or a community youth program are required.

OR

At least two years as a Campus Security Officer in the Long Beach Unified School District.

Any other combination of training and/or experience that could likely provide the desired skills, knowledge or abilities may be considered.

SPECIAL REQUIREMENTS

Possession of a valid class C California Driver’s License is required at the time of appointment.

Applicants will be subject to a background check before appointment is approved.
An applicant for this class will be required to obtain, at his/her own expense, and submit his/her motor vehicle driving record at the time of appointment. The record must meet and be maintained at the district’s safe driving record standard. Failure to meet this requirement will result in the disqualification and/or rejection of the eligible regardless of any other standing.

Some positions in this class may require the ability to communicate effectively in a language other than English. Selective certification in accordance with the Education Code to meet these requirements may be effected.

American Red Cross standard first aid and cardio-pulmonary resuscitation certification upon the completion of the probationary period.

**WORKING ENVIRONMENT**

Urban school campus, indoors and outdoors; occasional inclement weather; driving a car on city streets; school bus stops; occasional visits to residences within District boundaries; event crowds; standing for extended periods of time; verbal abuse from students and parents; some light lifting, with occasional loads of up to 50 pounds; occasional violence or threat of violent behavior by students or adults.

**PHYSICAL DEMANDS**

Strength to break up fights between and among youth; strength to restrain youth from committing violence; standing and walking for long periods of time; running, crouching, bending; carrying objects weighing up to 50 pounds; reading hand and typed notes and memoranda; hear normal voice-range frequencies and communicate on a two-way radio; speaking to exchange information in person and on the telephone.

**AMERICANS WITH DISABILITIES ACT**

Persons with certain disabilities may be capable of performing the essential duties of this class with or without reasonable accommodation, depending on the nature of the disability.

**APPOINTMENT**

In accordance with Education Code Section 45301, an employee appointed to this class must serve a probationary period of six (6) months during which time an employee must demonstrate at least an overall satisfactory performance. Failure to do so shall result in the employee’s termination.

8/92
Revised 4/11/02