



THE OPPORTUNITY

TeamChild seeks a passionate and talented staff attorney to join a collaboration between TeamChild, Northwest Justice Project, KIND, Disability Rights Washington, the Washington Autism Alliance, and Seattle University School of Law. The position is temporary full-time until June 30, 2023.

WHO WE ARE

Headquartered in Seattle, with regional offices in Pierce, Spokane and Yakima counties, TeamChild is a nationally recognized nonprofit organization providing civil legal aid to vulnerable youth across Washington State. The mission of TeamChild is to uphold the rights of youth involved, or at risk of involvement, in the juvenile justice system. TeamChild works to help youth secure the education, healthcare, housing, and other supports needed to achieve positive outcomes in their lives. TeamChild believes that racial and other social identities should be respected and affirmed. In support of this belief, an equitable and inclusive organization is being built. Staff, volunteers and board members are being given the tools to address institutional racism and other forms of oppression. This commitment provides a foundation for empowering the youth and families; ensuring they are justly represented and their desires are amply fulfilled.

HOW TO APPLY

Interested applicants should email their resumes and cover letters to jobs@teamchild.org. All qualified candidates are strongly encouraged to apply. Please write "Staff Attorney—Education" and your last name in the subject line and let us know how you learned of this position. No phone calls or email inquiries please. We will review applications on an ongoing basis. The position is open until filled. Before submitting your application, please check teamchild.org/careers to make sure that this position is still posted.

TeamChild is an Equal Opportunity Employer. TeamChild is committed to promoting an environment free of barriers and discriminatory practices for its clients, Board, and staff. All interested individuals, including people with lived experience, people of color, women, persons with disabilities, and persons who are lesbian, gay, bisexual, transgender, and/or intersex are particularly urged to apply.

Vision

Young people have power and experience belonging at school, at home, and in their communities

Values

Youth centered – We take bold, creative action in support of young people's self determination

Wholeness – We give and receive real support and care for ourselves, clients, and communities. We bring our whole selves to work.

Accountability – We operate from an anti-oppression foundation. We act with integrity and intentionality and encourage each other to be better every day

Anti-racism – We operate with anti-racists principles to undo and end all interesting forms of oppression.

King, Pierce, Yakima and Spokane



Founded in 1996

Budget \$3.5m

35 FTE

Salary & Benefits

\$61,800 - \$92,700

Medical, Dental, and Vision coverage, generous PTO, long/short term disability, 403b, \$1,000 wellbeing benefit, work flexibility.



TEMPORARY EDUCATION RIGHTS STAFF ATTORNEY

STATEWIDE OCLA GRANT

TEAMCHILD

TeamChild is a nationally recognized nonprofit legal aid organization serving youth across Washington State, with office locations in Seattle, Tacoma, Yakima and Spokane. TeamChild's mission is to uphold the rights of youth involved, or at risk of involvement, in the juvenile legal system to help them secure the education, healthcare, housing and other support they need to achieve positive outcomes in their lives. We have three mutually reinforcing program strategies: legal services, policy advocacy, and training and community education. Core to all of our work is our legal services program, which reaches youth 12-24 years old in four of Washington's largest counties as well as youth incarcerated in our state's juvenile prison and community facilities. Our clients are youth and young adults who are entangled in juvenile court and the child welfare system and need civil legal advocacy to prevent homelessness, access education and employment and get their basic health and other needs met. In our work, we also aim to move systems away from exclusion, punishment, arrest, and incarceration towards more effective and community-based strategies that address root causes and provide culturally meaningful and developmentally appropriate support and opportunities for young people.

JOB OVERVIEW

TeamChild is seeking a temporary full-time staff attorney to execute a time limited grant that ends on June 30, 2023 with a possibility of extension, subject to funding. This position is part of a dynamic new collaboration in service of students in Washington state as we work to mitigate inequities in educational access and appropriate educational services that have been exacerbated by the pandemic. This project proposal is a collaboration between Northwest Justice Project, TeamChild, KIND, Disability Rights Washington, the Washington Autism Alliance and Seattle University School of Law. We believe this collective approach will accomplish meaningful outreach, the development of accessible legal education materials, and direct legal services to address educational inequities and barriers that students face in accessing meaningful regular and special education.

We seek to shift power to communities most impacted by inequities in public education through access to information, opportunities and resources to shape systemic solutions. We will collaboratively work toward this shared purpose through community engagement, supporting the leadership of youth of color who have disabilities, experienced educational barriers, and juvenile justice involvement. We will jointly work to design and implement systemic strategies through litigation, policy change, and long-term planning to address service gaps made more apparent by the inequitable impacts of the pandemic.

Primary job duties include providing holistic civil legal representation to youth whose education has been impacted by the pandemic. Advocacy involves breaking down legal barriers to accessing education, including special education, enrollment barriers, discipline, bullying/harassment, academic achievement, school choice, truancy, exclusion/push-out, and other civil rights or other cognizable rights arising out of a child's participation in school.

Activities include legal advice and/or representation in administrative or judicial proceedings, negotiations or other dispute resolution processes, advice, consultation, brief services, informal advocacy, and litigation on education rights. The staff attorney is also responsible for other advocacy activities, including community training, outreach, and policy work on behalf of our client base. This position requires collaboration with partner organizations in planning litigation strategies and other advocacy activities.

PRIMARY RESPONSIBILITIES

Direct Representation

1. Work effectively with youth clients age 12 to 24 and continue learning and applying knowledge about adolescent brain development and trauma informed approaches to working with young people;
2. Maintain an appropriate client caseload based on statewide and local office guidance, considering level of experience, complexity of current caseload, and other agreed upon responsibilities;
3. Develop content expertise in substantive areas of law that focus on education rights and skills in holistic legal advocacy.
4. Present cases competently, as required by client needs and TeamChild's commitments, in superior court, administrative hearings, juvenile court, and possibly federal court and appellate court;
5. Comply with RPCs in providing high quality legal representation;
6. Maintain organized and clear client case files, consistently maintain timekeeping and case notes in TeamChild's web/cloud-based case management system, and close cases in a timely manner, based on statewide and local office guidance;
7. Collaborate with local office/program teams and program staff statewide on intake/screening processes, case planning, case support, litigation planning, co-counseling, reviewing other attorneys' work and closed cases, and other projects;
8. Thoroughly review applicable funding contracts in order to understand deliverables and ensure compliance;

Training and Consulting

9. Provide substantive training and consultation on a variety of legal areas to youth, families, professionals, community members, and other lawyers;
10. Participate in community engagement work, in collaboration with the Community Engagement Manager, Youth Advisory Coordinator, and other partners and staff;
11. Build and maintain relationships with statewide partners on this project and promote effective collaboration with funding partners;

Policy

12. Contributing to collective policy advocacy areas as they relate to this project;

Organizational Transformation

13. Participate in collaborative decision-making processes about our work, priorities, and administration and operations;
14. Participate in retreats, planning meetings, regular staffings, and other collective agency work; and
15. Continue learning about, developing, and applying anti-racist principles in work internal to TeamChild as well as in our community and client work.

QUALIFICATIONS

We are seeking candidates who are committed to social justice and are passionate legal advocates for young people. Candidates should work well both independently and as a team member, be respectful and passionate about working with people from diverse backgrounds, enjoy creative problem solving, and value the creation of relationships across disciplines. Additional qualifications include:

- Exceptional legal skills, preferably in the relevant areas of education law: school discipline, special education, McKinney-Vento, truancy, academic achievement, push-out, and the overlapping issues related to court involvement.



- Strong interpersonal and well developed oral and written communication skills to distill and convey complex information to a wide variety of audiences;
- Member in good standing of the Washington State Bar Association or eligible for reciprocity or limited admission to practice pending admission to the Washington State Bar Association;
- Experience working with young people, especially adolescents;
- Demonstrated competence in working with diverse clients and communities;
- High level of professionalism and ethical standards; commitment to following the Rules of Professional Conduct, including client confidentiality and zealous advocacy for client-directed goals;
- Must have access to a vehicle and have a valid driver's license and liability insurance to travel throughout the state to meet client and agency needs;
- Strong organizational, technology, and project management skills;
- Demonstrated alignment with [TeamChild values](#): Centering Youth, Anti-Racism, Wholeness, Accountability;
- Interest in working on policy advocacy at local, county, and statewide (sometimes federal) levels;
- Anti-racist analysis and commitment to undoing institutional racism and other forms of oppression;
- Demonstrated ability to collaborate effectively with other advocates and social service providers; and
- Bilingualism in Spanish, Marshallese, and/or another language frequently spoken by the communities we serve is a plus.

COMPENSATION AND BENEFITS

This is temporary, full-time exempt position. Salary is based on the TeamChild attorney salary scale and the candidate's years of relevant experience. The salary range is \$61,800 to \$92,700. For example, an attorney with seven years of experience will start at \$73,461. The place in which an attorney starts on the salary scale may be increased based upon the attorney's lived experience with systems of oppression reflective of our clients' experiences. This position comes with full benefits including:

1. Medical insurance through Regence with multiple plans available;
2. Dental and Vision insurance, and an Employee Assistance Program (EAP);
3. Generous vacation, sick leave, and paid time off including 8 paid holidays plus the week of Christmas to New Year's Day;
4. Options to set up Flexible Spending Account (FSA) and 403b Retirement Account;
5. Annual Wellness Fund stipend, which provides up to \$1,000 in reimbursement for personal expenses related to employee health and well-being;
6. Paid WA State Bar Association Dues;
7. Qualifying employer for the federal Public Service Loan Forgiveness program;
8. Relocation bonus, if applicable.