



Rio Grande Academy of Fine Arts
Dean of Students

Who We Are:

Rio Grande Academy of Fine Arts (RioGAFA) is a free, public charter school on Albuquerque's Westside that uses arts integration to fuel academic achievement and creative thinking. Our K–12 model supports all learners in meeting and exceeding grade-level standards through a curriculum that blends critical thinking, imagination, and artistic expression.

For the 2025–2026 school year, we proudly serve grades K–4 and 6–8, with plans to grow by one grade each year until we reach a full K–12 continuum.

At RioGAFA, we believe in the power of collaboration between home, school, and community to ensure every student is ready for the challenges of the 21st century. Our students are empowered to ask bold questions and seek deep understanding, envision possibilities and think without limits, create with purpose and solve with imagination, and lead with passion to uplift others through action.

What You'll Do:

The Dean of Students is a key school leader responsible for supporting a safe, inclusive, and respectful school culture. This role focuses on student discipline, attendance, social-emotional support, and behavior systems aligned with the school's mission and values. The Dean collaborates with students, families, teachers, and school leadership to promote student well-being, accountability, and growth.

- Lead the implementation and oversight of school-wide behavior and discipline systems, ensuring they are restorative, equitable, and aligned with school values
- Proactively build relationships with students to foster trust, accountability, and a positive school culture
- Provide direct support to students with behavioral, social, or attendance concerns through coaching, check-ins, and mentoring
- Maintain consistent, transparent communication with families regarding student behavior and progress
- Collaborate with teachers and staff to develop behavior plans, classroom support strategies, and interventions
- Work closely with school staff and teachers to support students' holistic needs
- Maintain accurate documentation of incidents, interventions, and disciplinary actions
- Support student recognition programs, peer mediation, or leadership opportunities that promote positive culture
- Participate in and help lead professional development around classroom management, equity, and trauma-informed practices
- Assist with crisis management and serve on the school safety or crisis response team as needed

What We Provide:

- Work in a community-oriented environment

- Ongoing professional development
- Weekly individualized observations and coaching sessions
- Growth opportunities where through coaching, outstanding teachers can move into leadership positions
- Small Class Sizes
- Competitive Salaries based on NM 3 tiered salary schedule
- Paid leave
- Ability to opt in to the New Mexico educators benefits package

Qualifications:

- At least 3 years of experience in education or youth development, preferably with leadership or student support responsibilities
- Deep understanding of restorative practices, trauma-informed care, and positive behavior interventions
- Strong interpersonal skills with the ability to build relationships with students, families, and staff
- Excellent communication, problem-solving, and conflict resolution abilities
- Bilingual in English/Spanish (preferred, not required)

By the time employment begins, the applicant must provide evidence of holding a valid New Mexico teaching license.

Those with a dual license in General and Special Education will be given special consideration.

RioGAFA is an equal opportunity employer committed to diversity and inclusion in the workplace. We prohibit discrimination and harassment based on race, color, sex, religion, sexual orientation, national origin, disability, genetic information, pregnancy, or any other protected characteristic as outlined by federal, state, or local laws. Hiring is conditional upon cleared FBI background check and verification of all licensure requirements.

Compensation:

Salary Range: Based on NM's Three Tiered Salary Schedule - depending on verified experience and licensure level.*