



Lead Teacher Supervisor

We teach that, no matter how small you are, from the tiniest barnacle to the busiest bee, you can have a meaningful and positive impact in your community.

Barnacles & Bees is a nonprofit organization in Bremerton, Washington focused on outdoor education, nature & families. Our goal is to cultivate leaders and creative thinkers, playful families and connected communities. Learning through observation and immersion in nature is at the heart of our organization, our programs, and our values. Find out more about our programs through our website: <https://www.barnaclesandbees.com/>

We are looking for a positive, playful, patient, experienced and team-oriented Lead Teacher Supervisor for our upcoming 2021-2022 year and beyond. We are looking for a talented early learning educator with some experience in team management and mentorship. This is a key new role in our organization and we are excited about adding an educator that will grow with our team and help manage the early learning experience of our programs at Illahee State Park. This position will work directly with the Director of Education and our other Lead Teachers, Teacher's Assistants and Parent Volunteers to deliver nature-based education to our community in a fun and thoughtful way. Prior experience in nature-based education is not required, but a desire to work outside is!

Job duties include:

1- Team Responsibilities:

- Train and mentor our teaching team and volunteers following organization's mission and values
- Assist in updating the parent handbook annually to reflect changes in the programming
- Ensure that all mentors and volunteers follow the program's routine, best practices, and act in accordance with the organization's mission and values
- Manage assistant teachers, volunteers, and substitutes
- Follow all established policies, procedures, and protocols related to internal guidelines
- Deliver external communications for child safety, crisis management and risk management.
- Review staff hours each week

2- Site Responsibilities:

Manage the daily operations of the site, including: ensuring that break-downs and clean-up policies are being followed by other lead teacher and volunteers in an effort to "leave no trace"

- Survey the site for the health, safety and well-being of students, staff and volunteers
- Ensure that all staff and volunteers are following safety guidelines and protocols on site
- Maintain ongoing communication with Parks/Preserve staff
- Report to management any safety or environmental hazards related to park/preserve equipment



- Maintain accurate and up-to-date incident reports and forward all information and actions taken to whom it may concern

2- Responsibilities to Children:

- Document and monitor the learning and development that occurs with each child using a variety of methods for both internal and external use: nature journals, online photo albums, and Brightwheel observations.
- Maintain clear communications with fellow staff, interns, students, and families to achieve common goals and avoid potential conflicts.
- Promote close relationships with parents through regular communication on progress. Additionally, the lead teacher will initiate meetings/emails as needed to relay any concerns brought up during the program
- Refer any issues of concern to the Director of Education, such as multiple and recurrent incident reports filed regarding any particular child
- Create and support an inclusive learning environment, respecting each family's individuality.
- Support the development of new risk and hazard assessments, and response procedures as the need arises

3- Nature Mentor

- Collaborate in creating activities, games that are consistent with the program's curriculum, safety guidelines, and the children's' individual goals
- Implement the daily routines, activities, and provide a child with one-on-one support when needed and provide the Director of Education with feedback regarding the efficacy of the curriculum
- Create an inviting and emotionally safe environment that empowers children as individuals and as members of a team
- Provide feedback, reflections, and written words dictated by children for individuals in their Nature Journals during the "Reflection" portion of the program
- Step in when necessary to help resolve conflict amongst children with the intent of finding clarity and strengthening relationships (Training here will be provided upon hiring)
- Be responsible for the health, safety, and welfare of all children. This includes helping children stay warm and dry in chilly weather, and assessing risk in an outdoor setting.
- Create a welcoming and comfortable atmosphere for families to foster our Barnacles & Bees community. Connect with caregivers at pick up and drop off to continuously build relationships with families.
- Act as an ambassador for Barnacles & Bees by explaining what our program is and/or talking to the curious public in the parks where our classes take place.
- In the light of Covid-19 we are asking our employees to be aware/mindful/safe and follow the [DOH-OSPI-DCYF-SchoolsChildCareGuidance](#). Best practices are keys to stop the spread.
- Barnacles & Bees stands with Indigenous, Black and People of Color to fight systemic racism. Our goal is to provide resources and training to educate ourselves, acknowledge history and embrace diversity



Professional Qualifications

Barnacles and Bees is seeking candidates with 3-5 years in Early Childhood Education and/or Outdoor and Environmental Education and who:

- Are dedicated to nurturing young children and have experience with positive guidance discipline.
- Are dedicated to helping children resolve their own conflicts. Comfortable with standing off to the side, watching the conflict unfold, and when/if input is needed their objective is achieving conflict resolution.
- Understand the benefits, tangible and intangible, of a deeply felt connection to nature at a young age.
- Are dedicated to empowering children to believe in themselves, their strengths and their weaknesses, their differences and their similarities.
- Can stand behind Barnacles and Bees values of: Community & Inclusion, Confidence, Curiosity, Creativity, Conservation
- Are engaging and able to communicate with students, families, and peers.
- Are excited to get dirty and laugh a lot while teaching outside in all types of weather.
- Demonstrated knowledge about the natural world and enjoy sharing that knowledge with children in the field.
- Comfortable with not knowing the answer to questions about nature, and provide opportunities for children to wonder.
- Understanding of cultural competency in the context of early childhood education.
- Able to pass background checks, have their own transportation and cell phone.
- Able to work occasional weekends and evenings (open houses, outreach events, etc.)
- Can move, play and carry weight for 3 hours continuously
- Have current or be willing to acquire CPR/First Aid Training

Desired Team Qualities:

- Strong written and oral communication skills
- A demonstrated ability to collaborate with staff and volunteers
- Are willing to listen, speak your mind, practice integrity and transparency, and respect others at all times and who are willing to work in a collaborative group setting
- A willingness to share in the learnings, growth and leadership that comes with working with a nascent and values-driven organization

Barnacles and Bees is an equal opportunity employer.

Hours: Part time / 15-20 hours per week (6.5 hours M/W/F)

Location: Illahee state park for on-site teaching and flexible workplace for office hours

Compensation: \$20/hour

Benefits: Paid personal days off + Worker Compensation as per WA State law. Paid training. Barnacles and Bees programs run from September 2021 to June 2022.

Contact our team by email with Resume, Cover Letter and 2 Referrals from previous employers. hello@barnaclesandbees.com