



Illahee Lead Teacher

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 Kitsap and North Mason Counties in Washington focused on outdoor education, nature and 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 for the 2023/2024 school year and beyond. We are looking for someone who will be able to grow with us and eventually take on more time or responsibilities as the organization grows.

Job duties include:

1- Team Responsibilities:

- Responsible for ensuring 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 (if applicable), volunteers, and substitutes.
- Following all established policies, procedures and protocols related to internal guidelines.
- Deliver external communications for child safety, crisis management and risk management.
- Responsible for timely response to emails and attending monthly staff meetings.

2- Responsibilities to Children:

- Ensure the health, safety and well-being of students through site surveys and daily check-ins with students.
- Document the learning and development that occurs in the classroom using a variety of methods for both internal and external use.
- Maintain clear communications with fellow staff, interns, volunteers, students, and families to achieve common goals and avoid potential conflicts.
- Promote a close relationship with parents through regular communications. In addition to regular communication on progress, the lead teacher will initiate meetings/Brightwheel messages/emails as needed to communicate any concerns brought up during the program, or refer the issue to the Site Administrator/Executive Director.
- Ensure families feel that their traditions, experiences, and individual needs are reflected through all aspects of the program.
- Support the development of new classroom risk and hazard assessment and response procedures as needed.



3- Nature Mentor

- Collaborate in creating activities, games that are consistent with daily lessons and individual goals.
- Assist the curriculum coordinator in implementing the daily routines, activities, and provide a child with one on one support when needed.
- 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.
- Barnacles & Bees aligns with current health messages provided by WA State Department of Health and the CDC. More information can be found on our website and through this link:
https://www.cdc.gov/earlycare/pdf/329497-A_ECE_Isolation_SEPT-23-508.pdf.

Professional Qualifications

Barnacles & Bees is seeking candidates with 1-3 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. They are comfortable with standing off to the side, watching the conflict unfold, and only giving input to help support the purpose of 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 & 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.
- Are knowledgeable about the natural world and enjoy sharing that knowledge with children in the field.



- Are comfortable with not knowing the answer to questions about nature, and provide opportunities for children to wonder.
- Have an understanding of cultural competency in the context of early childhood education.
- Are able to pass background checks, have their own transportation and cell phone.
- Are 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.
- A willingness to listen, speak their 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 developing and values-driven organization.

Barnacles & Bees is an equal opportunity employer.

Hours: Part time/16.5 hours per week (M/W/F) + 1 hour monthly staff meeting

Location: Illahee State Park, Bremerton, WA and flexible workplace

Compensation: \$18/hour

Benefits: Paid sick leave as per WA State law

Barnacles & Bees programs run from September to June.

Contact us by email with Resume, Cover Letter and 2 References from previous employers.