

Executive Director, Outdoor Preschool

Part-time, remote with periodic site visits (Bowman Bay, Deception Pass State Park)

Hourly rate \$23.00 - \$26.00 per hour, 15-20 hours per week, 12 months/year

Fidalgo Nature School is seeking an Executive Director for our non-profit all-outdoor preschool program for children aged 3-6 at Bowman Bay, in Deception Pass State Park. Join us as we grow to serve our community!

Fidalgo Nature School aims to provide a high quality and well-rounded education, grounded in emergent play in the outdoors. Research shows that emergent play-based preschool prepares students for success in kindergarten and a life of learning. The outdoor classroom presents an engaging, dynamic environment for students to develop a sense of belonging in nature, explore themes of compassion, respect and stewardship, and learn through exploration and play.

We are committed to hiring and retaining staff with a diverse range of experiences and creating an equitable environment and community. **Please note:** We strongly encourage applications from people of color, immigrants, male-identifying educators, people with disabilities, members of the LGBTQIAA2+ community, non-binary applicants, and other underrepresented and historically marginalized groups.

Executive Director Responsibilities:

Leadership and Management

- Actively engage with teaching staff, the Board of Directors, volunteers, event committees, and State Park staff
- Ensure ongoing program oversight, including finance, administration, human resources, and training, and recommend timelines and resources needed to achieve strategic goals
- Develop, maintain, and support Board of Directors and work collaboratively to meet programming and fundraising goals
- Hire, coach, and retain high quality staff members, to include recruitment, onboarding, retention, management, and compliance
- Ensure effective systems to evaluate the organization's performance and progress
- Promote the organization by developing meaningful connections within the community

Fundraising and Communications

- Collaborate with the Board of Directors to identify and pursue fundraising opportunities
- Refine all aspects of communications and marketing, from web presence to external relations
- Act as the community presence that publishes and communicates program goals and progress

Required Qualifications:

- Bachelor's degree
- Action-oriented, adaptable, and self-directed

- Experience in organizational management and/or non-profit programming
- Commitment to quality programs and data-driven program evaluation
- Strong written/oral communication skills and demonstrated public speaking ability
- Excellent interpersonal skills, ability to problem solve and collaborate with diverse groups of people, practice good judgment, and demonstrate a commitment to diversity, equity, and inclusivity
- Demonstrated competence in financial management skills, including budget preparation, analysis, decision making and reporting

Desired Qualifications:

- Experience working with Tribal Nations
- Experience managing childcare or preschool programs
- Experience with nonprofit fundraising and grant writing
- Previous success in establishing relationships with funders, partner agencies, and volunteers

Additional Requirements:

Before commencement of employment, successful applicant must submit to a Portable Background Check through the WA State DCYF MERIT system. Additionally, the applicant must submit a Deception State Park volunteer packet and a record of full COVID-19 immunization

Compensation/Benefits:

- Commensurate with experience: \$23.00 - \$26.00 per hour
- Non-elective SIMPLE IRA contribution equal to 2% of wages
- Paid time off accrues at a rate of 1 hour for every 40 worked, starting with a balance of 8 hours (up to 40 hours rolls over year to year)
- Mid-year and year-end bonuses
- Career training possible for future growth in this position

How to Apply:

Please send your resume, references, and a cover letter to **coordinator@fidalgonatureschool.com**. Fidalgo Nature School uses **E-Verify** and protects your right to work.

About Fidalgo Nature School

The mission of Fidalgo Nature School is to strengthen the resilience of families in our community with outdoor schooling that is affordable and designed for all and to foster in our students a lasting connection to Deception Pass State Park that inspires a lifelong sense of belonging in nature.

Play is central to high-quality early childhood education programs. The kind of play that leads to learning is characteristically self-chosen and directed by the child, which allows children to

explore their own theories about how the world works. Children are deeply engaged in this style of learning because it is interesting and meaningful to them.

Building on what children already know, teachers provide opportunities to discover more and dig deeper. The curriculum is lively and always developing rather than pre-planned. The learning process is documented in various ways to make what children are wondering about visible.

Fidalgo Nature School is committed to a curriculum that reflects the identities of the children, families, and staff that make up our Skagit county communities with a focus on the children's interactions with each other, the community, and the natural world.

For more information about our school, please see www.fidalgonatureschool.com.

Discrimination Policy

Fidalgo Nature School provides equal employment opportunities to all employees and applicants for employment and prohibits discrimination and harassment of any type without regard to race, color, religion, age, sex, national origin, disability status, genetics, protected veteran status, sexual orientation, gender identity or expression, or any other characteristic protected by federal, state or local laws. This policy applies to all terms and conditions of employment, including recruiting, hiring, placement, promotion, termination, layoff, recall, transfer, leaves of absence, compensation and training.