



## **OUTDOOR PRESCHOOL SUBSTITUTE TEACHER**

2022-2023 School Year

Fidalgo Nature School is seeking substitute teachers for our all-outdoor preschool program for 3-6 year olds at Bowman Bay, in Deception Pass State Park. We are looking for substitute teachers who are available Monday, Tuesday, Thursday, and Friday between 9:15 am and 1:45 pm and Wednesdays between 8:15 am and 2:45 pm.

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 this; our teachers are an essential part of helping students develop a sense of belonging in nature, explore themes of compassion, respect and stewardship, and learn through exploration, play, and experiment.

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.

### **Substitute Teacher Responsibilities:**

Substitute Teachers may take on the role of Lead Teacher, Assistant Teacher, or Teaching Aide depending on their qualifications and experience. At a minimum, responsibilities include those required for taking on the role of Teaching Aide in our classes:

- Work cooperatively with Lead and Assistant Teachers to support class in daily activities.
- Help ensure that the classroom operates within the guidelines and standards of the Washington State Department of Children, Youth, & Families (DCYF).
- Create an inviting and emotionally safe classroom meeting the cultural, behavioral and physical needs of our students.
- Share responsibility for the health, safety, and welfare of all children. This includes helping children stay warm and dry in wet weather, managing risk in an outdoor setting, and addressing student conflict.
- Assist students in the restroom and do standing diaper changes.
- Other duties as assigned.

### **Minimum Qualifications:**

- 18 years or older.

- High school diploma or equivalent.
- Commitment to learning about integrating early childhood education with outdoor education.
- Interactions expressive of genuine warmth and respect for children's feelings, abilities, and differences.
- Openness to learn about and support equity in education with an anti-bias approach.
- Ability to lift 50 lbs, swim, hike comfortably, as well as twist, bend, and kneel to interact with young children.

**Desired Qualifications:**

- Adult/Pediatric First Aid/CPR certified (in-person, hands-on course; reimbursement available if needed)
- Bilingual: Spanish, ASL, or other languages to be used in the classroom.
- Emergency preparedness and response training such as Wilderness First Responder, EMT, Lifeguard certifications.
- Formal education in Child Development, Early Childhood Education, Environmental Education or related.
- Experience teaching, coaching or leading preschool-aged children in an outdoor environment.
- Knowledge of natural history/science, plant/animal identification, knowledge of agricultural practices, trail building or land stewardship, 4H experience and other experiences that have allowed you to connect with nature.

**Preservice Requirements:**

- Portable Background Check through the WA State DCYF MERIT system (reimbursement available if needed)
- Labor & Industries bloodborne pathogens training
- DCYF disaster & emergency preparedness training
- DCYF families experiencing homelessness training
- DCYF mandated reporter training
- Washington State Food Worker Card (if applicable)
- DCYF medication management training (if applicable)
- Record of negative TB test within last 12 months (reimbursement available if needed)
- Record of MMR immunization, proof of measles immunity, or medical history of measles
- Record of full COVID-19 immunization

**Compensation:**

This is a non-exempt, hourly position. Pay starts at \$16 per hour, or up to \$19 per hour for well-qualified applicants who are able to substitute at the Lead Teacher level. Paid time off accrues at a rate of 1 hour per 40 hours worked. We offer a SIMPLE IRA plan with a non-elective contribution equal to 2% of compensation. Our program is growing and we anticipate many opportunities to expand your role in our school!

**How to Apply:**

Please send your resume, references and a cover letter to [coordinator@fidalgonatureschool.com](mailto:coordinator@fidalgonatureschool.com). Fidalgo Nature School uses [E-Verify](#) and [protects your right to work](#).

**Additional Information:**

Fidalgo Nature School is operated by a volunteer board composed of early childhood and environmental education/STEM specialists, parents and community partners. For more information about our school, please see [www.fidalgonatureschool.com](http://www.fidalgonatureschool.com).

*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.*