



“Nurturing our community’s connection with nature and each other through immersive outdoor experiences.”

Substitute Teacher Job Description

Olympic Nature Experience (ONE) creates nature-centered educational and enrichment experiences for children that connect them with themselves, their community and the earth. Find out more about our programs through our website OlympicNatureExperience.org.

We are looking for a positive, playful, patient, experienced and team oriented Substitute Teacher for our ongoing classes.

Job duties include:

- Assist Lead Teacher to implement the day’s routines, activities and lesson goals.
- With the support of the Lead Teacher, create activities, lessons or games that are consistent with daily lessons or larger learning goals.
- Create an inviting, anti-bias, and emotionally safe classroom that encourages empowerment of children and teamwork as a class.
- Attend on-going trainings with ONE and be willing to continue to grow your skills.
- Be responsible for the health, safety, and welfare of all children in your program. This includes helping children stay warm and dry, managing risk in an outdoor setting and addressing student conflict (risk assessment training will be provided upon hiring).
- Conduct daily assessments of children’s learning during and at the end of the school day.
- Work with Lead Teacher, as necessary, to address student behavior problems and report problems and progress to parents.
- Create a welcoming and comfortable atmosphere for families to foster our Olympic Nature Experience community.
- Act as an ambassador for Olympic Nature Experience, the parks where our programs operate, and nature education. This may include giving directions, explaining what nature school looks like, or talking to the curious public.

Applicants MUST:

- Pass a national background check, have own transportation and cell phone.
- Be able to move, play and carry weight for 5 hours continuously outside in all weather conditions.
- Own or be willing to acquire with support: clothing, backpack and footwear to work in an all outdoor classroom through all seasons.
- Have current or be willing to acquire CPR/First Aid Training.
- Be dedicated to nurturing young children and have experience working with children in an ongoing capacity.
- Believe in children and their innate abilities and goodness, be able to support them in their strengths and weaknesses.
- Be able to role model ONE's values of Respect, Awareness, Caretaking and Gratitude and can model stewardship to Nature at all times.
- Be educated in or willing to become knowledgeable about anti-bias education and address any personal bias that would conflict with ONE values.
- Be supportive of ONE's inclusion and equity values (see below).

Olympic Nature Experience will prioritize candidates who:

- Have 1-3 years in Early Childhood Education and/or Outdoor and Environmental Education.
- Have culturally diverse experiences and/or can speak a 2nd languages, including ASL.
- Have experience, professionally or personally with alternative education.
- Are warm, approachable, and able to communicate with students, families, and peers.
- Understand the connection between nature education and a life-time of conservation ethic.
- Understand the benefits, tangible and intangible, of a deeply felt connection to nature.
- Would consider working occasional weekends and evenings for outreach or fundraising events.

Inclusion, Equity and Diversity Values

We welcome diverse cultural perspectives, experiences, languages, practices and celebrations.

As part of our curriculum, our programming, and the structure of our organization we include:

1. People from different cultures around the world and within our own country
2. People with varying abilities and disabilities

3. People with different sexual orientations and gender expressions
4. People with different ideas, beliefs and experiences

Olympic Nature Experience does not and shall not discriminate on the basis of race, color, religion (creed), gender, gender expression, age, national origin (ancestry), disability, marital status, sexual orientation, or military status, in any of its activities or operations.

Hours and On-call expectations

Subbing will mostly be a 5 hour shift, but sometimes can be as little as 3 hours.

Being a substitute means you will be given as much notice as possible and you will have the option to say yes or no to subbing. If you are made “primary sub” for any specific day or program, you will be given first priority to say yes to subbing.

Although you will be given the option to say yes or no, we are looking to hire people whose schedule allows them to sub a majority of the times we are asking for support- Monday- Friday 9am-2pm. Subs may be called as little as two times or as often as 10 times or more per month.

If you are hired as a sub, we expect for you to stay with the organization 1 full year, as it takes lots of time to train and onboard a new employee. Ideally, we would like you to be able to commit to ONE for as long as possible.

Pay and Benefits

Pay is \$16/hr, raises are earned annually in June.

Paid Time Off (PTO)- You will earn a full hour off for every 20 you work. PTO can be taken for any reason to take care of yourself or your family. You do not need to be scheduled to teach to use PTO.

Paid Family Medical Leave (PFML)-The state provides paid family medical leave and ONE pays in for our employees’ portion. (To learn more: <https://paidleave.wa.gov>)

Clothing/Gear stipend- ONE will reimburse subs up to \$50 annually for winter gear they purchase to support their job.

Hiring Process:

1. **Initial Phone Interview** - get to you know you, ask and answer questions-**20-30 mins**
2. **In Person Interview**- Discuss scenarios, role model your discipline style, teach an activity to our staff - **1 Hr, outdoors in any weather**
3. **In Class Visit** - See you teach and work with students, you see our class in action- **2 hours**. If you are hired, you can clock this time as your first training session.

[Fill out an application online to apply.](#)