



# The Natick Community Organic Farm

## Job Description Forest Gnomes *Waldkindergarten* Teacher

The Natick Community Organic Farm is a nonprofit, certified-organic farm and home to the Forest Gnomes Waldkindergarten: a unique, outdoor learning program for children ages 3 to 5.

We are seeking energetic, enthusiastic people to join our teaching team for the 2022-2023 school year (ideally 2023-2024, as well); people who are passionate about sharing their love of nature with children.

Forest Gnomes has been at the farm for more than a decade, and is an outdoor, play-based program that focuses on free play, working with natural materials, and exploring the farm's beautiful ecosystems, including forest, fields, and a pond. We are outside for 95% of the day, in ALL weather! The curriculum is emergent, child-led, and nature-based. Teachers model compassion towards people, nature and the world, as well as self-advocacy, empowerment, and care for oneself and the community. Our teachers are guides, helpers, and facilitators for the children, rather than playmates or instructors.

The staff for the Forest Gnomes consists of two co- teachers supporting a group of 12 students, and reports to the Assistant Director of the farm. Occasionally, the program may have an intern supporting the teachers.

### Responsibilities

- Work outdoors in all weather while attending to children's needs.
- Collaborate with co-teacher on curriculum planning and development, including seasonal songs, circles and stories, 4 weekend family events and 1 evening of parent meetings.
- Support the well-being, health and safety of all children in the program.
- Support children in developing their problem-solving and conflict management skills, supporting children in communicating with their peers, and recognizing when an adult needs to intervene.
- Communicate with parents by email and in person.
- Assist with daily upkeep of indoor/outdoor classroom space, e.g. sorting open ended materials, putting tools away.
- Attend weekly Farm staff meetings and participate in other NCOF functions.
- Physical duties, including pulling a wagon with the Gnomes' hot snack supplies, hiking/walking ½ - 1 mile each day, occasionally lifting children.

### Qualifications

Must-haves:

- At least 18 years old.
- Ability and willingness to teach outdoors, in all weather, year-round.



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- Some experience working with children and/or youth. This may be in a professional or volunteer setting.
- Demonstrated communication and collaboration skills.

Nice-to-haves:

- Prior teaching experience
- Experience with children aged 3-5, preferably in a classroom or other educational setting (indoor or outdoor)
- Background or education in life, earth, or environmental sciences, agriculture
- Experience with positive behavior management
- Exposure to and/or experience with outdoor schools, Montessori, Waldorf and/or Reggio Emilia content/programs.
- Patience, creativity, a sense of humor, an eye towards safety, and the ability to be flexible and spontaneous.
- Excellent interpersonal and communication skills, especially responding to caregiver questions and/or concerns
- Well-organized and efficient when working on email, as teachers will reply to messages from both current and prospective families

Teachers must pass a CORI & SORI background check before their first day of employment.

### **Physical Requirements**

- Ability to stand, stoop, bend, kneel, pull, push, sit without back support, and lift, carry and pull up to 50 pounds occasionally and 10-35 pounds frequently.

### **Schedule and Compensation**

- \$18.00-\$20.50 per hour
- Forest Gnomes teachers work about 26 hours per week with the program, Monday through Thursday, from late August through mid-June. This may be a stand-alone role, or combined with teaching in NCOF's other programs for a 35-40 hour per week schedule. You can read more about this full-time role on our website, [natickfarm.org](http://natickfarm.org).

### **Other Logistics**

- Currently (May 2022) the Gnomes spend their entire day outdoors, no matter the weather, and gather around a (seasonal) fire pit for hot snacks and breaks. As the COVID situation continues to evolve, we hope that by Fall 2022 we will be able to re-open our cozy Gnome Home in the forest, for the program to gather for storytime and/or in very inclement weather.

**To Apply:** Submit a 1) cover letter or email, and 2) resume to Catherine Sullivan, Assistant Director, [catherine@natickfarm.org](mailto:catherine@natickfarm.org).

**To Ask Questions:** Contact Catherine Sullivan, Assistant Director, [catherine@natickfarm.org](mailto:catherine@natickfarm.org) // 508-655-2204, Option 1.