



Job Description Gardening Teacher

Employment status:

- Full-time exempt of overtime pay (salaried position)
- Full-time non-exempt
- Part-time hourly
- Part-time salary exempt (salaried position)

Primary Function

The Gardening Teacher is responsible for providing students of the WSA Grade School with the opportunity to experience caring for the earth through observing, sensing and listening to its needs, and developing a healthy relationship to the garden while tending to it. This is accomplished with an appreciation of the cycles of the year as expressed in the local rhythms of planting and harvesting.

Qualifications (required and ideal)

- Education - Bachelor's degree and/or equivalent work experience
- Professional Certification related to gardening and/or farming
- Working knowledge of biodynamic gardening
- Specialized Knowledge in diverse plantings, crop rotation, soils, plant nutrition, pest management, garden tool use and care
- Experience managing a garden or farm space
- Teaching experience with lower- and middle-school students
- Skills and abilities
 - Leading and delegating tasks
 - Strong observation skills
 - Physical ability to do the work required, lifting, standing, bending, etc.
 - Disposition to work outdoors in variety of weather conditions
 - Strong written and verbal communication skills
 - Resourcefulness in lesson planning due to sudden weather changes
 - Creative problem solving
- Personal characteristics
 - Positive attitude and a desire to learn
 - Ability to lead, as well as to work and contribute as a team member.
 - Strong work ethic to model completion of tasks for the students
 - Self-motivation

Duties and Responsibilities:

1. Meeting the Needs of the Children:

The Gardening Teacher is responsible for bringing developmentally appropriate garden tasks in accordance with the principles and methods of Waldorf education. Specific tasks include:

- Developing objectives for each class
- Preparing and implementing daily lesson plans
- Evaluating student work and providing ongoing assessments
- Guiding, supporting, and assessing the evolving needs of the children in the class
- Securing, with short notice, alternate accommodations, lessons and/or activities in case of severe weather conditions
- Attending annual 3rd grade farm trip
- Maintaining regular communication with Class Teachers about programs and the needs of the children
- Modeling, for the benefit of the children, a cooperative relationship in which the Lead Teacher and Assistant work together in a mutually supportive and interdependent manner

2. Meeting the Needs of the Families

The Specialty Teacher is responsible for building strong relationships with parents to support the success of each student. Responsibilities include:

- Attending parent evenings as needed to explain the curriculum, answer parent questions and foster familiarity between parents and Specialist Teachers. (Each grade has 2 to 4 such meetings each year.)
- Scheduling and leading Parent-Teacher conferences in October and February
- Planning parent conferences whenever there is an academic concern, a disciplinary infraction, or when either parent or teacher feels the need to discuss an emerging concern or question.
- Writing mid-year progress reports for each middle school student.
- Writing year-end reports for each student.

3. Meeting the Needs of the Community

- Planning and leading garden volunteer work, such as the All School Work Day, to bring community awareness to the School Garden.
- Handling information shared in meetings regarding school issues and knowledge of children with sensitivity and confidentiality
- Submitting Garden Updates in Breeze Bulletin as appropriate
- Participating actively in the Bee Team

4. Meeting the Needs of the Faculty

- Meet weekly with the gardening assistant for short and long-term planning to accomplish garden tasks and share observations
- Supporting the Gardening Assistant's professional development
- Reviewing performance of Gardening Assistant
- Attending weekly departmental meetings.
- All Specialists are required to be familiar with and implement all school policies found in the Faculty and Parent Handbooks.

5. Meeting the Needs of the Garden

- Overseeing the health and productivity of the school's vegetable and pollinator garden in accordance to biodynamic gardening practices which include but is not limited to:
 - Managing water supply and irrigation
 - Weeding garden beds
 - Controlling pests and disease
 - Building compost
 - Bed preparation
 - Ordering from and maintaining a seed catalog
 - Planning crop rotation
 - Planting for seasonal extension
 - Sowing of seeds
 - Thinning seedlings
 - Transplanting
 - Harvesting crop
 - Saving seeds
 - Propagating perennials
 - Seasonal pruning
 - Maintaining tools and supplies
- Managing the expenses of the gardening budget

Work Hours

- Required are the following work hours:
 - 11 teaching hours per week for 36 weeks
 - 6 hours for preparation per week for 36 weeks
 - 40 hours during the summer to maintain and prepare the garden for the following school year

Salary and Benefits

- Hourly position, part time
- Hourly rate depending on experience
- Not eligible for benefits and/or overtime pay

Accountability

- The Gardening Teacher reports to the CORE
- The Gardening Teacher's performance is reviewed by the PDC
- The Gardening Teacher commits to continued self-education: Biodynamic Practices and Environmental Education
- The Gardening Teacher works with a mentor, internal as well as external, during the 1st year of teaching

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