



Job Title: Community Programming Manager - Art + Environmental Education Day Camp Program

Organization: Sierra Foothill Conservancy

Location: Mariposa, California

Job Type: Temporary

Job Description: Sierra Foothill Conservancy is seeking an enthusiastic and creative Community Programming Manager to join our Art + Environmental Education Day Camp program. As a Community Programming Manager you will be responsible for coordinating volunteers, special presenters, and Tribal partners to provide meaningful support and guidance in the implementation of educational concepts through place-based learning stations on the Mariposa Creek Parkway and at SFC's Stookey Preserve near Lush Meadows. You will also play a vital role in leading instruction, mentoring camp instructors, and coordinating curriculum for students in grades TK-6th. All camp activities and curriculum are based on a supportive and inclusive learning environment that fosters creativity, curiosity, and a love for both the arts and the environment.

Key Responsibilities:

Team Support and Curriculum Coordination:

- Support the camp's team volunteers, Tribal partners, special presenters, and provide instructor support and serve as an alternate instructor when needed.
- Coordinate standards aligned, inquiry led, place-based science and nature-based curriculum for students in grades TK-6th, integrating art and environmental education content for implementation by facilitators, aides, and volunteers. Curriculum and pedagogical practices should center around learning that is active, collaborative, meaningful, provides opportunities for mastery, and expands horizons.
- Design hands-on activities, projects, and experiences that engage students and promote critical thinking, creativity, and exploration.



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Mandatory Training:

- Attend mandatory trainings on various topics including General Staff Training (April 12th), Social Emotional Learning (SEL), Trauma-Informed Teaching, Universal Design for Learning (UDL), Arts Integration, Cultural Competency, Crisis Prevention & Intervention (CPI), Mandated Reporter, First Aid/CPR, and Emergency Response.
- Secure necessary certifications as required for each training.

Social Emotional Learning (SEL):

- Implement SEL outcomes into the curriculum, focusing on skills, attitudes, and behaviors essential for effective social interaction, emotional intelligence, and responsible decision-making.

Trauma-Informed Teaching:

- Utilize trauma-informed approaches to education that recognize and address the impact of trauma on students' lives, creating a safe and supportive learning environment.

Universal Design for Learning (UDL):

- Implement the UDL framework to make learning accessible to all students by providing multiple tiers of support, learning modalities, engagement, and expression.

Arts and Science Integration:

- Connect art forms and science concepts with other subject areas to enhance learning outcomes and foster interdisciplinary understanding.

Cultural Competency:

- Create a culturally responsive and representative learning environment that fosters inclusivity and understanding among students from diverse backgrounds.

Crisis Prevention & Intervention (CPI):

- Apply strategies to prevent, manage, and de-escalate crisis situations effectively in the camp setting.

Mandated Reporter:

- Recognize and report suspected cases of child abuse or neglect in accordance with legal requirements.

First Aid/CPR:

- Provide basic first aid, CPR, and emergency response as needed.


Qualifications:

- Bachelor's degree in education, environmental science, or a related field preferred.
 - Minimum Qualification required: a high school diploma or its equivalent and one of the following: (a) AA Degree; or completion of 48 semester units in college; (b) successful completion of the Instructional Aide exam, administered by the Mariposa County Unified School District.
- Previous experience in teaching, environmental education, interpretation, or arts education.
- Strong creativity, innovation, and passion for working with children.
- Excellent communication and interpersonal skills.
- Ability to work effectively in a team setting and adapt to changing circumstances.
- Clear background check and TB test clearance required.

Duration:

Prep: Once the position is filled, the Community Programming Manager will utilize up to 50 hours for curriculum coordination and program development prior to and/or outside of on-site engagement.

On-site: From June 9-July 18, 2025 this position will require on site support from the Community Programming Manager each day the program is in session. If available, position will also be on site during Spring Camp session (April 21-25, 2025)

Compensation: Compensation will be dependent upon experience and qualifications. The anticipated hourly range for this position will be between \$45 for entry level-\$60 for highly qualified individuals, all mandatory training as outlined above will be compensated by the hour. This is a part time, seasonal position and is exempt from health and retirement benefits.

Application Instructions: To apply, please submit a resume and cover letter outlining your relevant experience and qualifications with respect to mentoring educators, teaching (particularly teaching outside of a classroom environment), volunteer coordination, and curriculum design and development to Bridget Fithian and Nancy Fluharty at careers@sierrafoothill.org by April 2nd, 2025 and interviews will take place the week of April 7th. If you have any questions about the application or hiring



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timeline, please contact SFC at careers@sierrafoothill.org. In your letter please indicate your previous professional experience as it relates to the scope of this position.

Interviews will take place during the week of April 7th, at which time we will discuss in more depth about candidates' experience and comfort with coordination of programming and volunteers, standards-aligned outdoor education, place-based and inquiry-based pedagogical methodology, arts integration and scheduling/availability.

Probationary Period, Review and Dismissal Policy

Probationary Period: The successful candidate will be subject to a 90 day probationary period, during which their performance and suitability for the role will be assessed. This period may be extended or shortened at the discretion of Sierra Foothill Conservancy.

Performance Reviews: Performance reviews will be conducted after an initial period of three weeks to evaluate the employee's performance, provide feedback, and set goals for professional development. These reviews will be conducted by Sierra Foothill Conservancy's Programs Directors.

Dismissal Procedures: In the event that performance concerns arise during the probationary period or at any time thereafter, Sierra Foothill Conservancy reserves the right to take appropriate disciplinary action, up to and including termination of employment. Dismissal procedures will be conducted in accordance with company policies and procedures and applicable state and federal laws.

Legal Considerations: All employment decisions, including probation, performance reviews, and dismissal, will be made in compliance with relevant employment laws and regulations, including those related to non-discrimination, harassment, and retaliation.

Communication: Open and transparent communication is essential throughout the probation, review, and dismissal process. Employees will be provided with opportunities to address any concerns or questions they may have, and they will be treated with respect and dignity throughout the process.



ABOUT THE ART + ENVIRONMENTAL EDUCATION DAY CAMP PROGRAM

Partners Sierra Foothill Conservancy (SFC) and Mariposa County Arts Council (Arts Council) have partnered to provide an Art + Environmental Education Summer Day Camp, supported by the Mariposa County Unified School District's and Sierra Foothill Charter School's Expanded Learning Opportunity program. Tailored for TK-6th grade students in Mariposa County, this place-based, outdoor education program is a collaborative effort centering a rigorous, CA State Standards aligned integrated curriculum led by naturalists, scientists, Indigenous culture keepers, and teaching artists. It aims to provide a safe environment for students to explore and celebrate the natural landscapes integral to their community.

Based at Mariposa Elementary School, the Day Camp will include field trips to the Mariposa Creek Parkway, Sierra Foothill Conservancy's Stookey Preserve (Lushmeadows), and Yosemite National Park. Each site offers unique contextual learning experiences, fostering connections to local landscapes through scientific, cultural, and artistic lenses.

Signature elements of this program include the following pedagogical approaches which should be present in both written curriculum and one the ground teaching practices:

- **Place-based education:** Grounded in utilizing local surroundings as a springboard for teaching, this approach cultivates contextual understanding, experiential learning, environmental consciousness, cultural immersion, interdisciplinary connections, community involvement, and personalized learning encounters.
- **Arts integration:** Thoughtfully merging academic subjects with creative processes, arts integration sparks creativity, critical thinking, diverse intelligences, active engagement, collaborative spirit, emotional intelligence, cultural sensitivity, and memory retention.
- **Inquiry-based learning:** Anchored in questioning, exploration, and newfound comprehension, inquiry-based learning nurtures active participation, critical thinking prowess, curiosity, intrinsic motivation, ownership of learning, real-world relevance, collaboration, communication, and lifelong learning competencies.



Furthermore, Sierra Foothill Conservancy and the Arts Council have adopted the California Department of Education and the Afterschool Network's [Quality Standards for Expanded Learning in California](#) and the five [Learning in After School and Summer Principles](#), which are as follows:

Quality Standards for Expanded Learning in California

Point of Services Quality Standards

- **Safe and Supportive Environment** - The program provides a safe and nurturing environment that supports the developmental, social-emotional and physical needs of all students.
- **Active and Engaged Learning** - Program design and activities reflect active, meaningful and engaging learning methods that promote collaboration and expand student horizons.
- **Skill Building** - The program maintains high expectations for all students, intentionally links program goals and curricula with 21st-century skills and provides activities to help students achieve mastery.
- **Youth Voice and Leadership** - The program provides and supports intentional opportunities for students to play a meaningful role in program design and implementation, and provides ongoing access to authentic leadership roles.
- **Healthy Choices and Behaviors** - The program promotes student well-being through opportunities to learn about and practice balanced nutrition, physical activity and other healthy choices in an environment that supports a healthy lifestyle.
- **Diversity, Access and Equity** - The program creates an environment in which students experience values that embrace diversity and equity regardless of race, color, religion, sex, age, income level, national origin, physical ability, sexual orientation and/or gender identity and expression.

Programmatic Quality Standards

- **Quality Staff** - The program recruits and retains high quality staff and volunteers who are focused on creating a positive learning environment, and provides ongoing professional development based on assessed staff needs.
- **Clear Vision, Mission and Purpose** - The program has a clearly defined vision, mission, goals, and measurable outcomes that reflect broad stakeholder input and drive program design, implementation and improvement.



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- **Collaborative Partnerships** - The program intentionally builds and supports collaborative relationships among internal and external stakeholders, including families, schools and community, to achieve program goals.
- **Continuous Quality Improvement** - The program uses data from multiple sources to assess its strengths and weaknesses in order to continuously improve program design, outcomes and impact.
- **Program Management** - The program has sound fiscal and administrative practices supported by well-defined and documented policies and procedures that meet grant requirements.
- **Sustainability** - The program builds enduring partnerships with the community and secures commitments for in-kind and monetary contributions.

Five Principles for Afterschool and Summer Learning

- **Learning that is Active** - Learning and memory recall of new knowledge is strengthened through different exposures – seeing, hearing, touching, and doing. Afterschool learning should be the result of activities that involve young people in “doing” – activities that allow them to be physically active, stimulate their innate curiosity, and that are hands-on and project-based.
- **Learning that is Collaborative** - Afterschool and summer programs should help young people build team skills that include listening to others, supporting group learning goals, and resolving differences and conflicts. Collaborative learning happens when learners engage in a common task where each individual depends on and is accountable to each other.
- **Learning that is Meaningful** - Learning is meaningful when youth have some ownership over the learning topic, the means to assess their own progress, and when the learning is relevant to their own interests, experiences, and the real world in which they live. Community and cultural relevance is important to all youth.
- **Learning that Supports Mastery** - If young people are to learn the importance and joy of mastery, they need the opportunity to learn and practice a full sequence of skills that will allow them to become “really good at something.” Afterschool and summer activities should be explicitly sequenced and designed to promote the layering of new skills.
- **Learning that Expands Horizons** - Afterschool and summer programs should provide learning opportunities that take youth beyond their current experience and expand their horizons. They should go beyond the walls of their facilities to



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increase young people's knowledge of their surrounding neighborhood and the larger global community.

ABOUT SIERRA FOOTHILL CONSERVANCY

Sierra Foothill Conservancy is a 501 (c)(3) Nonprofit Land Trust established in 1996. SFC has permanently protected over 66,000 acres of natural lands in Mariposa, Fresno, Madera and Merced Counties by acquiring properties for nature preserves and partnering with landowners to help them protect, manage and enhance their forests and working landscapes. SFC owns and manages ten wildlife preserves and hosts year round guided hikes and youth programming to help connect our communities to conserved lands and cultivate future stewards of the land. SFC partners with many organizations throughout our communities to promote conservation and help address community issues with land-based solutions. Our programs include: Land Conservation, Land Stewardship, Community Engagement, and Rangeland Management

SIERRA FOOTHILL CONSERVANCY MISSION STATEMENT

The grasslands, foothills, and forests between Yosemite and Kings Canyon National Parks provide land for farms and ranches, a home for native plants and wildlife, and a source of clean water. Sierra Foothill Conservancy honors our natural and cultural heritage by protecting these resources and ensuring that present and future generations will continue to experience and enjoy the land in this region.

ABOUT THE MARIPOSA COUNTY ARTS COUNCIL

The Mariposa County Arts Council, Inc. (Arts Council) serves as Mariposa County's local arts agency and its designated State Local Partner to the California Arts Council. Our work is situated at the intersection of cultural and civic life and we work to support the social, cultural, ecological, and economic vitality of our community through the arts in the following ways:

- Produce and present artistic and cultural programming
- Provide and support rigorous and relevant arts learning (preK-12, adult education, creative aging, etc.)
- Engage in community development through creative placemaking and cultural projects, programs and policy as informed by community stakeholders
- Foster local, regional and statewide partnerships and collaboration
- Lead and promote arts advocacy efforts at the local, state, or national level
- Provide support to cultural organizations, artists, and creative initiatives



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- Facilitate economic development efforts that support the creative economy through arts industries and creative placemaking

MARIPOSA COUNTY ARTS COUNCIL MISSION STATEMENT

The Arts Council is an incorporated not-for-profit organization, created to promote and support all forms of the cultural arts, for all ages, throughout Mariposa County.

The Mariposa County Arts Council and Sierra Foothill Conservancy are equal opportunity employers. We will extend equal opportunity to all individuals without regard to race, religion, creed, color, national origin, ancestry, ability, medical condition, genetic information, marital status (including pregnancy, childbirth, breastfeeding, and related medical conditions), gender, gender identity, gender expression, age, sexual orientation, military status, veteran status or any other status protected under applicable federal, state or local law. Our policy reflects and affirms the Mariposa County Arts Council's and Sierra Foothill Conservancy's commitment to the principles of fair employment and the elimination of all discriminatory practices.