

Afterschool Teacher Job Description

Afterschool Teachers at the Maria L. Baldwin Community Center lead developmentally appropriate and engaging activities and lessons in visual arts, sports, cooking, math, science, and more for our K-5th Grade Afterschool Programs.

Mission

The mission of the Maria L. Baldwin Community Center is to be a place that nurtures lifelong creativity and learning and serves as a forum for civic advocacy and engagement through dynamic, community-based programs for all ages.

We believe in:

- Welcoming: Fostering an equitable environment where everyone feels valued, by adopting intersectional* anti-racist practices in all that we do.
- Empowering: Building confidence and a sense of belonging in everyone we serve.
- Collaborating: Uniting different voices and perspectives across all ages and backgrounds.
- Creating Joy: Embracing the joy that comes from being free to explore, create, and connect.

**Intersectionality: The overlapping and interdependent systems of oppression across, for example, race, gender, ability, and social status. Intersectionality encourages us to embrace and celebrate individuals' multiple social identities. It also highlights the complex and cumulative effects of different forms of structural inequity that can arise for members of multiple marginalized groups. (Source: [NAEYC](#))*

About Our Programs

Maria L. Baldwin Community Center Kindergarten and 1st-5th Grade Afterschool Programs serve local children and their families. Teachers present activities during community meetings and children make decisions about how they spend their time after school. Past activities include organized sports and games, jewelry making, philosophy, origami, gymnastics, juggling, batik, fashion design, gardening, cooking, and more!

We are located at 20 Sacramento Street, a large Victorian house in Cambridge, MA with access to a beautiful backyard and art studio space at Maud Morgan Arts. The 1st-5th Grade Afterschool is run out of the Maria L. Baldwin School with access to the Sacramento Field and Alden Park. The majority of parking is available to residents of the city; use of public transportation is encouraged.

Requirements and Commitments

Applicants should:

- Have at least one year of experience working with children age 4-11

- Demonstrate excellence in developing activities with an emphasis on collaboration and community building for groups of 10-12 children
- Preferred:
 - Be available for the full school year
 - First Aid/CPR Certification (MLBCC provides opportunity)

Teacher Commitments:

- Teamwork: problem-solve with team to support positive impact on youth and their families, demonstrate flexibility (ex.) openness to teaching all types of activities depending on program needs)
- Communication and Understanding: share and receive different perspectives to understand diverse needs of staff, youth, and their families
- Inclusion: ongoing personal reflection around biases including but not limited to racial and gender equity
- Social Emotional Learning: receive training on and use Nurtured Heart Approach when working with program youth

Schedule and Benefits

Schedule

20 hrs/week from 2-6pm Monday-Friday with additional hours for meetings, events, school vacations weeks, and Outback Summer Program

Pay and Benefits

The starting rate for an afterschool teacher is \$20 per hour. Teachers are eligible for benefits after 90 days, and working at least 20 hours per week. Available benefits are vision and dental insurance, retirement plan, commuter benefits, paid sick time, continued education opportunities, reduced tuition for children's programs and art classes.

How to Apply

Interested candidates should email resumes@agassiz.org. Applicants may provide a cover letter, resumé, and/or other supporting materials reflective of their strengths for our consideration. Applicants selected to move forward in the interview process will be contacted by a member of the hiring team. No phone calls, please.

Children's Programs staff join us from all walks of life yet have a common interest in work that is professional, child-focused, consistent, and part-time. We are an inclusive community and artists, musicians, coaches, semi-retired individuals, caregivers, college and graduate students, etc. are all encouraged to apply. We strongly believe in the value of diversity and aim to build a team that represents people of many races, ethnicities, gender identities, sexual orientations, ages, and those who do not speak English as their first language. Employment is dependent on completing a background and fingerprint check. Maria L. Baldwin Community Center is an Equal Opportunity Employer (EOE).