

Outback Teacher Job Descriptions

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 Program

Outback Summer Program at the Maria L. Baldwin Community Center serves children entering Kindergarten through 6th grade. The 2026 program will run from June 29th to August 21st, 2026.

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 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.

Available Positions

Outback Teacher

Outback teachers report to Site Directors and are expected to prepare two to three engaging and developmentally-appropriate activities and projects each day. (Past activities include organized sports and games, jewelry making, animation, ceramics, drama, gardening, cooking, and more.)

In addition to planned activities, teachers are responsible for the health and safety of program participants. As such, they are expected to prepare snacks, maintain program spaces, report injuries/incidents to site directors, and other duties as assigned. Teachers are encouraged to collaborate

with each other to support a weekly theme or final showcase. Popular “clubs” include but are not limited to performing arts, ceramics, STEM (Science, Technology, Engineering, Math), and multimedia arts.

CIT Coordinators

The Counselor-in-Training (CIT) Coordinators are Outback Teachers with a reduced teaching schedule in order to supervise participants in our summer youth employment program (rising 7th-9th graders). CIT Coordinators run routine meetings and delegate daily responsibilities to CITs.

Outback Lifeguards (Beach Days)

As required by the Department of Early Education and Care, Outback Lifeguards are Outback Teachers with lifeguard certification and must be on-site during all pool and beach activities. Former involvement with the Outback Summer Program is preferred but not required.

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

Pay and Benefits

The starting rate for an Outback teacher is \$20 per hour. Many teachers stay on to teach in our afterschool programs. After 90 days' employment part-time staff working at least 20 hours per week are eligible for vision and dental insurance, retirement plan, commuter benefits, paid sick time, continued education opportunities, reduced tuition for children's programs and art classes.

Schedule

Morning Shift: 8:00am-3:00pm

Afternoon Shift 12:00-6:00pm

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).