



Monarch School Project Garden Instructor

Monarch School Overview

Monarch School Project nurtures resilience in unhoused youth and their families. We empower students to influence their own growth in the areas of academic success and social emotional learning and we reinforce the existing strength of families so that students can thrive in school and in life. Monarch School is a K-12 public school providing more than 300 students daily with a WASC-accredited education, mental health support, social engagement opportunities, college and career preparation as well as basic necessities. Monarch School is a public-private partnership between the San Diego County Office of Education and the nonprofit, Monarch School Project (MSP), a 501(3) corporation. For more information, please visit www.monarchschoools.org.

Position Summary

The Health & Wellness Garden Instructor is responsible for providing hands-on garden experiences and garden-based education curriculum to K-12 students and families during and after school. This role will ensure a safe and supportive environment and offer educational information and activities that address nutritional, physical, and social-emotional well-being through healthy choices and behaviors. The garden instructor collaborates with teachers, MSP program instructors, and community partners for enrichment, elective, and project-based learning opportunities.

Reporting Relationship

The Garden Instructor reports directly to the Health and Wellness Manager. However, the incumbent in this position works closely with all members of the Monarch School team to ensure that all elements of this position effectively and efficiently serve the needs of the student body and school staff.

Supervisory Responsibilities

The incumbent in this position will not have any supervisory responsibilities.

Position Responsibilities and General Responsibilities

Position Responsibilities:

The individual will perform the following duties and responsibilities along with other duties that may be assigned:

Instruction and Education:

- Plan and teach weekly garden education in the school's garden for K-12 students during the school day and after school.

- Demonstrate ability to scaffold instruction for varied learners (i.e., English language learners; students dealing with active trauma).
- Integrate Social Emotional Learning into lessons.
- Meet regularly with classroom teachers to connect classroom themes and project-based learning curriculums.

Student Engagement and Support:

- Build and maintain meaningful relationships with students and create safe spaces for learning.
- Maintain consistent communication and follow-up with classroom teachers regarding behavior, incidents, and/or student progress.
- Provide student supervision and support campus safety.
- Serve as a role model to students by setting the highest standards of professional and personal conduct, honesty, integrity, and ethical behavior, ensuring that "Students Come First" at all times.
- Follow restorative practices and trauma-informed principles in keeping with trainings on these topics.
- Protect students' rights, safety, health, privacy, welfare, and best interests at all times.
- Know available resources at Monarch and refer students to appropriate staff for additional support.

Collaboration and Teamwork:

- Work collaboratively with multiple stakeholders on campus across SDCOE and MSP departments.
- Collaborate with the nutrition instructor through communication surrounding activities and lessons in the kitchen to create a connection to the garden.
- Collaborate with team members to develop comprehensive K-12 Health & Wellness & Engagement programming.
- Serve as the point of contact and support to garden volunteers.
- Maintain partnerships with community partners to expand opportunities for students.
- Coordinate with the Development and Parent and Family Engagement team for the monthly farmers' market to provide fresh produce to the families we serve.
- Attend and participate in all meetings as part of the Student Engagement Team.

Garden and Facility Maintenance:

- Maintain the garden and outdoor classroom space including watering, weeding, planting, and harvesting seasonal crops.
- Upkeep the irrigation system, garden equipment, and landscaping.
- Purchase supplies from the garden and nutrition budget, in partnership with the nutrition instructor.

Professionalism and Development:

- Exemplify professionalism when working with students, families, and colleagues.
- Exemplify Monarch's Core Values of Community, Relationships, Strength, and Healing.
- Participate in professional development.

- May be required to occasionally drive school-approved transportation.

Additional Responsibilities:

- Sub in for Health and Wellness K-12 classes when needed.
- Support the Health and Wellness team to develop a sense of community among the students and families through team dinners, athletic banquets/senior nights, and ordering nutritious snacks for student athletes.
- Perform other duties and projects as assigned.

General Responsibilities

- Serve as a role model to students by setting the highest standards of professional and personal conduct, honesty, integrity and ethical behavior and ensuring that “Students Come First” at all times
- Protect students’ rights, safety, health, privacy, welfare and best interests at all times
- Know available resources at Monarch and refer students to appropriate staff for additional support
- Participate in professional development
- Maintaining student records and files, with consistent and accurate reporting
- Operate equipment such as copy machines, computers and audiovisual equipment
- Performs other duties and projects as assigned

Education and Experience

- Bachelor’s degree required from an accredited college or university, with a strong preference for classes/major in Horticulture, Agriculture, Environmental Science, Nutritional Science, Education or related degree.
- One (1)+ years’ experience maintaining a school, community garden, or home garden space.
- Minimum of 2-3 years of experience working with K-12 youth.
- Experience creating lesson plans preferred.

Preferred Skills

- One (1) year experience with program target population (Example: students impacted by homelessness, seriously emotionally disturbed).
- One (1) year experience with program modality (example: school-based, community-based, community treatment, wraparound, etc.)
- Demonstrated ability to assess, triage and organize work.
- Applies a strength-based, restorative, culturally responsive, trauma-informed approach to supervision, participant and community service.
- Fluency in prevailing language(s) of the community. Spanish Bi-Lingual is highly preferred.

Certificates and Licenses

A valid California driver’s license is required. Other trainings and certifications required as assigned

COVID-19

Monarch School Project employees must be fully vaccinated against COVID-19 and provide proof thereof, or receive an HR-approved medical or religious exemption. You are required to comply with the vaccination documentation requirements as soon as practicable and as a condition of employment. If you wish to be considered for a medical or religious exemption, you are expected to request an exemption in writing by emailing HR@monarchschoools.org as soon as possible.

Work Environment

The work environment characteristics described here are representative of those an employee encounters while performing the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions. While performing the duties of this job, the employee is occasionally exposed to outdoor weather conditions. The noise level in the work environment is usually moderate.

Equal Opportunity Employment:

Monarch School Project is committed to non-discriminatory hiring practices that are focused on equity and inclusion and that balance experience and education as qualifications. MSP provides equal employment opportunities to all employees and applicants for employment and prohibits discrimination and harassment of any type without regard to race, color, religion, sex, sexual orientation, gender identity or expression, pregnancy, age, genetics, national origin, protected veteran status, disability status, or any other characteristic protected by federal, state or local laws.

This policy applies to all terms and conditions of employment, including recruiting, hiring, placement, promotion, termination, layoff, recall, transfer, leaves of absence, compensation and training.

Job Status and Compensation

This position is for 30 to 32 hours per week, with pay starting at \$22.00 to \$24.00 per hour.

Benefits include PTO starting at three weeks per year, eight paid holidays, five weeks of paid school breaks per year, Medical, Dental, Vision, and Life insurances funded by Monarch, FSA with employer contribution, 401(k) with 100% match of up to 6% of salary, Employee Assistance Program (EAP), parking and transportation reimbursement, and a \$2400 per year Education Supplement Benefit that can be used for tuition reimbursement, student loan reimbursement or 529 College Savings Plans.

Application Process

Interested candidates should email a resume, cover letter, and one letter of recommendation to HR@monarchschoools.org with “**Garden Instructor**” in the subject line. This position will remain open until filled.