

UMOJA MN Lead Teacher

Contract Position – \$350 per camp (travel expense reimbursement TBD)

- Required Documents: Cover letter, resume & completed UMOJA MN Lead Teacher Application, which includes relevant teaching experience, expressed interest in teaching a specific age range, and experience working within the African American Community.
- Minimum Qualifications: Minimum of 2-3 years childcare and/or lead teacher experience (for infant, early childhood, school aged, Junior, or High School aged individuals). Ability to establish and maintain cooperative and effective working relationships with others. Ability to communicate effectively orally and in writing. Knowledge and implementation of relevant technology. Preference given to those with personal or professional connections with the African American community, as well as those with adoption, foster care, and/or child welfare experience.
- Position Purpose: The Lead Teacher will work collaboratively with the Education Specialist to ensure all Program Goals and Core Values are being met for their classroom. Each Lead Teacher will be placed into a specific age group and will be responsible for guiding and teaching them throughout the Saturday portion of our weekend event.
- Program Information: UMOJA MN is a Black Heritage camp created to empower adoptive, kinship, and foster families. UMOJA MN does this by providing a powerful weekend experience for the entire family, which includes adult learning opportunities, child and youth programming, as well as large group cultural celebrations. We are the only culture camp of this nature in Minnesota and one of only four nationwide. While only three days in length, it is our hope that this camp will springboard families into a lifelong pursuit of cultural competency, equipped to address subtle and overt forms of racism. This project is partially funded by a grant from the Minnesota Department of Human Services.

We serve

- Black and multiracial youth who are being raised transracially
- All children of African heritage
- Kinship, adoptive, and Foster parents and siblings
- Families still in preparation for adoption or foster care
- Black adoptees and their families

For Campers of Color

- To promote positive racial identity development
- To build relationship with other Black campers in a place safe for honest conversation
- To learn from teachers, artists, experts and entrepreneurs of color

For Parents of Dominate Culture

- To learn the necessity and gain tools to navigate lifelong racial awareness
- To become more equipped in basic skin and haircare for Black children
- To engage in the beauty of Black culture

Program Specific Tasks – UMOJA MN

Join UMOJA MN and contribute to the flourishing of adopted and foster children in your community. Lead Teachers play an immensely important role! With a unique opportunity to impact children as role models, counselors are empowered to encourage, support, and explore the beauty of Black culture alongside campers of various ages. When you join UMOJA MN as a Lead Teacher, you will become a part of our UMOJA MN community. We empower Lead Teachers and volunteers to be ambassadors and advocates for our goal, which is to celebrate Black culture, be a safe place for racial identity work and equip families with the skills to navigate the social construct of race.

- Implement Afrocentric curriculum for youth and children, ages 0-18 years, for three UMOJA MN events per year (two will be held in the metro Minneapolis/St Paul area and one will be held in outstate MN)
- Coordinate with Volunteer Camp Counselors during the UMOJA MN event, ensuring the intent of the core curriculum is captured, campers are kept safe, and parents are communicated with.
- Prepare and deliver lesson plans and instructional materials that facilitate active learning.
- Instruct and monitor students in the use of learning materials and equipment.
- Manage student behavior in the classroom by establishing and enforcing rules and procedures.
- Maintain discipline in accordance with agreed upon rules and disciplinary systems.
- Establish and communicate clear objectives for all learning activities.
- Prepare classroom for class activities.
- Commitment to participate in multiple UMOJA MN camps in a consistent manner.
- Punctual attendance at pre-arranged teaching, training, and preparation times.
- Annual travel within MN to attend outstate camps.
- Complete and pass a Minnesota background checks.
- Complete all necessary training (Orientation, HIPPA, **and** Trauma Informed Training).

Professional Responsibilities

- Demonstrate preparation and skill in working with students from diverse cultural and economic backgrounds.
- Demonstrate preparation and skill in working with students who come from an unstable background with potential special needs.
- Inform Education Specialist of potential problem situations and suggestions for improvements regarding classroom and overall UMOJA MN functioning.
- Maintain ethical and professional standards as required by the state, any held MN professional mental health license, and agency policies.
- Other duties as assigned by supervisor and/or director.

Physical Requirements

- Regularly required to sit, stand, walk, talk, hear, operate a computer, hand-held learning devices and other office equipment, reach with hands and arms, and must occasionally lift and/or move up to 10 pounds.

Equal Opportunity Statement and Non-Discrimination Policy

The Board of Directors of EVOLVE is committed to a policy of equal opportunity for all persons. It is the policy of the agency, in recognition of the essential rights of all children and individuals, to provide agency services without regard to race, creed, color, sex, sexual orientation, gender identity, gender expression,

union or political affiliation, religion, national origin, citizenship status, age, marital status, disability, or reliance on public assistance except where a bonafide qualification exists.