

**Job Title:** Instructional Aide - Art + Nature Day Camp Program

**Organization:** Mariposa County Arts Council & Sierra Foothill Conservancy

**Location:** Mariposa, California

**Job Type:** Temporary

Job Description: Mariposa Arts Council and Sierra Foothill Conservancy are seeking enthusiastic and creative Instructional Aides to join our Art + Nature Day Camp program. Seasonal Day Camp Aides are entrusted with the care and supervision of a designated group of youth participants and are fully responsible for supporting their group throughout the camp day. Working closely with the Lead Facilitator, aides are responsible for group management, actively supporting curriculum delivery and educational outcomes, planning and executing group games and activities and ensuring safety and engagement through activities and transitions. The number of hires for this position will depend on enrollment and required staff-to-student ratios.

### **Key Responsibilities:**

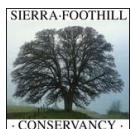
#### **Group Management & Conflict Resolution:**

- Serve as the primary supervisor and caregiver for a group of students throughout the camp day
- Work closely with the Lead Facilitators and Social Emotional Support team to set group culture and norms, manage group dynamics and support individual student needs
- Provide support and assistance in resolving conflicts and interpersonal issues that may arise among students.
- Utilize restorative justice principles to facilitate positive resolutions and foster a sense of accountability and empathy among students.

#### **Instructional Support:**

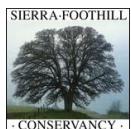
- Support the implementation of standards aligned, inquiry and place-based curriculum for students in grades TK-6th, integrating art and environmental education content. Curriculum and pedagogical practices should center on learning that is active, collaborative, meaningful, provides opportunities for mastery, and expands horizons.

#### **Plan and Implement Games and Activities**



- Plan and execute activities, experiences and games that engage students in transitional moments or unstructured time

Complete mandatory training for 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, Sexual Harassment. Secure necessary certifications as required for each training. (Please see appendix for more details on page 10)



## **Qualifications:**

- Bachelor's degree in education, arts (any form/field/medium), 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, arts education, or environmental 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:**

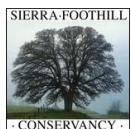
This is a temporary position, see details below.

Instructional Aides will also be allotted 15 hours of paid time (at a training pay rate) to attend training workshops (online and in person) and secure necessary certifications. Instructional Aide will also be compensated to attend the Family Orientation program (up to 3 hours).

This position requires commitment to the entire Spring Break Day Camp session, which runs from April 6 to April 10, 2026. This position will require 8 hours each day the program is in session. Aides are expected to be available for the entire duration of the Spring Camp Sessions, ensuring consistent engagement and support for all activities.

**Compensation:** Training pay rate \$25/hour, instruction/curriculum development/class prep pay rate is \$35/hour.

**Application Instructions:** To apply, please submit a resume and cover letter outlining your relevant experience and qualifications with respect to teaching (particularly teaching outside of a classroom environment) and curriculum design and development to Clay River at [river@mariposaarts council.org](mailto:river@mariposaarts council.org) by **February 9, 2026**. In



your letter please indicate if your previous teaching experience has focused more on science and environmental education or arts education (or even better, both!).

Interviews will take place after the closing date, at which time we will discuss in more depth about candidates' experience and comfort with standards-aligned outdoor education, place-based and inquiry-based pedagogical methodology, arts integration and scheduling/availability.

### **Probationary Period, Review and Dismissal Policy**

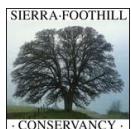
**Probationary Period:** The successful candidate will be subject to a 3 week probationary period, during which their performance and suitability for the role will be assessed. This period may be extended or shortened at the discretion of the Mariposa County Arts Council and Sierra Foothill Conservancy.

**Performance Reviews:** Performance reviews will be conducted after the probationary period to evaluate the employee's performance, provide feedback, and set goals for professional development. These reviews will be conducted by the Mariposa County Arts Council & Sierra Foothill Conservancy's Projects and Programs Directors.

**Dismissal Procedures:** In the event that performance concerns arise during the probationary period or at any time thereafter, Mariposa County Arts Council & 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 Mariposa County Arts Council (Arts Council) and Sierra Foothill Conservancy (SFC) 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 Wahhoga Village in 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 of 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, the Arts Council and Sierra Foothill Conservancy 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:

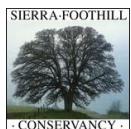
## Quality Standards for Expanded Learning in California

### *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*

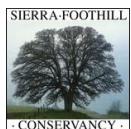
- **Quality Staff** - The program recruits and retains high quality staff and volunteers who are focused on creating a positive learning environment, and provides ongoing professional development based on assessed staff needs.
- **Clear Vision, Mission and Purpose** - The program has a clearly defined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



- **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



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

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

### **ABOUT SIERRA FOOTHILL CONSERVANCY**

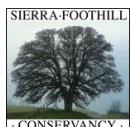
Sierra Foothill Conservancy is a 501 (c)(3) Nonprofit Land Trust established in 1996. SFC has permanently protected over 52,000 acres of natural lands in Mariposa, Fresno, Madera and Merced Counties by acquiring properties for nature preserves and partnering with landowners to help them protect, manage 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

### **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.

### **SIERRA FOOTHILL CONSERVANCY MISSION STATEMENT**

[mariposaarts council.org](http://mariposaarts council.org) | (209) 966 - 3155 | PO Box 2134, Mariposa CA 95338



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.

## **MARIPOSA COUNTY ARTS COUNCIL VALUES STATEMENT**

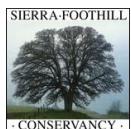
We believe that the arts contribute significantly to the vibrancy and health of Mariposa County, and our programs and the services we provide are designed to benefit our community in the following ways:

- Utilize the arts as an equalizer that can create a level playing field where underrepresented voices can be heard, amplified and engaged
- Foster awareness of the wide range of artistic voices and media offering different lenses of interpretation for our community, environment and world
- Contribute to the health of all people by engaging them in the creation and appreciation of art
- Leverage the many positive facets of art for constructive community engagement, civic dialogue, environmental preservation, and social change
- Act as a conduit to better connect the community of Mariposa to issues, movements and opportunities beyond its boundaries
- Serve the diverse interests of residents living in and around Mariposa County
- Positively increase the visibility of Mariposa
- Provide opportunities for collaboration among individuals, organizations, businesses and civic leaders in Mariposa and beyond
- Support the local economy

## **MARIPOSA COUNTY ARTS COUNCIL RACIAL EQUITY STATEMENT**

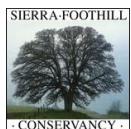
The Arts Council endeavors to grow an inclusive organization and creative culture in Mariposa buoyed by multiple perspectives, prioritizing equity and strengthening our ability to see each other more clearly. Therefore, we:

- Actively commit ourselves to the just and fair inclusion of all people into a society in which all can participate, prosper and reach their full potential, celebrating the complexity and strength that equity brings to every facet of life in Mariposa County.
- Embrace the work of confronting and addressing systemic inequities, historic oppression and racism seeded throughout our social, cultural, environmental and economic landscape.



- Recognize the power of representation and honor our community by welcoming people from all backgrounds and life experiences to our leadership table, partnership network, staff family and community of program participants and audience members.
- Proceed guided by kindness, honesty, grace, openness, generosity, humility, and inclusivity.

*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.*



## APPENDIX

### Required Certifications

Tuberculosis Test / Screening  
Livescan background check  
Mandated Reporter  
First Aid/CPR  
Sexual Harassment Training

### Provided Trainings

#### 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 Integration:

- Connect art forms 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.