

**Job Title:** Substitute Preschool Teacher  
**Reports To:** Preschool Director  
**Job Status:** Part-time as needed  
**Hours:** Preschool 8:30-2 pm; Aftercare 1:30-4:30 pm  
**Salary:** \$18-22/hour  
**Locations:** East Boulder Community Center, Boulder, CO and  
Arts Hub, Lafayette, CO



**To apply:** Send resume and statement of interest and/or questions regarding the position to Preschool Director, Lorene Wapotich, at [Lorene@thornenature.org](mailto:Lorene@thornenature.org). No phone calls please.

---

#### **Thorne Nature Preschool Mission:**

To support the holistic development of young children and their relationship to the natural world through joyful, hands-on, place-based, developmentally appropriate experiences that nurture the whole child and foster an emotional connection to nature. Learn more at: [www.thornenaturepreschool.org](http://www.thornenaturepreschool.org)

**Job Purpose:** The Preschool Substitute Teacher supports the well-being of the children in the preschool program through mentorship and program support in the event the regular teacher is not available to lead the program.

#### **Principal Responsibilities May Include:**

- Collaborate with the teaching staff to support one group of preschool students (up to 15 children) during the preschool program (9 am-1:30 pm) and/or during the aftercare program (1:30 pm- 4:30 pm)
- Follow lesson plans provided by the regular teacher to create a cohesive and consistent learning experience for the students
- Assist Preschool Team with the implementation of daily practices and routines, as well as seasonal, place-based, emergent curriculum that promotes early childhood development and deep nature connection
- Assist in set-up and clean-up of the program supplies, equipment, and facilities
- Ensure the indoor and outdoor learning environments are in good condition to support safe, engaging, rich in experience, and positive child development

#### **Minimum Qualifications:**

- Must be 18 years or older
- Able to be a positive, supportive, caring adult role model for young children
- Experience working with young children and families in a preschool setting preferred
- Comfortable working outdoors and able to take care of self in all weather conditions (including snow, rain, wind, and hot sunny days)
- Willing to complete all trainings and submit all information and forms needed by Thorne to be in compliance with Colorado Department of Human Services Child Care licensing requirements, including background check and fingerprinting. Thorne helps with and pays for this process.

#### **Desired Skills and Abilities:**

- Knowledge of and desire to learn about early childhood development, nature, and Colorado ecology
- Ability to support excellent place-based, child-centered, emergent curriculum
- Excellent communication skills with parents, staff, and children
- Strong decision-making skills to respond to risk management issues, emergencies, or difficult situations
- Good organizational skills and ability to handle multiple tasks and roles, patiently and professionally

**Desired Behavioral Traits and Attitudes:** Team player, fun, outgoing, passionate, organized, creative, patient, empathetic, resourceful, critical thinker, results-oriented, and self-motivated. Passionate about Thorne's mission and environmentally concerned and aware.

**Expectation for All Employees:**

Support the Thorne mission and exhibit a commitment to:

- Working collaboratively, with integrity and respect for fellow employees, associates, and our communities,
- Embracing personal responsibility and accountability for your job.

**Compensation and Perks:**

- Professional development, training, and skills share opportunities
- Preschool staff receive deals on gear and discounts with several Thorne partners

**Working Conditions:** This position requires the ability to work outside in various weather conditions. The employee is frequently required to walk, stand, and sit for extended periods of time. This employee will occasionally climb and balance, stoop, kneel, crouch or crawl. The employee must occasionally lift and/or move a young child weighing 30-50 pounds.

**Accommodations:** Reasonable accommodations may be made to enable qualified individuals with disabilities to perform the essential functions of this position.

**Inclusiveness Statement:** Thorne believes that, to remain relevant as an organization and ensure access to joyful, hands-on, place-based Environmental Education experiences for all youth, its programs, leadership, and participants must reflect the range of diversity, culture, and unique differences in our community.

**Equitable Recruiting Policy Statement:** Our goal is to increase diversity amongst our staff at Thorne. We do so by providing equal employment opportunities without regard to race, color, religion, sex, national origin, age, disability, marital status, veteran status, sexual orientation, gender identity or any other protected characteristic. It is the policy at Thorne to attempt to reach diverse pools of applicants throughout the hiring process by following the Equitable Recruiting Procedure.

**Thorne Mission and History:** Thorne Nature Experience is a non-profit organization committed to building Earth stewardship by connecting youth to nature through joyful, hands-on, place-based environmental education experiences. Founded in 1954, Thorne has a rich history and has reached more than 250,000 children and adults through its Summer Camps, Preschool, In-School Programs, and Field Trip Programs.