

Elementary Program Leader

About Us

Girls Inc. of Alameda County's mission is to inspire all girls to be strong, smart, and bold. Since our founding in 1958, our programs have supported the unique needs of girls. In the 1990s, we began to design and deliver programs using an equity lens, serving those from some of County's least resourced communities, primarily in Oakland and neighboring communities. Through a kindergarten-early career Program Continuum, we empower girls and gender-expansive youth by equipping them with the resources, skills, and mindsets needed to navigate gender, economic, and racial barriers, pursue their dreams, and grow into healthy, educated, and independent adults. All programs are developmentally appropriate, supporting the changing needs of youth as they grow. From literacy interventions in elementary school and exciting hands-on STEAM projects in middle school to building leadership skills, taking on paid internships, and college readiness in high school, and college persistence and early career supports, Girls Inc. girls receive the support and the opportunities they need to thrive.

Girls Inc. of Alameda County delivers daily after-school programming in 1) 12 schools and 2) our downtown Oakland center where girls from more than 15 middle schools and 45 high schools converge. As well we deliver summer programming in Oakland and Hayward, and an earn-and-learn workforce development program for young adults who earn wages with Girls Inc. and receive free college courses towards their AA degree. In all, Girls Inc. of Alameda County provided a robust 430,000 hours of programming to nearly 1350 youth in 2022-23. Girls Inc. of Alameda County's operating budget is \$9.2M with more than 100 staff.

About the Role

The Elementary Program Leader is a creative, flexible, and fun professional able to teach a diverse array of concepts, and able to communicate with both students and adults. Above all, this person has the enthusiasm and ability to learn how to deliver curriculum, spark curiosity, creativity and confidence in all students. The Elementary Program Leader is responsible for and delivering high quality academic and enrichment instruction in person and/or virtually for up to 20 students in gender-specific afterschool classes for the current school year. The delivery model and time of day may be adjusted based on recommendations and requirements from the school district and/or local public health departments.



The Program is a literacy and enrichment program that provides an hour of literacy instruction and homework support daily, with other hands-on enrichment activities. Program Leaders deliver a dynamic and structured after-school program for K-5th grade youth to build their skills and interest in literacy and their love of reading. Our program serves students in the following East Oakland and San Leandro school communities: Acorn Woodland, Allendale, East Oakland Pride, EnCompass Academy, Horace Mann, Reach Academy, Think College Now/International Community School, and La Escuelita School.

Job Summary

- Plan, modify and deliver daily literacy and enrichment lessons to meet program goals for up to 20 students.
- Create a safe, respectful youth development-based learning environment.
- Review weekly lesson plans with the Program Site Coordinator prior to delivery.
- Deliver creative and engaging projects to enhance students' learning.
- Deliver lesson plans that are culturally relevant for a diverse population of students.
- Implement lessons aligned with the Common Core State Standards, Youth Development and Trauma Informed practices.
- Organize in person or virtual classroom to facilitate independence, leadership and self-control in students.
- Participate in mandatory weekly staff development, consultation, training, and team meetings.
- Participate in quarterly in person or virtual evening or weekend events with participants and their families.
- Work closely with Program Site Coordinator and school staff to track participants' progress.
- With support, use data to inform academic instruction, literacy activities and small group instruction.
- Support adult and teen volunteers.
- Work as a team member with Program Site Coordinator, Program Manager, and other Program Instructors.
- Communicate regularly with families, teachers, and volunteers.
- Maintain organization of physical or virtual classroom and communal supplies and paperwork.
- Effectively utilize prep time to prepare for activities and classroom observations.
- Perform other duties as assigned in person or in virtual workspace.



About You

- A desire to support students in improving their skills and interest in literacy and academic enrichment subjects.
- Experience working and/or volunteering with elementary-age students.
- Experience with diverse families and communities.
- A desire to work in gender responsive programs.
- Commitment of at least through the current school.
- Effective verbal and written communication skills necessary to work with children, teachers and volunteers.
- Ability to spark curiosity, creativity, and confidence in students.
- Ability to manage up to 20 students in a safe, respectful environment.
- Open to gaining new knowledge and skills.
- Basic computer skills.
- Ability to bend, lift, and move up to 20 lbs.
- Employment is contingent upon showing proof of 48 college units or passing the Instructors Aide test.
- Department of Justice clearance based on fingerprinting submission.
- Proof of TB test within the last four years.
- Bilingual Spanish/English preferred.
- A valid California Driver's License, good driving record, access to a reliable vehicle and proof of automobile liability insurance with minimum policy requirements as established by Girls Inc. of Alameda County.

What We Offer

- Compensation: *Base \$20.00 to \$21.50 per hour at minimum 26 hours per week*
- Medical benefits (Employer pays standard medical plan)
- Voluntary Dental
- Voluntary Vision
- Retirement benefit 403b
- Flex spending accounts
- Life Insurance benefits
- Long term disability benefits
- 13 Paid Holidays
- Vacation time off
- Sick time off
- Employee Assistance Program
- Professional development/training



Equal Opportunity Employment State

Girls Inc. of Alameda County is committed to upholding an inclusive work community that reflects the rich diversity of our girls, their families and caregivers, the community members we serve, and our geographic region. We prioritize using an equity lens to: provide culturally responsive programming and resources to those with the least access, and value culture and difference in the office, our programs, and in the community. Through discussion, awareness, and practice, we commit to continuous improvement with the goal of every person in our community knowing the value of this commitment, embodying it, and bringing it to life.

Girls Inc. of Alameda County is committed to providing equal employment opportunities to all qualified applicants for employment and does not discriminate on the basis of race, political belief, religion, color, national origin, ancestry, physical or mental disability, medical condition, genetic information, marital status, sex, gender or gender identity, gender expression, age, sexual orientation, military or veteran status, or any other factor not related to ability to successfully fulfill the requirements of the position.

For more information about Girls Inc. of Alameda County, please view our website at www.girlsinc-alameda.org

