



JOB DESCRIPTION

JOB TITLE

In-Person Environmental Education / STEM Teacher

(replaces previously board-approved STEM/STEAM job description)

FTE/HOUR ALLOTMENT

0.5-1.0 FTE (20-40 hours per week)

REPORTING STRUCTURE

Reports to: In-Person Principal

Supervises: N/A

MISSION ALIGNMENT

Our Mission: To grow environmentally literate, community-impacting learners of excellence.

Our Vision: CCS strives to be a school where students build meaningful connections with each other, the community, and the environment through exceptional and relevant learning experiences.

DEPARTMENT/PROGRAM

Crosslake Community School In-Person Program

JOB SUMMARY/PURPOSE

The purpose of this position is to cultivate environmental stewardship and foundational STEM skills through immersive learning experiences. This position creates a vibrant, interdisciplinary curriculum that connects natural resource conservation with hands-on science and engineering practices. Guided by the Minnesota Standards, the educator empowers young students to investigate local ecosystems, understand human-environment interactions, and develop a lifelong commitment to sustainability.

STRATEGIC ALIGNMENT & EXPERIENCE IMPACT

This position supports our strategic directions and contributes to creating positive daily experiences by:

- **For Students:**
 - Providing engaging, standards-aligned instruction that meets the needs of diverse learners and promotes academic growth
 - Creating a supportive, respectful learning environment where students feel valued and motivated to succeed
- **For Staff & Community:**
 - Collaborating with colleagues to align curriculum, share best practices, and support cross-curricular integration
 - Working closely with our authorizer, Osprey Wilds, to advance and support our school's mission and vision
 - Maintaining open, consistent communication with families and contributing to a positive, mission-driven school culture

ESSENTIAL DUTIES AND RESPONSIBILITIES

Outdoor Classroom & School Forest Instruction

- Conduct academic lessons directly in the school forest and outdoor classroom, adapting instruction for all Minnesota weather conditions.
- Guide students in forestry foundations, including tree identification, native wildlife tracking, and local ecosystem interactions.
- Teach phenology and data collection, guiding students to track, record, and analyze regional seasonal changes and native plant life cycles.

- Establish, teach, and enforce strict outdoor classroom boundary markers, safety rules, and proper tool-handling expectations for early elementary learners.
- Prepare and educate students on proper cold-weather and all-weather clothing strategies to ensure safety and comfort during extended outdoor learning.

Site Stewardship & Management

- Serve as the primary site coordinator for the school's designated forest, ensuring it functions as a safe, high-yield learning asset.
- Collaborate with the Minnesota Department of Natural Resources (DNR) School Forest Program to implement and maintain the site's official forest stewardship plan.

STEM Integration & Curriculum Design

- Develop and implement an integrated, hands-on curriculum that merges environmental science, technology, engineering, and math concepts.
- Align all instructional units with the Minnesota Academic Standards in Science (including the Next Generation Science Standards framework) and the Minnesota Environmental Literacy Scope and Sequence.
- Design projects that challenge young learners to solve real-world engineering problems using natural, recycled, or lab materials.
- Facilitate introductory coding, robotics, digital data collection, and makerspace activities tailored specifically for early elementary development.
- Partner with Sourcewell Ed. Tech, utilizing their vast resources

Assessment, Collaboration, & Community

- Develop formative and summative assessments that measure a student's understanding of the engineering design process and ecological concepts.
- Collaborate with core classroom teachers to connect STEM and environmental lessons with grade-level reading, math, and social studies units.
- Works with Community Engagement Coordinators to plan school-wide environmental initiatives, such as recycling programs, school forest activities, or Earth Day events.
- Act as the primary liaison to the school's DNR-assigned Forester, local conservation groups, and regional nature centers

CORE VALUES DEMONSTRATED IN THIS ROLE

This position demonstrates our core values through:

- **Respect:** Building trusting relationships with students, families, and colleagues by honoring diverse perspectives and creating a safe, inclusive learning environment.
- **Excellence:** Delivering high-quality, data-informed instruction that challenges students to reach their full academic potential.
- **Learning:** Continuously seeking professional growth and applying new strategies to meet the evolving needs of learners.

- **Integrity:** Upholding high ethical standards by maintaining confidentiality, following school policies, following through on commitments, and modeling professionalism.
- **Community:** Actively collaborating with staff, students, and families to support a shared mission and foster a connected, supportive school culture.

REQUIRED QUALIFICATIONS

- **Education:**
 - Bachelor's Degree in Elementary Education, Environmental Education, Natural Sciences, STEM Education, or a related field.
 - Valid Minnesota Teaching License
- **Experience:**
 - Minimum of 1 year of experience teaching, advising, or working with youth in an educational or advocacy setting
- **Knowledge/Skills:**
 - Strong understanding of Minnesota academic standards
 - Effective instructional planning
 - Ability to prioritize, stay organized, and manage multiple tasks independently and collaboratively
- **Technology Proficiency:**
 - Demonstrated fluency with educational technology tools, including Google Workspace (Docs, Meet, Drive, Calendar),
 - Ability to integrate technology creatively and effectively into instruction and school operations, with a growth mindset toward emerging tools and practices, including AI, is preferred.
- **Personal attributes:**
 - Commitment to environmental education and making a positive community impact
 - Excellent verbal and written communication skills
 - Demonstrated ability to communicate effectively across multiple modalities with families and staff
 - Must be responsive, approachable, and committed to fostering strong connections in a healthy learning environment.
 - Professionalism, adaptability, and a student-centered mindset

PREFERRED QUALIFICATIONS

- Enthusiasm for the natural world
- Experience with aquaponics, composting, and gardening
- Basic knowledge of local plants and animal species
- Familiarity with ecology concepts

WORKING CONDITIONS

- In-person work environment with a typical 4-8-hour workday from 7:30-3:30 or 7:45-3:45.
- Some before or after school meetings will be expected
- Annual schedule includes 175 workdays (prorated based on start date), including school and professional development days
- Frequent sitting and hand use (e.g., typing, computer work) required
- Occasional standing, walking, reaching, and crouching
- Occasionally required to lift and carry materials up to 25 lbs
- Occasional travel may be required for additional professional development or training
- Requires strong organization, independent time management, and the ability to collaborate with staff and leadership

DISCLAIMER

This position description accurately reflects the primary duties, responsibilities, and requirements of the role. It does not exclude other assigned duties not mentioned above. CCS is an equal opportunity employer committed to building an inclusive community of educators.

TERMS OF EMPLOYMENT

- **Agreement:** 175 days School Calendar Days 165 teaching, 10 Professional Development
 - **Schedule:** 4-8 hours per day; general business hours are 7:45 am to 3:45 pm or 7:30 am to 3:30 pm with flexibility as needed
 - **Position Type:** In Person - at the school building
 - **Technology Requirements:** Must maintain and regularly update Google Calendar, utilize documents and other processes, as the school uses Google Workspace
 - **Meeting Requirements:** Must attend all required weekly meetings including department, MTSS, and full staff meetings
 - **Salary Range:** At 1.0 FTE - BA, Step 0 (Tier 1) at \$29,650/year to DOC, Step 0 (Tier 4) at \$56,075/year. Placement will vary depending on education and experience. View the salary grid for teachers and learning coaches, accessible via our Employment page. [Crosslake Community School](#)
 - **Benefits:** Comprehensive benefits package including health insurance, retirement, and paid time off
- If interested, please send a resume and letter of interest to hiring@crosslakekids.org.

Board Approval Date: _____