



## **JOB DESCRIPTION**

**Job Title:** Lead Preschool Teacher

**Business Unit:** Ketcha Outdoors

**Location:** Scarborough Campus

**Department:** Farm & Forest Preschool

**Job Type:** Full-time, Year-round

**Reports To:** Farm & Forest School Director

**Compensation:** \$21-24/hour, depending on your MRTQ Level. Full-time, year-round staff are eligible for benefits, including healthcare, short-term disability, dental, vision, ETO, and more. All childcare workers at licensed facilities in the State of Maine also receive a monthly salary supplement, currently ranging from \$240-540/month.

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### **JOB SUMMARY**

Farm & Forest School Preschool Teachers will design and facilitate curriculum and activities that support children in fostering an intimate connection to the natural world and local community while developing cognitively, physically, socially, and emotionally. Teachers are responsible for the supervision and care of students, ensuring their safety in our outdoor preschool program. They are expected to engage parents and families throughout the year.

**This position will begin on August 24, 2026.** Training and onboarding are required before your start date, which will be paid time.

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### **What You'll Do:**

- Thoughtfully design activities and materials to enhance children's play.
- Lead children in outdoor, nature-based activities and learning, including hikes, ecology lessons, swimming, low ropes elements, and more.
- Support and manage student behaviors so that all students can engage meaningfully in learning in a calm, regulated environment.
- Manage risk and always stay aware of student safety, actively supervising all students in your care.
- Document attendance, behavior incidents, accidents/injuries, and other information as directed by your supervisor.
- Communicate with families and other staff about children, their day, and their needs in a positive and respectful manner.
- Classroom care, including organization of materials and cleaning as directed by your supervisor.
- Assess and document students' growth and development, using the portfolio method as directed by the Preschool Director.
- Be a lifelong learner by engaging in regular professional development to expand, improve, and refine your teaching practice.

### **Who We're Looking For:**

Experienced educators or childcare workers who:

- Treat children as competent and capable human beings.
- Respect and practice curiosity about children’s interests and play.
- Convey joy, curiosity, and wonder outdoors in all weather (e.g. sun, rain, snow, wind, etc.)
- Are passionate and knowledgeable about the outdoors and nature-based learning.
- Have a deep understanding of early childhood development, stages of growth, and an awareness of young children’s needs.
- Can think creatively and flexibly to adapt to quickly changing needs and environments.
- Are highly organized and detail-oriented.
- Have a high degree of integrity and dependability.
- Display initiative and proactive, solution-oriented problem-solving skills.
- Are able to work efficiently both independently and collaboratively with other staff while multitasking.

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## **JOB QUALIFICATIONS**

### **Background:**

- Pass a fingerprinting-based background check through the Maine State Department of Health & Human Services.
- Pass a background check, which will include the National Sex Offender Registry, that is sent to you by Ketcha Outdoors upon offer of employment.

### **Education & Certifications:**

- Associate or Bachelor’s degree in Early Childhood Education or similar is preferred. High School Diploma, GED, or HiSET is required.
  - Preferred: Level 5 or higher on the [MRTQ Direct Care Career Lattice](#).
- You must be 18 years of age or older.
- First Aid/CPR Certification or willingness to get certified.
- Mandated reporter training certification or willingness to get certified.

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## **WORKING CONDITIONS**

The physical demands and work environment characteristics described here are representative of those that must be met by an employee to successfully perform the essential job functions of this position. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions. This position requires the employee to work outdoors for long periods of time and in rain, heat, cold, and snow. While performing the duties of this job, the employee is occasionally required to stand, walk, sit, run, reach with hands and arms, climb stairs, balance, stoop, kneel, crouch, crawl, talk, see, and hear. The employee occasionally must lift and/or move up to 50lbs. While performing this job, the employee is exposed to any weather conditions present. The noise level in the work environment is usually moderate. This position is subject to several inherent risks associated with preschool, summer camp, and equine/farm activities. There is potential exposure to the dander of animals.