



FOR YOUTH DEVELOPMENT®  
FOR HEALTHY LIVING  
FOR SOCIAL RESPONSIBILITY

## MAGIC VALLEY YMCA JOB DESCRIPTION

Job Title: **Alternative School Instructor**

FLSA Status: Non-exempt

Leadership Level: Group Leader

Reports to: Director of Family and Community Engagement

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### POSITION SUMMARY:

This position supports the work of the Y, a leading nonprofit committed to strengthening community through youth development, healthy living and social responsibility. Provides direct supervision and facilitates programming for a group of children in an alternative school, no school, or after-school program setting at the Magic Valley YMCA location. Creates positive, nurturing relationships with children, while building cooperative relationships with parents/caregivers. Instructors design curriculum and schedule that include a combination of thematic lesson, nutrition, recreation, and academic study.

### OUR CULTURE:

Our mission and core values are brought to life by our culture. In the Y, we strive to live our cause of strengthening communities with purpose and intentionality every day. **We are welcoming:** we are open to all. We are a place where you can belong and become. **We are genuine:** we value you and embrace your individuality. **We are hopeful:** we believe in you and your potential to become a catalyst in the world. **We are nurturing:** we support you in your journey to develop your full potential. **We are determined:** above all else, we are on a relentless quest to make our community stronger beginning with you.

### ESSENTIAL FUNCTIONS:

1. Supervises a group of 10-15 children for youth programs on no school days or after-school hours.
2. Plans and implements program activities that are culturally relevant, developmentally appropriate and consistent with YMCA values.
3. Follows all procedures and standards as established by the law or the Y; makes ADA accommodations where appropriate; maintains the program site and equipment to meet all health and safety guidelines recommended by the CDC and Department of Idaho Health and Services.
4. Creates a positive rapport and shared interest with all youth.
5. Participate as a youth programs team that provides programming for alternative school, after-school, and kids camps programs.
6. Communicates with teachers, academic councilors, and/or parents to aid with learning objectives.
7. Provides opportunities for youth to lead, problem-solve, and make decisions and choices within the program and provides daily opportunities for youth to reflect on and respond to their experiences.
8. Nurtures children through purposeful programming; creates lesson plans that are intended to achieve program goals and outcomes.
9. Makes ongoing, systematic observations and evaluations of each child and adjusts accordingly.
10. Attends and participates in family nights, program activities, staff meetings, and staff training.
11. Follows YMCA policies and procedures, including those related to medical and disciplinary situations, child abuse prevention and emergencies.
12. Cultivates positive relationships and maintains effective communication with parents, children and other staff.
13. Performs other duties as assigned.



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**LEADERSHIP COMPETENCIES:**

- Communication & Influence
- Developing Self & Others
- Program/Project Management

**QUALIFICATIONS:**

- Meets educational and experience qualifications established by state law and/or the Y.
- CPR, First Aid, and AED certifications required (training provided).
- Child Abuse Prevention training required within 30 days of hire.
- Meets minimum age standards as established by state law and/or the Y.
- Previous experience working with children in a developmental setting preferred.
- Ability to plan, organize and implement age-appropriate/developmentally appropriate program activities.
- Previous experience with diverse populations.
- Bilingual preferred, but not required.
- Ability to develop positive, authentic relationships with people from different backgrounds.
- Commitment to inclusion and compliance with the Americans with Disabilities Act (ADA).

**WORK ENVIRONMENT & PHYSICAL DEMANDS:**

1. The physical demands described here are representative of those that must be met by an employee to successfully perform the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.
2. Ability to plan, lead and participate in a range of activities in a variety of outdoor/indoor settings.

**TO APPLY:**

Submit cover letter and resume to the Human Resource office at [jobs@ymcatf.com](mailto:jobs@ymcatf.com).