



**Department:** Department of Youth Services Education Initiative  
**Title:** **Horticulture Teacher**  
**FLSA Status:** Exempt  
**Supervisor:** Regional Education Coordinator/Assistant Regional Education Coordinator  
**Salary:** Hourly

**Supervisor:** Regional Education Coordinator

**Qualifications:**

1. Bachelor's Degree in horticulture or related field
2. Massachusetts teachers license in horticulture or relatable content area
3. Demonstrate successful teaching with high-risk youth and general understanding of youth development
4. Knowledge of greenhouse and garden management
5. Knowledge of business and marketing
6. Able to develop new projects and initiatives
7. Ability to work well individually and collegially with a team
8. Excellent communication skills, including public speaking
9. Valid driver's license and reliable vehicle are required

**Horticulture Teaching Responsibilities:**

1. To provide direct educational instruction to youth assigned to DYS
2. To work collegially with site team in scheduling, integration of curriculum, and behavioral procedures
3. To maintain an effective, creative, and balanced learning environment that meets the needs of the students
4. To maintain lesson plans on a weekly basis
5. To provide direct vocational instruction to youth assigned to DYS meeting the horticulture curriculum requirements in the Agriculture and Natural Resources within the MA Vocational Technical Education Frameworks
6. To maintain safety and security based on the guidelines of DYS and supervisor
7. To integrate individual student's IEP goals and objectives, learning style information, and accommodations as needed
8. To implement effective instructional strategies and research based curriculum guides as rolled out by CES/Comm Corp Professional Development initiative
9. To administer various assessments and evaluations to students as indicated by supervisor
10. To administer MCAS within the educational setting and ensure the level of security and confidentiality as outlined by the Department of Elementary and Secondary Education
11. To participate in all DYS professional development days and complete all required assignments, as well any staff development indicated by supervisor
12. To maintain effective/positive relationships with CES, SEIS, DYS, vendor programs, Comm Corp., and all other colleagues and supervisors
13. In collaboration with the Supervisor, develop and maintain an individual professional development plan with reflection of Professional Development leading to continued licensure
14. Maintain inventory of all greenhouse materials, classroom equipment and curriculum supplies

15. To maintain the upkeep of the greenhouse and garden
16. Frequent travel to program sites and community based organizations (e.g. nurseries)
17. Must complete the 80 hour DYS Basic training and recertification trainings as needed
18. Comply with all policies and procedures of host agency.
19. Assume any additional responsibilities as directed by the Executive Director

### **Entrepreneurship and Business Responsibilities**

1. Co-facilitate entrepreneurship/work readiness classes with regular education teachers
2. Develop a partnership with local nurseries/businesses to provide possible work studies, marketing opportunities, and business ventures
3. Provide support to western region programs with the assistance of supervisor
4. To maintain documentation and records of budget
5. To complete, in a timely manner, monthly administrative reports, expense reports, bi-weekly timesheets
6. To maintain safety and security based on the guidelines of DYS and supervisor

### **Physical Demands:**

- Ability to multi-task and respond to demanding job duties with a positive mindset. Considerable driving, walking, standing and gardening related activities require that the candidate be in good physical condition.

### **Work Conditions:**

- Requires working a flexible schedule in close coordination with supervisor. Ability to handle interruptions and maintain productivity. Ability to work with diverse personalities. Skilled in working independently and collaboratively.

### **Terms of Employment:**

- 30 Days Monday – Friday. Summer schedule.
- 6 hours per day,

**CES is an equal opportunity employer and is particularly interested in candidates from a diverse range of cultural, ethnic, and racial backgrounds. As an agency that is serving the needs of a diverse population of students, CES is committed to recruiting and retaining a workforce that is well-suited to addressing the needs of this population.**