

**Job Title:** Kalamazoo Kids in Tune Lead Instructor

**Current Openings:** Lead Violin Instructor (1), Lead Flute Instructor (1)

**Organization:** Kalamazoo Symphony Orchestra

**Reports to:** Director Education and Community Engagement

**Job Description/Purpose:**

To provide high-quality instruction to students of Kalamazoo Kids in Tune, an afterschool orchestra program and a partnership of Kalamazoo Symphony Orchestra and Kalamazoo Public Schools. Instructors support students holistically, fostering social and emotional development alongside instrumental and ensemble music skills. The program includes an elementary and a secondary site and instructors may teach at either or both sites.

**Primary Responsibilities include, but are not limited to:**

- Provide small group instruction relative to your area(s) of expertise within the Kalamazoo Kids in Tune program according to a mutually agreeable schedule, up to 4 days per week
- Coach a chamber ensemble, selecting appropriate repertoire for your students
- Incorporate best practices of youth development into your teaching, including establishing a safe, positive environment; developing supportive relationships; creating opportunities for success for every child and clear and consistent expectations; giving recognition; and having fun.
- Work with the KKIT Artistic Director and other staff to align instruction with orchestra curriculum and overall program goals
- Work collaboratively with the faculty in your area (strings, winds/brass, percussion, musicianship, mindfulness, etc.) to align teaching plans and approaches
- Incorporate musicianship (theory, history, composition, listening, practice technique, stretching/breathing etc.) as appropriate into lesson and sectional instruction
- Coordinate the work of classroom assistants and volunteers in your studio to support instructional goals
- Participate in planning meetings and training activities as needed
- Participate in anti-racism, inclusion and equity learning opportunities; commit to ongoing personal development; contribute to the continual process of becoming a more inclusive, respectful, informed and equitable community.

**Qualifications**

Bachelor's Degree (or substantial experience)

Demonstrated expertise in the specified area of instruction

Demonstrated success teaching elementary students of diverse backgrounds

Familiarity with and enthusiasm for El Sistema-based philosophies of music education

Knowledge and of the mission and goals of the Kalamazoo Kids in Tune program

Ability to communicate effectively with children

Discretion in handling student information and communications with students and colleagues

Background and medical clearances

Commitment to diversity and inclusiveness in thought, word, and action

**Working Conditions:** The program operates in public elementary and middle school during afterschool hours. Instructors must be able to maintain a high level of energy, focus and positive attitude within a fast-paced, active and occasionally stressful environment.

The goals of the KKIT program are attained in cooperation with Kalamazoo Public Schools. The partner organizations abide by agreed-upon policies, procedures and regulations which support and protect students, and which all individuals involved in the program are required to follow and enforce.

Employee must have access to reliable transportation. Employee must be able to lift 25 lbs. and will be expected to set up and clear teaching and rehearsal spaces, including moving equipment. This position is subject to the rules and regulations set forth in the KSO Employee Handbook.

**Hours and Compensation:** Weekly schedule as mutually agreed upon, up to four afternoons per week, Monday-Thursday between the hours of 2:30-6:00 during the school year (September through early June) with additional meeting, planning and training hours as needed. Up to four days per week between the hours of 9am and 3:00pm during the 4-6 week summer program (late June to early August).

Hourly pay for arrival to departure time is \$32 per hour for teaching. Additional hours for meeting, planning, administrative duties, and training activities are paid at \$13 per hour.

**Organization Description:** The Kalamazoo Symphony Orchestra is the state's third largest orchestra with an operating budget of \$3.2 million, and more than eighty musicians and professionals employed full or part time. With a comprehensive education program for children and a variety of enriching musical experiences for adults, the KSO serves approximately 50,000 people each year, including 30,000 children.

**Application deadline:** July 31, 2019. Applications will be reviewed as they are received with interviews starting in mid-July. We may not be able to consider applications submitted after the deadline.

**Contact:** Liz Youker, Vice President of Education and Community Partnerships

**Application procedure:** E-mail resume, cover letter and a list of three professional reference contacts in PDF format to [dhetrick@kalamazoosymphony.com](mailto:dhetrick@kalamazoosymphony.com). (Reference letters are not required for the first round, only names and current contact information.)