San Pasqual Tribal AmeriCorps Mentoring Program

Tribal AmeriCorps Member (Classroom/ Student Mentor)

Program Overview:

The purpose of the overall program is to address the San Pasqual Tribal community need that tribal students face with in-school problem behavior, poor attendance, and at-risk behaviors. The program will provide an evidence-based intervention that engages caring adults as mentors who provide full-time support for education and development needs with struggling San Pasqual students. The program aims to improve student academic success and school engagement, including behaviors and attitudes for attendance, discipline, and at-risk activity.

Relevant Program Components to Position: Tribal AmeriCorps Members will maintain continuous and full-time mentorship roles with San Pasqual children and youth in grades K-12. Members will facilitate community-based and school-based mentoring strategies aimed at building trusting relationships with tribal students to improve their academic success and school engagement levels. Members will provide direct and indirect support for existing programs for youth leadership, cultural preservation, afterschool and summer programs, and community service learning. Members will perform service activities coinciding with the school year calendar and summer months.

Value of AmeriCorps and Members: The San Pasqual Tribal AmeriCorps Mentoring Program will engage 10 AmeriCorps Members to provide service between August 2026 and July 2027 at the San Pasqual Education Department on the San Pasqual reservation and at local schools within the Valley Center – Pauma Unified School District. The role of AmeriCorps in the tribal program will bring value to existing efforts being made in the community and at schools with San Pasqual students. AmeriCorps Members will be expected to attend training, participate in other service activities, and hold a high standard of behavior and attitude that reflects the value of the San Pasqual Tribal community and AmeriCorps.

Attitude and General Responsibilities:

- Accept responsibility for facilitating mentoring activities and conducting daily interaction with tribal students, site staff, and team members.
- Support program staff, your supervisor, and administrative staff in duties as necessary and that are related to program goals and activities.
- Consult with your supervisor if you have any ideas, issues, or concerns, offering analysis and solutions whenever possible which are related to program activities, students/mentees, and other community and program areas.
- Practice sound health habits, including getting sufficient rest and maintaining personal wellness, to effectively perform the position requirements.
- Always maintain a positive attitude, exemplifying the role of a healthy adult role model.
- Learn and uphold the San Pasqual culture, school site environments, and AmeriCorps values.
- Respect confidentiality of San Pasqual tribal children (mentees), families, staff, and AmeriCorps members.

- Report any accidents, illness, or sickness to your supervisor

Program leadership:

- Provide ideas for, plan and lead the mentoring intervention activities and follow planning tasks as necessary and as assigned by Supervisor.
- Make connections with individuals and volunteers in the community for program outreach and program enhancement.
- Assist partners, team members and staff in programming and activities during scheduled times.
- Train and assist volunteers.

Program-specific duties:

- Provide guidance and leadership to tribal youth for improved educational goals during school and after school.
- Plan, coordinate and facilitate after-school tribal youth development activities (e.g. Peer literacy, Kumeyaay culture, peer mediation, social and life skills).
- Coach recreation programs with mentees, as scheduled.
- Provide support for career and college exploration activities by coordinating and facilitating workshops, as well as chaperoning campus visits.
- Provide support to tutors, classrooms, and student events in schools and after school.
- Provide support for planning, coordinating and facilitating a service-learning summer program for tribal youth and the community.
- Facilitate different mentoring strategies including traditional one-to-one, group, and team mentoring.
- Support the implementation of currently implemented youth leadership and wellness curriculums.
- Attend and engage positively in regularly scheduled member development activities.
- Support the unification of the AmeriCorps team, providing support, communication, and encouragement that leads to team cohesion-building.
- Record and monitor mentor/mentee interaction and activities.

Citizenship training and responsibilities:

- Participate in AmeriCorps training and events as required and requested by the CNCS or San Pasqual Tribe.
- Participate in and complete AmeriCorps citizenship training.
- Participate in community service activities.

Program required training:

- Participate in orientation training.
- Participate in specific training, such as CPR, first aid, food handling, cyber security, mandated reporter, sexual harassment, tutor support strategies, mentoring strategies, cultural knowledge, team building, and additional trainings assigned

Work schedule:

Tribal AmeriCorps Members are expected to work between [8 a.m. and 5 p.m.] Monday through Friday at regularly scheduled service sites (K-12 schools and San Pasqual Education Department). Members should also expect to participate in member development activities, community and program events, training, service projects, service planning meetings, tribal and school activities (and other commitments as scheduled) which may be held during work hours, after hours, or on weekends. Your schedule will not exceed 40 hours per week.

Academic, Experience, and Skill Requirements:

- AA, BA or higher is desired, but not required.
- Experience or knowledge of working with Native American K-12 students. Having worked with tribal youth in an academic setting preferred but not required.
- Knowledge, skill and/or ability to observe and monitor student progress, youth development, and needs.
- Knowledge and/or ability to learn about tribal youth issues, development and educational needs.
- Experience and/or ability to work in a professional manner within schools and tribal communities
- Ability to coordinate activities and service projects for the youth and tribal community, as well as facilitate discussions with tribal students in grades K-12.
- Ability to perform multiple tasks with youth, site staff, and team members, including managing daily scheduled activities in multiple service sites when scheduled.
- Knowledge of, and/or experience working with the San Pasqual Tribe, or other Tribal communities preferred but not required.
- Patience is required to work with all ages of students.
- Ability to read, write and speak English through the 12th grade level or higher.
- Demonstrates skills in communication, listening, and reflection.
- Ability to work a flexible schedule, as needed, to meet the goals of the program.
- Physical work requirements include standing, sitting, walking, carrying up to 50 lbs. (service projects only), and traveling for regional service projects or training. Service projects may take place indoors or outdoors and may take place for more than one workday.
- Ability to be on-time to service-work each day with reliable transportation to regularly scheduled service sites.
- Transportation will be provided by the San Pasqual Education Department.

Eligibility Requirements:

- Must be 17 years of age or older and a U.S. citizen with appropriate documentation.
- Must have a High School Diploma or GED, or ability to obtain one of these prior to service completion.
- Must successfully pass a criminal history background check with the San Pasqual Tribe and the Valley Center-Pauma School District.

Program benefits:

AmeriCorps members will be provided:

- Education Award in the amount of $7,395 upon the successful completion of 1700 hours of full-time service for up to one year
- Bi-weekly stipend paid to each individual Tribal AmeriCorps Member with required time sheets.
- Childcare is provided to each individual Tribal AmeriCorps Member through the CNCS childcare cost program.

Individuals interested in being considered for this position should email their resume to hr@sanpasqualtribe.org, apply online at https://www.paycomonline.net/v4/ats/web.php/portal/B8DA13884CDB5C1B3AA4580D7D4DD0B1/jobs/278965 , or submit their application in person or by mail to 16400 Kumeyaay Way, Valley Center, CA 92082.

In accordance with the San Pasqual Band of Mission Indians' Policies and Procedures, preference in hiring, transfers, and promotions shall be given to qualified applicants in the following order: 1. San Pasqual Band of Mission Indians Tribal Members. 2. Spouse of an enrolled Tribal Member who contributes to the household 3. San Pasqual Band of Mission Indians Lineal Descendants. 4. Other Native Americans 5. Non-Native Americans