



Voices Of Pacific Island Nations (VOPIN)

*Eliminating the Educational and Opportunity Inequities for
Pacific Islanders*
Education + Wisdom = Endless Opportunities!

Employment Announcement

Position: Education Navigator

Compensation: \$23.75 per hour, full time

Position Type: Culturally resonant (Pacific Islander) tutoring and mentoring in secondary school

Location: Bremerton High School | 1500 13th Street, Bremerton, WA 98337

About Voices of Pacific Island Nations

Voices of Pacific Island Nations (VOPIN) is a 501(c)3 nonprofit organization committed to inspiring Pasefika (Pacific Islander) students and their families by providing high-quality, culturally responsive services and resources to eliminate educational and opportunity inequities. We serve as a bridge to develop stronger relationships between students, schools, families, and the community. VOPIN is a very small but fast-growing organization. Staff hired at this stage will play a key role in developing, implementing, and improving our programs and services!

Tutoring Program Overview: Navigating Education

Navigating Education improves academic achievement and educational outcomes through positive relationships and social, emotional, and academic support. While Navigating Education serves all students regardless of background, it emphasizes Pasefika cultural resonance. Services are delivered both inside and outside of the classroom, providing educational support for grades 9-12 in English Language Arts (ELA), Math, Reading, Science, and Social Studies throughout the day and after school. Its in-class support gives at-risk youth extra attention, especially in attendance, behavior, and academic performance. The afterschool program provides one-to-one and small group tutoring tailored to the individual needs of each student, social-emotional development, and supplemental support (college research and application, job application, time management, study habits, etc.). In-school activities take place daily and last the entire school day. Afterschool sessions take place in the school three to five days per week (depending on enrollment) in two-hour sessions.

Role and Responsibilities

Navigators provide culturally responsive and integrated social, emotional, and academic support grounded in authentic and supportive relationships that improve educational outcomes for youth. They serve as tutors and mentors, providing interventions and/or academic coaching for at-risk youth identified by school staff, families, or self-selected because of their grades, English language ability, standardized testing, behavior, and/or attendance history. Navigators use evidence-based instructional strategies, including *Developmental Relationship Framework*, *Growth Mindset*, and *Motivational Interviewing*. The following table outlines the services Navigators will provide.

Classroom Support	Provide additional capacity in the classroom, supporting teachers by working with students who need extra attention, supporting classroom routines, and providing differentiated instruction to meet students' individual needs.
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Afterschool Enrichment	Provide afterschool programming, including tutoring, homework assistance, Social-Emotional support, and skill-building activities.
All School Support	Facilitate school-wide Positive School Climate activities and events that improve learning and commitment to school for the entire student body.
Attendance Coaching	Check in with a list of at-risk students (referred by the school) throughout the week to identify and address the root causes of attendance issues.
Great Graduation	Work with at-risk students and families to identify and address factors that may lead a student to leave school. Navigators provide coaching, Social-Emotional support, and case management to connect students and families with community resources and support to increase family stability.
Family Engagement	Work with families to understand each student's unique needs and family dynamics to tailor support to their needs. Family engagement includes regular contact through phone, email, and/or text and in person when the student first joins Navigating Education. It also provides start-of-school and quarterly family literacy and engagement events.

Navigators will also be responsible for the following:

- Monitoring and tracking student progress
- Creating a welcoming and safe learning environments
- Meeting regularly with teachers to ensure wrap-around support for enrolled youth
- Other duties as assigned

Required Qualifications

- Bachelor's degree or equivalent experience
- Experience working with Pasefika youth and families
- Minimum one year's experience working with teenagers
- Excellent written and oral communication skills. As we serve a multilingual community, this is not about perfect English but about ensuring people feel heard and that you can successfully advocate for the students and families we serve.
- Ability to develop and implement appropriate positive behavior interventions for students
- Ability to work with and positively support all youth, regardless of race, nationality, sexual orientation, gender identity, socio-economic status, and religion.

Preferred Qualifications

- Lived or experienced working with the Pasefika community
- Bachelor's degree in education, social work, or a related field
- Secondary school classroom teaching experience
- Training and experience in the Developmental Relationships Framework, Growth Mindset, trauma-informed care, and/or other areas of Positive Youth Development

How to apply

Please email the following required materials to eliza@vopin.org:

- Resume with contact information
- Cover Letter
- Three professional references
- Qualified candidates will be asked to complete a background check