



Detroit Achievement Academy (DAA) exists to holistically support the education and development of students who have the determination, drive, and skills to shape their own path of high achievement with the ultimate goal of creating civically engaged, joyful citizens who are ready to change the world.

POSITION OVERVIEW: FARMER

We are looking for an extraordinary leader and learner to join our team who:

- Is passionate about sustainably increasing healthy food access to all students,
- Has an obsession with systems, organization, and efficiency,
- Communicates effectively and professionally,
- Commits to constant learning, reflection, and improvement of their own practice,
- Brings their passions, personalities, humor, and joy to work every day,
- Thrives in a start-up environment, and
- Is committed to equity and the belief that all children in Detroit can reach their full potential.

This is an exploratory position. The ideal candidate will be a self-starter with a lot of energy, creativity, and farm production and design knowledge and experience. DAA is interested in exploring the concept of growing food onsite to increase direct access to produce for school meals. We are seeking someone who is passionate about social and racial justice and brings that passion into all the work they do. This is a part time, seasonal position with the potential of growing to a full time position.

PHASE 1

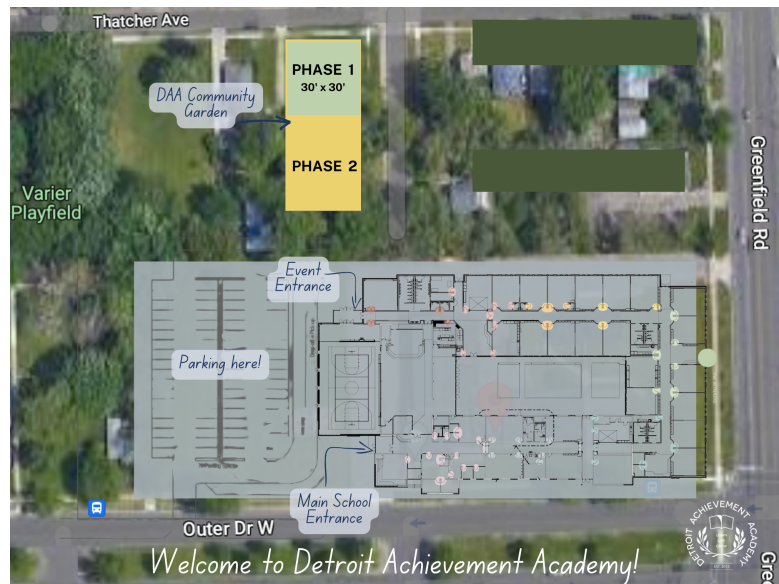
The Farmer will lead the planning and development of DAA's cafeteria focused production farm, focused on first developing a 30ft x 30ft lot in its first season. It is our goal to have harvested produce for school meals by the Fall of 2025. During this process, the school seeks to learn and explore the concept of growing food on site and determining whether this model is scalable for our district long term.

- **Term dates:** April 1st, 2024 - November 15th, 2024
- **Hours per week:** Part time seasonal employee, working 26 hours per week on average, including 1-2 Saturdays per month
- **Compensation:** \$24 - \$26 dollars per hour based on experience with paid holidays. Full zero to low cost benefits are available to this position at 25+ hours per week.

PHASE 2

Future phases of this role include a full time, year round position focused on (1) planning the broader farm expansion to one acre of land, (2) meal planning for school lunches in partnership with vendors and chefs, (3) post-harvest handling to local restaurants, businesses, and community resource centers.

This job description is meant to provide structure to the responsibilities and accountability of this position. There may be additional responsibilities assigned as the needs of students and of the school arise. The Farmer will report to the Chief Operation Officer of the district.



PRIMARY RESPONSIBILITIES

Participate in all areas of farm work including: building the farm, farm production, transplanting, and amending the soil, weeding, watering, troubleshooting, harvesting, produce storage and distribution, and collaborative meal planning with DAA kitchen staff and vendors.

- Lead the design, implementation, and sourcing of materials to build DAA's farm.
- Lead the development and implementation of a crop plan, as well as planting and harvesting schedule for each season (spring/summer/fall).
- Carry out all farm tasks i.e. bed preparation, planting, weed management, irrigation, harvest, and post harvest handling.
- Track farm operations and data, including crop plans, harvest log, and planting schedule.
- Utilize sustainable organic agricultural methods, to include weed and pest management, development of soil structure through composting, and other organic methods.
- Assist Executive Director with community programming, including school group programs, volunteer programs as well as outreach for said programs.
- Strengthen our relationships with key partners in food justice and access organizations such as, Keep Growing Detroit, In the Mix Detroit, Edible Schoolyards, Roses Fine Foods, etc.

Professional Development

- Participate in Keep Growing Detroit professional development activities (as determined by the Executive Director) to support school-wide and individual goals.

Other Professional Responsibilities

- Attend and participate in school events when requested
- Check voicemail and email daily and respond promptly to requests from partners, vendors, administrators and colleagues

QUALIFICATIONS

- **Dedication to our mission:** A steadfast belief that all students can achieve at the highest levels, regardless of demography.
- **Determination:** A willingness to make things happen and a sense of urgency around educational equity for all students.
- **Strong communication:** The ability to communicate in a direct and sensitive fashion with partners, donors, students, parents, and colleagues.
- **Team player:** A desire to work in a team-oriented environment and collaborate with colleagues.
- **Growth mindset:** An ability to receive frequent feedback with humility and a strong desire to grow and develop
- **Reflective attitude:** An ability to constantly reflect on personal areas of strength and growth.
- **Flexibility:** Willingness to work in an ever-changing field and face challenges with a positive attitude
- **Professional integrity:** A personal alignment with the values and ethical standards of DAA
- Bachelor's degree (preferred)
- Strong technical skills (required)
- At least 2 to 3 seasons of production farming experience (required)
- Desire to work in and adjacent to a school environment (required)
- Ability to pass a school-based background check - no drug test included (required)
- Effective, clear written and oral communication skills
- Familiarity with Detroit's food system, including chefs/restaurants, produce aggregators, markets, and/or commercial kitchens is helpful but not required
- Must be able to lift up to 40 pounds and perform physically demanding and repetitive tasks such as standing or bending
- Must be willing to work outside in the weather every day you are here
- Proven emotional constancy—staying poised and positive under pressure
- Proven strong leadership skills—takes initiative and influences others

WHAT IT MEANS TO WORK AT DETROIT ACHIEVEMENT ACADEMY:

- Being an active participant as we develop our school culture and environment
- Having a deep commitment to social justice and equity for all children
- Working hard to provide results for our students
- Working directly with a diverse student and staff body
- Welcoming visitors who are interested in our school
- Being challenged to examine your work in order to increase community outcomes
- Engaging in a deep and meaningful way with the parents/guardians of all students at DAA
- Having extraordinarily high expectations for all students, staff, and faculty at DAA
- Being supported by your team

GUIDING PRINCIPLES AND MINDSETS

- **Our work is active.** We learn by doing and getting our hands dirty. Students are scientists, urban planners, historians, and activists, investigating real community problems and collaborating with peers to develop creative, actionable solutions. Adults are active guides of student learning and active members of their professional learning community.
- **Our work is inclusive and equitable.** Students and adults celebrate the diverse backgrounds of their peers. School leaders work to recruit and attract a population of families and faculty that represents different socio-economic, racial, and ethnic backgrounds.
- **Our work is excellent.** Students at all levels are pushed and supported to do more than they think they can. Excellence is expected in the quality of their work and thinking. School leaders, teachers, students, and families share rigorous expectations for quality work, achievement, and behavior.
- **Our work is reflective.** Students and adults reflect as they triumph and as they stumble. Students and adults offer direct and sensitive feedback to their peers. Trust, respect, responsibility, and joy in learning permeate the school culture.

To apply, submit your resume and a paragraph explaining why you are the perfect fit for this role to kyle@detroitachievement.org.

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