



Sustainability in Prisons Project (SPP) Conservation Nursery Coordinator



Position Title: Conservation Nursery Coordinator
Employer: The Evergreen State College
Hrs/wk.: 19 hrs/wk, regular business hours
Duration: Aug. 1, 2017 to June 30, 2018, one-year extension dependent upon funding
Location: Sustainability in Prisons Project office (Sem II E 2116)
Pay: \$15 per hour; additional funding may be available for thesis work on SPP topic
Supervisor: Carl Elliott, Conservation Nursery Manager (360) 867-6784
To apply: Send cover letter and resume to Carl Elliott elliottc@evergreen.edu by 5pm on June 5th 2017

Background:

The Sustainability in Prisons Project is a partnership founded by The Evergreen State College (Evergreen) and the Washington Department of Corrections (WA Corrections). Graduate students work collaboratively with both partners and additional collaborators to coordinate programs and support SPP's mission:

Our mission is to bring science, environmental education, and nature into prisons. In response to the dual crises of ecological degradation and mass incarceration, we create programs to reduce the environmental, economic, and human costs of prisons. Scientists, inmates, prison staff, students, and community partners empower each other to innovate inside and outside prison walls. Together we promote education, conserve biodiversity, support sustainable practices, and help build healthy communities.

Responsibilities:

The Sustainability in Prisons Project is a partnership between The Evergreen State College (Evergreen) and the Washington Department of Corrections (WDOC), and Graduate Research Assistants work collaboratively with both partners and additional program partners to support SPP's mission:

Our mission is to bring science, environmental education, and nature into prisons. In response to the dual crises of ecological degradation and mass incarceration, we create programs to reduce the environmental, economic, and human costs of prisons. Scientists, inmates, prison staff, students, and community partners empower each other to innovate inside and outside prison walls. Together we promote education, conserve biodiversity, support sustainable practices, and help build healthy communities.

Reporting, Accountability and Advancing SPP:

- Provide weekly updates to supervisor and to the team every two weeks at staff meetings.
- Actively participate in promoting the staff team and the organization as a whole, including:
 - Participating in team meetings
 - Creating and collaborating on outreach and dissemination materials
 - Identifying and acting on opportunities for inter-program support and enhancements
 - Presenting on SPP to varied audiences in multiple venues
 - Considering and contributing to proposals for new funding for SPP programs
- Maintain good communication through regular updates with team members at each site.
- Update task lists and keep current in a format agreeable to coordinator and supervisors.
- Provide reports detailing accomplishments and progress as required by funding sources.
- Reference and update program protocols
- Write blog entries and other website content about events and accomplishments

Conservation Nursery Tasks:

SPP has conservation nursery programs at three facilities. Each facility is staffed by an inmate technician crew and led by an SPP Conservation Nursery Coordinator under the supervision of SPP's Conservation Nursery Manager. In addition to each individual coordinator leading the program at each conservation nursery site, they will assist with tasks at the other nursery sites. Position duties include:

- Make independent bi-weekly or weekly site visits to conservation nursery programs to ensure program success
- During weekly visits, work alongside the incarcerated program participants (technicians) for a full work day (i.e. a minimum of 6 hours) to promote crew moral
- Demonstrate a professional, positive attitude and strong work ethic in order to lead by example
- Oversee the training of all technicians:
 - Provide tool and equipment safety training in conjunction with WADOC
 - Education for the technician crews:
 - Independently generate original curricula for the cultivation of native prairie plants, horticultural techniques, and Salish lowland prairie ecology
 - Facilitate at least twelve yearly hands on workshops covering topics such as cultivation techniques appropriate in a nursery setting (in pots or in garden beds), seed ecology, weed identification, integrated pest management (IPM), plant identification, botany, and endangered species recovery.
 - Provide weekly or bi-weekly workshops on sowing protocols on all contracted species during the sowing season
 - Lead and facilitate science "seminars" with inmate participants
 - Track all educational offerings according to SPP protocols
 - Suggest amendments and write curricula aligned with your personal skills and interests
 - Suggest lecturers for the general prison population throughout the year

- Accommodate the prison's hiring requirements/process and provide suggestions for optimizing the process
- Track and record all sowing, stratification, and cultivation protocols:
 - Follow checklist to record all stratification, sowing, germination, establishment, cultivation, and inventory data
 - Oversee facility planting calendar of the sowing priorities and all data collection
 - Direct the collection and analysis of cultivation data. Oversee and ensure the quality of data collection and record keeping
- Identify pest and disease issues; record and report to project supervisor; research and implement disease and insect control
- Inventory supplies and equipment; occasionally deliver heavy materials as needed
- Inform program supervisor of any changes to project scope, physical site, or infrastructure needs
- Adapt to issues as they arise, including structure modifications and overall project scope
- Communicate effectively with WDOC staff regarding projects, work plans, and general schedule for facility visits
- Assist the Conservation Nursery Manager to follow WDOC regulations with clearances for visitors, chemicals, supplies/equipment, media, and offender interactions
- Help identify appropriate research projects involving offender technicians, and other students
- Assist in and develop original research supporting the goals of the conservation nursery and SPP as needed
- Prepare program "fact sheets" and posters for media, visitors, conferences, and outreach events

Supervision

- Direct the work of volunteers and undergraduate interns who provide general program and research support as needed
- Supervise the technician crews including:
 - Maintain active crew list in accordance with SPP protocol
 - Work with WDOC staff and project supervisor to evaluate crew members by reviewing their performance and skills assessment check list; suggest possible improvements and changes to the program, scheduling, crew assignments, or staffing
 - Facilitate and coordinate meetings with WADOC partners at least annually to evaluate and improve the program
 - Provide weekly work priorities for WDOC crew, WDOC staff, conservation cooperators, and volunteers

Opportunities:

- Work in a collaborative, engaged community of incarcerated individuals , corrections professionals, scientists, researchers, faculty, staff, and students
- Provide valuable contributions to SPP programs
- Assist in offering environmental education
- Present the project at conferences, publish articles, and actively share knowledge with other groups about engaging the incarcerated community in conservation and education.
- Provide valuable contributions to SPP programs and contribute to the establishment of the SPP Network

Required Qualifications

Sustainability in Prisons Project (SPP) Conservation Nursery Coordinator April 2017

For more information, see sustainabilityinprisons.org and facebook.com/sustainabilityinprisons

- Currently enrolled in an Evergreen graduate program
- Available to work 19 hours a week, mainly during office hours Monday-Friday (some hours may be flexible)
- Excellent verbal and written communication skills
- Willingness and ability to follow directions, collaborate on projects, and give and hear feedback
- Current driver's license and available and reliable vehicle for trips to prisons in western Washington (mileage will be reimbursed)
- Willingness and ability to work safely in a correctional setting and to communicate and collaborate with Corrections staff and supervisors to address concerns and respond to inmate requests
- Ability to lift and moving heavy materials, trays, and flats from 20-50 lbs.