



POSITION ANNOUNCEMENT: SEASONAL SALMON WATCH EDUCATOR

COMPENSATION: \$22/hour

CLOSES: July 26, 2025

JOB TYPE: Short-term: Sept 8, 10, 12 (trainings) Field trips begin September 15th and end November 10th

LOCATION: River Bend County Park, Foster OR

To apply click the link here: <https://forms.gle/fUNR54yRtd9FNwMx6>

OVERVIEW

The Calapooia Watershed Council (CWC) and South Santiam Watershed Council (SSWC) are seeking individuals who want to be a part of a dynamic student-centered outdoor education program to serve as part-time, temporary Salmon Watch Educators. The Educators will work closely with CWC and SSWC Education staff to assist in providing outdoor learning experiences for 5th and 6th grade students at River Bend Park in Foster, OR. Students will explore salmon habitat, observe a salmon dissection, and participate in other activities designed to foster and strengthen connections with salmon and the land.

This position provides flexible opportunities for educators. Our program typically has around 30 field trips per season. Educators do not need to commit to all field trips, but we do require Educators to commit to at least 22 trips. A typical field trip day begins at 9:00 AM and ends at 3:00 PM. Pay is \$22 an hour. Unfortunately at this time, we cannot offer any other benefits. **Click the application link to see our field trip dates.**

ABOUT US

The CWC and SSWC were created by residents of the watersheds they serve in 1999 and 1996, respectively. Both are community-based organizations that promote voluntary actions to improve watershed health. The Councils are leaders in outdoor education, and are currently conducting numerous habitat restoration projects. Learn more about our work at calapooia.org, and sswc.org.

The CWC and SSWC are committed to addressing the inequities inherent in traditional environmental education programs. We have updated our education programs to emphasize

inclusive and supportive student-centered experiences that are rooted in empathy and respect for the natural world, the participants, and their experiences. We have moved away from the traditional volunteer-led model to one where paid educators who receive more intensive training are a consistent part of the program season. Educators gain the confidence to be dynamic and flexible in program delivery, and provide a rich experience for all students who participate.

ABOUT SALMON WATCH

The 2025 Salmon Watch Program will serve 5th and 6th grade students in Linn County. Field trips run from September 15th - November 10th. Educators will receive paid training and support throughout the program from CWC and SSWC Education staff. Mandatory in-person training dates are scheduled for September 8th, 10th, 12th. Since Salmon Watch is exploratory and outdoors, educators may need to navigate uneven terrain and slippery surfaces, and walk up to 2 miles per day. The CWC/SSWC team will work to schedule educators based on their availability, distributing hours as equitably as possible.

RESPONSIBILITIES

- Participate in 3 paid educator trainings
- Facilitate outdoor learning experiences for up to 15 fifth grade students per trip
- Engage students with flexible and dynamic learning experiences to best meet students' needs
- Foster community within student learning groups
- Periodically meet with the Education Program Manager to discuss progress, strategy, and challenges
- Actively participate in field trip set up, break down, and debrief

ATTRIBUTES FOR SUCCESS

- Commitment to providing outdoor education experiences that centers participant experience
- Experience working with students from economically and racially diverse backgrounds
- Familiarity with forest and river ecology or willingness to learn
- Ability to adapt content delivery methods and activities
- Flexibility in a dynamic environment
- Budding or developed interests in Equity, Diversity, Inclusion and Justice within environmental education

If offered a position, applicants must:

- Pass a criminal background check
- Arrange reliable transportation to and from the field trip site.

ANTI-DISCRIMINATION POLICY

The CWC and SSWC are equal opportunity employers. All aspects of employment including the decision to hire, promote, discipline, or discharge, will be based on merit, competence, performance, and business needs. We do not discriminate on the basis of race, color, religion, marital status, age, national origin, ancestry, physical or mental disability, medical condition, pregnancy, genetic information, gender, sexual orientation, gender identity or expression, veteran status, or any other status protected under federal, state, or local law. If hired, your employer of record will be the CWC.

A Typical 3-hour Salmon Watch Day (A 4-hour field trip runs from 10 AM to 2 PM)

Start	End	Length	Details	Group 1	Group 2	Group 3	Group 4
9:00 AM	10:00 AM		Educators Arrive and Set up				
10:00 AM			Students Arrive at River Bend				
10:00 AM	10:10 AM	10	Welcome/ Framing of Day				
10:15 AM	10:40 AM	25	Activity 1	Salmon Biology	Riparian Areas	Macros	Macros
10:45 AM	11:10 AM	25	Activity 2	Riparian Areas	Salmon Biology	Macros	Macros
11:15 AM	11:45 AM	30	Lunch				
11:50 AM	12:15 PM	25	Activity 3	Macros	Macros	Salmon Biology	Riparian Areas
12:20 PM	12:45 PM	25	Activity 4	Macros	Macros	Riparian Areas	Salmon Biology
12:50 PM	1:00 PM		Closing Thoughts				
1:00 PM			Students Depart River Bend				

1:00 PM	2:00 PM		Educators Clean up and debrief				
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Trip activities may include:

Both Councils: Macroinvertebrates, Salmon Dissection, Salmon Art

SSWC-Specific: Riparian Areas, Water Quality (if requested by teacher)

CWC Specific: Salmon Migration

Macroinvertebrates: This station provides an up-close look at the many fascinating aquatic macroinvertebrates in the South Santiam River. Educators will provide a brief overview of the importance of macroinvertebrates in stream health and their role in salmon life history, followed by a demonstration/explanation of the tools students will use to capture and observe the macroinvertebrates. This station utilizes a tool called a “D-net” which is a net shaped like an uppercase D that is attached to the end of a pole. This station helps students explore how aquatic organisms can be used as bioindicators, or organisms that indicate the general health of the ecosystem they are found in. It is a fun, very hands-on and often very wet, station for the students.

Salmon Dissection: Educators at this station use salmon carcasses from the Foster Fish Hatchery to help students delve deeper into salmon anatomy and function. Students gather around a table for a discussion about salmon biology as the lead educator/dissector opens the carcass to show the students the internal organs. At Salmon Watch, we demonstrate and practice respect throughout the field trip, especially when handling our salmon friends. Students are not permitted to squish eggs, hold the knife, throw or hit each other with the fish. Students can gently feel the various organs, and touch the mucus on the outside of the salmon. There are bathrooms nearby for students to wash their hands if they choose to handle the fish.

Riparian Areas: Educators at this station take students on an exploratory walk through the streamside forest around River Bend Park. This is our most flexible station in terms of content delivery. Some groups may be more interested in the measuring and scientific aspects of the walk, others might just enjoy the peaceful nature of the park– both are great! As an educator, you will make a judgement call based on your group's behavior, energy, and general interest. Often after you provide an overview of the activity, the students will indicate their enthusiasm for what aspect of the activity they would like to do.

Salmon Migration: This activity explores the life history of salmon using a movement based

game as a mode for learning. Educators will talk about where salmon go once they leave the river, what obstacles the salmon encounter on their way to spawn, and how all of this impacts their populations over time. The game works as a series of “migrations” that involve running from the river to the ocean, or in our case from one side of the parking lot to the other. Between the river and ocean are a series of safe zones (hula hoops) and a series of obstacles such as bears (students with pool noodles that can move) and fish canneries (students with pool noodles that are stationary). During each migration, the salmon (other students) try to survive and make it back to the river to spawn.

Salmon Art: This is an activity offered at the same time as salmon dissection for students who do not want to observe the dissection. During this activity, students will get the opportunity to choose a silicon fish to paint and then print onto a piece of paper to take home. Students have also taken this time to look for nearby leaves to print onto paper, or to choose other expressions relevant to the field trip. This activity is open by nature and provides the opportunity for students to create art in nature.

Water Quality: This station allows students to dive into the chemistry of water. Educators will perform a series of water quality tests with the students, including pH, temperature, dissolved oxygen, and turbidity, to uncover the general health of the river.

Please contact [Alex Shoulders](mailto:a.shoulders@sswc.org) at a.shoulders@sswc.org with questions.