



Pathfinder

internship focused on programmatic implementation

TomTod Ideas is a youth development nonprofit that listens to, honors, and advocates for middle schoolers. Yep. You read that right. Middle schoolers, and only middle schoolers. We create programming specifically for 9-13 year olds because we think their perspective is valuable and necessary for the community.

Since 2012, we've helped thousands of middle schoolers discover and love their community while finding ways to help it thrive. Using the latest research about early adolescent development, our programming allows students to explore idea creation through a community-focused, developmentally appropriate lens. Using a variety of mentor-based, experiential learning adventures, we connect the energy, imagination, and intuition of middle schoolers with the wisdom, resources, and experiences of adults, while equipping middle schoolers with vital skills which empower them to take action today and set them up for success tomorrow.

We are hiring a programmatic intern who is passionate about empowering early adolescents, while shifting cultural conversations on youth ability, education, and the common good. Core duties include supporting TomTod programming in a variety of capacities including planning, implementation, and evaluation alongside our Adventure Curator team.

Position Type: Part Time; 10 hours per week. Semester-based.

Wages: \$10 per hour

Location: Headquartered in Canton, OH. Programming is delivered both in-person and remotely throughout Stark and Summit counties.

How to Apply: Submit a cover letter and resume to jdh@tomtodideas.org

Application Deadline: Open until January 19, 2022, with an intended start date in early February

For more information on us, see tomtodideas.org and/or view the following short videos:

- www.tomtodideas.org/channel5 (a recent News Channel 5 feature on our summer camps)
- www.tomtodideas.org/pk16 (our Executive Dreamer's Pechakucha-style overview)
- www.tomtodideas.org/ACchat (our Adventure Curators talking about our audience & approach)

TomTod Ideas is an equal opportunity employer, and all qualified applicants will receive consideration for employment without regard to race, color, religion, sex, national origin, disability status, protected veteran status or any other characteristic protected by law.



TOMTOD STAFF DNA

Any TomTod team member should be:

- a self-starter with high ability at self-discipline and self-direction.
- a team player who readily operates in a collaboration-oriented atmosphere that includes a high level of interaction with a variety of partners (eg volunteers, community members, educators). Able to facilitate consistent yet personalized communication across all groups.
- able to operate in an environment with a diverse set of challenges, balancing multiple tasks simultaneously while prioritizing intuitively.
- intent on building a team culture that values excellence, experience, and empowerment.
- a creative thinker and innovation-oriented; able to solve problems and think creatively about tackling obstacles in a variety of forms and from various angles.
- proactive and mature in dealing with conflict and community engagement.
- able to efficiently organize and implement tasks.

GENERAL REQUIREMENTS

Candidates should:

- desire to readily engage and inspire middle school students.
- show eagerness to continue learning.
- be adept at writing in a variety of formats.
- have the ability to dodge flying foam animals deftly (or not complain if unsuccessful).
- have reliable transportation.
- be capable of physically transporting materials for programming (lift and move up to 30 lbs).

PATHFINDER SPECIFICS

Pathfinders will:

- report to the Team Guide and work alongside the Adventure Curator (AC) Team in learning how to plan, implement and evaluate core TomTod programming.
- co-explore / imagine / curate ideas alongside middle schoolers in a variety of settings
- clearly integrate the 10 C's (see addendum) throughout programming.
- maintain thorough documentation and clear metrics for programmatic goals and outcomes alongside the AC Team.
- be an active ambassador for TomTod's core DNA to the community at large.
- facilitate student mentoring experiences under the guidance of AC team members.
- develop an ability to and pursue excellence at engaging students in a variety of settings.



TOMTOD IDEAS CORE PROGRAMS

Classes & Clubs

We have a variety of classes and clubs, operating both during and after the school day, that partner with schools in empowering middle schoolers to explore their communities and how to design ideas. Through weekly sessions, TomTod staff and partnering educators lead students through design thinking sprints and plunges while complementing existing class curricula, with a focus on critical and creative thinking skills and social emotional competencies. Students participate in a variety of engaging activities, learn from guest speakers, research ideas, travel to off-site locations, and use the information and skills they acquire to formulate ideas that serve others. All programs are cooperatively designed and implemented with school partners to enhance 21st century skill sets, develop social emotional competencies, and to explore community connectedness.

Camp What If

Day camps and summer enrichment partnerships help middle school students explore possibilities and create impactful ideas for their communities. Using a design-thinking inspired approach, campers learn skills such as teamwork, creative problem solving, digital literacy, research techniques, interviewing practices, public speaking and civic awareness. Every camp ends with a celebration of the experiences and knowledge campers have attained with community members, friends, and families attending to hear idea pitches presented by campers. Camp experiences can be focused on the assets and challenges of particularly locales/city centers or more topically focused. All camps use collaborative spaces from partnering organizations (such as park systems, universities, art galleries, and business owners).

What If You Could (WIYC)

A project-based mentorship experience, WIYC helps middle schooler teams launch meaningful, community-oriented, personally-crafted ideas. WIYC walks middle schoolers through idea development using an iterative design thinking process, with middle schoolers conducting research, setting goals, prototyping and proving their concept, and then setting it in motion to make a difference. Teams work alongside skilled mentors who bring insight and resources to join up with each student's creative drive and passion. Not every project results in a "successful" launch of a team's full idea, but even obstacles are viewed as learning opportunities. Often originating out of our various camps, classes, & clubs, WIYC projects have helped shape communities locally and globally and continue to have a deep impact on students, mentors, and the community at large.

TomTod's 10 C's

4 informed by 21st Century Learning
(<http://bit.ly/21stCResearch>):

Creative Innovation
Collaboration
Communication
Critical Thinking

6 informed by Positive Youth Development Research

(<http://bit.ly/PYouthD>):

Connection
Competence
Character
Contribution
Caring
Confidence