



THUNDER VALLEY

COMMUNITY DEVELOPMENT CORPORATION

Lakota Language Fluent Speaker 2LL Initiative

Position Overview

Fluent Speaker will provide support to the Second Language Program, in providing one on one lessons with the second language learners in Lakota. Attending classrooms to provide support to the childcare providers by remaining in the Lakota language. Help with translating Lakota for the 2LL Coordinator and Curriculum Coordinator. Speaking Lakota 100% of the time, except for emergencies.

Reports to

Lakota Language Initiative Director

Compensation & Benefits

Hourly Compensation: \$16.40 hourly to \$20.58 hourly

Employment Classification: Hourly/non-exempt, not to exceed 40 hours/week

Position Type: Full-time

Position Location: Pine Ridge Site or Porcupine Site

Benefits for full-time employees:

- Health Insurance- Employee premium paid by TVCDC;
- Dental Insurance- Employee premium paid by TVCDC;
- Vision & Hearing Insurance- Employee premium paid by TVCDC;
- Simple IRA with up to a 3% match from TVCDC;
- Paid Time Off up to 160 hours per year;
- 14 annual paid holidays;
- Up to \$1,500 annual financial support for continuing education/development;
- Up to 200 hours annually in flexible schedule for education/development;
- Up to 6-weeks paid Parental Leave for new parents;
- Up to 4 hours per week, paid, to participate in Lakota Language Learning Class;
- Up to 25 minutes daily, paid, to participate in a wellness activity;
- Prioritized access to onsite Lakota Language Immersion Child Care;
- Paid Administrative leave during office closures for inclement weather.
- Employee Assistant Program (EAP)

Essential Duties & Responsibilities

- Must be a fluent speaker of Lakota, with a high level of proficiency. Someone who uses the language with other speakers on a daily basis is ideal.
- Must be willing to use no English whatsoever within the role of daycare provider. Any conversations, phone calls, communication with parents, etc. that require the use of any English must be conducted away from the children's hearing.
- Must be good at working with toddler-aged children, maintaining a loving, enthusiastic, and patient demeanor. Needs to be energetic enough to keep up with and play with the children as needed.
- Must be fully committed to the success of the program. Needs to be 100% reliable – not missing days or showing up late for work without reasonable cause. It will be important for the children to have all caregivers present, all day every day.
- The guidelines of the position are very straightforward: Spend time with the children and

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ensuring all of your communication is in Lakota. This will include such activities as reading to the kids, leading activities, playing games, supervising recess and mealtimes, and putting them down for naps. These tasks will be shared between the full-time caregivers.

- As the children begin to speak, the providers will - kindly but consistently - steer them towards using Lakota instead of English in the context of the childcare.
- The providers will work together on creating and maintaining an extensive shared vocabulary including “modern” terminology, to ensure that English is never needed.
- The providers will help to keep the learning and play areas tidy, clean, and organized.
- The providers will assist in general areas of childcare operations to include changing children's diapers and/or clothes, assisting in meal preparation, service, and cleanup, outdoor play and activities to include gardening and assisting on playground equipment, and other areas as needed.

Qualifications, Knowledge, Skills

- Previous childcare experience is desirable. A college degree or teaching certification is not required, as fluency and commitment to the program are far more important at this stage.
- Knowledge of Lakota culture, traditional stories, and Lakota songs are desirable.
- Ability to assist in day-to-day operations at childcare center as needed.

Drug and Alcohol Testing policy

All offers of employment with TVCDC are conditioned on the applicant submitting to and successfully passing a drug and alcohol test. The applicant must appear for testing on the date, time and location requested by the Director of Operations.

ADA Specifications

TVCDC is committed to making reasonable accommodations in accordance with the ADA for disabled employees who meet job requirements for education background, employment experience, skills, licenses, essential job duties and function, and any other qualification that are job related. Employees must be able to perform tasks that are essential to the job, with or without reasonable accommodation. The employee may be required to: Lifting children 15lb-50lbs.

Mission Driven

Ideal candidate has as a strong belief in the TVCDC mission and wants to be a part of a growing and constantly evolving organization.

Thunder Valley CDC Mission

Empowering Lakota Youth and families to improve the health, culture, and environment of our communities, through the healing and strengthening of cultural identity.

Thunder Valley CDC Vision

We envision a liberated Lakota nation through our language, culture, and spirituality.

The above description is intended to describe the general nature and level of work being performed by the individual(s) assigned to this position. They are not intended to be an exhaustive list of all duties, responsibilities, and skills required. TVCDC position descriptions are not intended to create, nor are they to be construed to create, a contract between TVCDC and any staff member. All TVCDC staff are employees at will; therefore, TVCDC and each staff member are free to terminate that employment at any time and at either party's discretion, with or without cause. Management reserves the right to modify, add, or remove duties and to assign other duties as necessary. In addition, reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions of this position.