



7j WbflhW Director Salish Sea Expeditions

Salish Sea Expeditions develops curiosity and confidence through student-led scientific research and adventure on the waters of the Salish Sea



Salish Sea Expeditions
647 Horizon View Pl. N.W.
Bainbridge Island, WA 98110

206.780.7848
www.salish.org



Executive Director Salish Sea Expeditions

Organizational Overview

Children are born with a natural curiosity about the world around them. By ninth grade, however, there is a documented decline in science achievement, and curiosity has faded or been transformed into apprehension or disinterest. This problem is evidenced by the fact that two-thirds of Washington's 8th and 10th graders failed the state science exam (WASL) for the last four years that the test was delivered, which is consistent with nationwide trends. Furthermore, only half as many girls as boys show an interest in science in 8th grade, while in the 4th grade the two genders recorded equal interest.



Salish Sea Expeditions addresses these needs by developing curiosity and confidence through student-led scientific research and adventure on the waters of the Salish Sea. Our boat-based and watershed educational programs encourage leadership development, a sense of curiosity and empowerment in



students as they design and carry out multi-day scientific research projects aboard a 61' sailing research vessel as well as in the watershed around their schools.

By inspiring young and curious minds, Salish Sea Expeditions promotes scientific literacy in Puget Sound's youth, and by exposing them to the complexities of the marine ecosystem, Salish builds lasting stewardship

Now celebrating our 15th year of programs, we've built a reputation for providing outstanding inquiry-based science education programs, and have been recognized by our peers as a leader in this pedagogical method. On our boat-based programs, Salish provides voyages of discovery for up to 600 students annually from 30 schools and organizations; 75% of all programs serve public schools and 25% receive additional cost subsidies to ensure that our programs are accessible to schools of all demographics.

In 2008 and 2010, Salish received federal grants through NOAA's B-WET program. (We were one of just five awardees in the Northwest Region's inaugural year of this important program.) The grants support our expanded Sound and Source program, enabling us to support up to 1250 students annually in on-shore research of their own design focusing on the watersheds that feed into Puget Sound, and specifically on issues related to stormwater.



Salish Sea Expeditions is at a particularly exciting time in our organizational development. For the last several program seasons, demand for our programs has exceeded our capacity. We anticipate this interest to continue with the growing public awareness of the shortcomings in science education and the need to keep children connected to nature, as well as the Washington state initiative focused on restoring the Sound's health by 2020. As a result, Salish's strategic plan calls for adding our vessel capacity, enabling us to double our spring and fall capacity and launch a summer program.

Position Summary

Salish Sea Expeditions seeks an Executive Director with a passion for education and an unwavering belief in the power of exceptional learning experiences for youth. Executive Director will lead all aspects of the organization: Program and Administration Leadership and Management, Strategy Formulation and Development, Fundraising and Outreach, Financial Accountability, Board and Council Relationships.

As a member of a small yet highly dedicated and engaged staff and board, the Executive Director must be a team player with a cooperative and collaborative style. The successful candidate will serve as both the internal leader and the external face for the organization. The Executive Director reports to the Board of Directors.

Salish is committed to providing an outstanding work environment, highlighted by a resourceful, talented and collegial team, a mission-driven spirit. We value diversity, equity and inclusion and strive to diversify our workforce; we seek applications by individuals from all backgrounds. The office location is currently on Bainbridge Island; a pending expiration of the office lease offers opportunities to examine alternative locations.

Ideal Skills and Experience

The ideal candidate is a strong leader and builder of partnerships, with at least 8-10 years of related experience. Desired qualifications include:

- Bachelor's degree, or equivalent experience; master's degree preferred in a related field such as education, business management or public administration
- Expertise in building coalitions across multiple and diverse constituencies
- A strong commitment to Salish's mission of educating children to become critical thinkers and gain an improved understanding of science
- Demonstrated ability to market and close sales, contracts and partnerships
- Demonstrated ability to raise funds from private and public sources
- Ability to focus on the needs of constituencies to create strong and meaningful partnerships
- Capacity to engage external audiences to promote Salish's mission
- Demonstrated expertise in managing people, budgets and operations
- Working knowledge of educational institutions, including K-12 schools, and environmental or outdoor education
- Experience assessing the feasibility of, developing and implementing a capital campaign
- Proven leadership ability; excellent organizational, interpersonal and communication skills
- Experience with board recruitment and development

Compensation (update 10.3.2011)

Commensurate with experience, Salish Sea Expeditions provides a comprehensive compensation package, including competitive salary, medical benefits, and generous vacation. In 2010, Salish Board decided to benchmark administrative salaries to the King County Wage and Benefit Survey for organizations of similar scope, size and sector. Specifically, Salish targets the median of the market for each position, with a range of +/- 20%, with individual salaries set by managers based on incumbents experience, education and performance. Since that decision, Salish has implemented a multi-tiered plan that will meet or exceed established targets by the start of 2013.

Application Process

Candidate review will be ongoing with process starting October 15, 2011.

Interested individuals are encouraged to submit a cover letter explaining why your background fits our needs, including salary requirements and current resume to: exdirsearch@salish.org (SUBJECT: EXECUTIVE DIRECTOR SEARCH). Submit using MSWord or PDF, please.

No calls or faxes. No staffing or recruiting agencies please.



Salish Sea Expeditions: 2010 – 2014 Strategic Plan

Approved by Board of Directors

January 2010

Statement of Core Purpose

Developing curiosity and confidence through student-led scientific research and adventure on the waters of the Salish Sea.

Statement of Aspiration

To create a generation of critical thinkers who will collaborate to solve society's hardest problems.

Guiding Principles

1. **Intellectual curiosity and critical thinking.** We value innate curiosity and promote a desire to understand the workings of our natural world. In collaboration with their teachers, we strive to provide students with new and powerful tools to develop critical thinking skills.
2. **The deep value of the Salish Sea.** The Salish Sea physically defines our region and service area. We value an understanding of the marine environment as a key element of scientific literacy and the foundation for appreciating and respecting the marine realm.
3. **Student-led research and hands-on learning.** We believe that student-run, hands-on research leads to the most effective learning. Our educational model empowers students to take charge of their own learning experiences, building a foundation of lifelong learning skills.
4. **Remove barriers.** We seek to provide the Salish experience as broadly as possible and actively reach out to students and communities of varied socio-economic and cultural backgrounds.
5. **Teamwork and self-reliance.** Salish's interactive model transforms classroom dynamics and allows each student to become an integral part of the expedition. Students excel in new roles while collaborating with classmates in shared learning experiences.
6. **Strong science leads to environmental stewardship.** We believe that through scientific exploration of the Salish Sea and connected watersheds and the associated opportunity to understand and reflect on human impact, students will develop a sense of stewardship for these waters.

Strategy Statement

By 2014, Salish will achieve 2½ times growth in the number of middle and high school students who conduct student-driven scientific research on the Salish Sea's waters and watersheds as part of our team-based, classroom-integrated expeditions.

Action Plan

- Double participation of students participating in school year, boat-based programs through increased vessel capacity
- Triple participation in watershed research programs; institutionalize current "Source" programs through well-conceived program definition and pricing. Focus primarily on educational institutions engaged with our "Sound" programs
- Conceive and develop robust summer programs; establish formal partnerships with other like-minded organizations supporting both open and group enrollment
- Ensure student representation in the four Educational Service Districts that border the Salish Sea; engage ten expeditions per year from each ESD



Salish Sea Expeditions Overview

Mission: At Salish Sea Expeditions our mission is develop curiosity and confidence through student-led scientific research and adventure on the waters of the Salish Sea. We believe that our programs will help to create a generation of critical thinkers who will collaborate to solve society's hardest problems.

Strategy: Using Inquiry-Based Learning as a central strategy, we don't just teach students about science – we provide an opportunity for students to *become* scientists, studying the marine environment in the same way a professional scientist might. Our floating classroom, the 61' sailing research vessel *Carlyn*, provides an ideal platform for these voyages of discovery.

Core Program: Sea Investigators--student groups develop original research on the waters of Puget Sound from their classrooms, and then board the research vessel for a 3-5 day expedition to gather data to answer the questions they generated in the classroom. After the expeditions, Salish educators return to the classroom to synthesize the experience and analyze their data. Students report their work in the *Journal of Student Research on Puget Sound*.



Program Expansion: In 2009, with the support of a grant from NOAA's Bay-Watershed Education and Training (B-WET) initiative, Salish launched Sound and Source, an on-shore, watershed-based extension to our successful boat-based Sea Investigators program. Through Sound and Source, Salish works with participating schools to develop longer-term inquiry opportunities and field-based science research projects, allowing students to connect with their local watershed as they repeat the process of designing and conducting their own field investigations closer to home. In 2011, the watershed program will continue a focus on stormwater and polluted runoff.



Organizational History: Founded in the fall of 1994, Salish leaders spent two years in conversations with teachers and in-depth research to prepare for our first program in spring 1997. Spring 2011 marks the 15th year of our programs.

Salish by the Numbers: Salish Sea Expeditions supports up to **30** scientific expeditions each school year. In 2010, close to **600** students and teachers embarked on science research expeditions aboard *Carlyn* with **380** additional students joined in onshore

research in their local watersheds. *Carlyn* sailed **1131** nautical miles on research expeditions. To date Salish has provided "Sailing for Science" programs for over **6000** students and teachers.



Salish Sea Expeditions

Who We Serve: Salish is committed to serving **Public Schools** (over 75% of all programs) and underserved populations through our **Low Income Initiative** (25% of all programs serve schools with a significant percentage of students receiving free and reduced-fee lunch benefits). Students participating in Salish programs are 5th to 12th graders from schools in the Puget Sound region. Over 30% of Salish students represent diverse populations.

What They Say:

Teachers: "The genuine excitement and pride that goes with discovery and self-discovery is such an important part of learning. I rank Salish as the best educational experience that I've ever been able to provide my students." – *Tom Armentrout, Bainbridge High School teacher*

Students: "I used to look out at the Sound and just see water. Then I went out on a Salish trip and discovered the details below the water. When I got back to school I wondered what details I was missing in all my other subjects." – *Liz, 11th grade student*

Government Leaders: "Ultimately, getting students involved in and energized by science that supports a healthy Sound will be fundamental to our success at recovering it." --*David Dicks, former Executive Director, Puget Sound Partnership*

Puget Sound Student Science Symposium: Each spring Salish hosts a gathering for student scientists to present research alongside other professional scientists. Our second annual event in 2010 drew over 200 students, teachers and guests to witness 20 research presentations.



Cost To Schools for Program in 2011:

- \$2500/expedition day (inclusive of classroom visits)
- \$86/day/student based on full vessel of 29 students
- Low Income Initiative Schools – as low as \$500/day.

Needs:

- Attend or Sponsor Events: Salish hosts three major events each year for fundraising and outreach, an autumn breakfast, a spring auction and an end of school year Salish Sea Student Science Symposium.
- Join us for a sail: Salish invites you to join us for a hands-on experience aboard the sailing research vessel Carlyn. See www.salish.org/sails for the next sailing.
- Additional Vessels for our Research Fleet: We are at capacity and seek a second vessel to support the demand for our programs. Tell us if you know of a boat available for sale or lease.
- Outreach Opportunities: We actively seek opportunities to showcase Salish programs through speaking engagements – host Salish to share stories of student scientists on the Sound at your next event.
- Board of Directors/Committee Membership: Salish seeks talented people to support our efforts through membership on board or one of various committees. Contact Executive Director Stephen Streufert for details.
- Join the Salish Community: Sign up for our e-newsletters or become a Facebook Fan