

## Part-time Facilitator

Covey seeks a part-time, in-person facilitator to support young people in our one-day-a week outdoor self-directed education community, where kids choose what, how, and when they learn. The ideal candidate is passionate about youth autonomy, fulfilled by witnessing young people's curiosity & collaboration, and aligned with the desire to live out our values in community.



## About our organization

At Covey, we trust young people to notice what matters to them and to follow it with care, curiosity, and joy! Learning unfolds from relational safety and the freedom to explore and connect. Our days together are shaped by listening—to ourselves, to one another, and to the world around us.

We launched in August 2025 and as we move into January 2026, are delighted to have a core group of seven families who have been with us since our start. We are still in our start-up phase, relying heavily on grants and committed donors. Equity is important to us, and two-thirds of our families receive some amount of financial aid.

Covey is a 501(c)(3) nonprofit organization. “Covey” (a group of quail) is pronounced “KUH-vee.”



More info at [www.coveynm.org](http://www.coveynm.org)

## Structure

This position reports to Emily Wright-Magoon, Covey's founder, executive director, and lead facilitator. Emily serves on a Mission Circle (aka Board of Directors). Our governance structure is sociocratic (based in consent). Facilitators work together to reflect and collaborate.

## Vision

We envision a world where communities are grounded in consent, trust, equity, and collaboration. In this world, all of us – including children – are honored as whole people with inherent worth and unfathomable possibility. Learning happens in relationship – with the land, with each other, and with ourselves.

## Mission

Covey exists to nurture a self-directed, nature-connected, sociocratic learning community. We create an ever-evolving, intentional culture where every voice matters. We support children, youth, and adults in



exploring their interests, growth, and connection. Children and adults are trusted to follow their curiosity, to make meaningful choices that respect both self and community, and to grow together in a culture of care, consent, freedom, & shared responsibility.

## Values

- The soil we grow in is trust.
- Learning is natural and happening all the time.
- Play is powerful learning, and indispensable at every age.
- Young people are people and can be trusted to decide what and how they learn.
- The culture is the curriculum: how we are together is more impactful than the content being offered.
- We seek to actively accompany and support young people rather than control, mold, or discipline them.
- Multi-age learning has powerful benefits.
- Children (and all people) should have a voice in decisions that impact them.
- Consent-based, sociocratic governance is practiced at all levels of our community as a path toward collective liberation.
- Harmful systems such as adultism, white supremacy culture, classism, ableism, etc. must be unlearned.
- Equity involves accounting for disparities related to the generational impacts of racism, sexism, classism, ableism, etc.
- We embrace multiple diversities including but not limited to: LGBTQIA+ diversity, neurodiversity, racial diversity, ability, financial diversity, family diversity, religious diversity, and nationality. The “paradox of tolerance” requires us to limit intolerance.
- We are secular. No activities will be offered that teach or encourage any particular faith or religious organization.
- Conflict is inevitable and addressing it with courage, compassion, and accountability leads to deep learning and a stronger community.
- Community is both a practice and a path in this work.

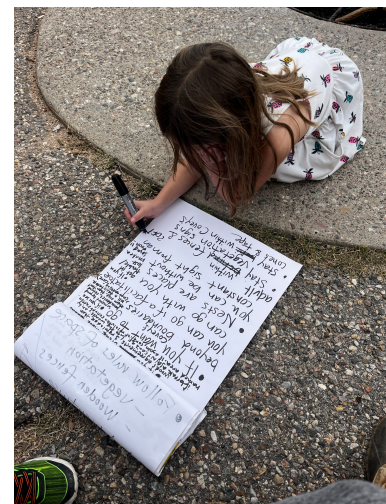


## About our young people

All our young people are unschooled/homeschooled. Current ages range from 2-12 (we accept 0-18). Most are 9-11. The current group ranges from 6-18 young people. Caregivers are required to stay on site if their child is in diapers or needs assistance toileting. Most of our young people are neurodivergent. So far, they have tended to enjoy open-ended crafting, mud kitchen, board/card games, movement/group games, exploring, fort-building, Pokémon, and more.

## About the job

Facilitators focus on facilitating the process by which young people explore the activities of their choosing. They are ultimately responsible for the survival and smooth functioning of the program. On a day-to-day basis, facilitators focus on holding the space in which young people can be free within the boundaries of safety and respect. Facilitators focus on the process of connection-making. They identify where a young person is in the process of pursuing their





own interests and then help them to the extent that they ask for it, and that it is helpful. Each facilitator brings their own interests, skills, and expertise to their role. Facilitators are shape-shifters, adjusting to the needs of a particular moment or young person. In a given day at Covey, a facilitator moves among being coach, guide, teacher, partner, group leader, parallel-player, referee, witness, problem-solver, or chaperone.

### Key Responsibilities

- Support, supervise, and engage young people as they follow their own curiosity and connections throughout the day
- Make decisions related to balancing freedom, responsibility, community, and safety – guided by our Covey values
- Collaborate and communicate with other facilitators
- Engage in ongoing self-reflection and feedback about how we as facilitators can work to align the space with our anti-adultist, anti-oppressive values.

### Details

- In-person
- Mondays 9:45 - 3:15 (except 3/23, 5/25, 9/7, 12/28)
- Additional 1.25 hour, weekly facilitator meeting on Zoom (can eventually move to monthly or semimonthly)
- Locations:
  - Elena Gallegos Open Space (**Albuquerque** foothills): October–April
  - Carolino Canyon Open Space (**Tijeras**): May–September
  - Indoor location - Church of the Good Shepherd, ABQ: For severely inclement weather or for space conflicts (including 1/19 and 2/16)
- Transportation to/from locations is your responsibility
- \$17/hour. As we grow, we hope to compensate at a higher rate. This is the amount we can afford in order to be sustainable at this time.



### Qualifications

- Respect for young people's autonomy
- Deeply affirming of LGBTQIA identities & neurodivergence
- Willing to consistently reflect on anti-oppression (including adultism)
- Creative, curious, adaptable, and reliable
- Strong ability to communicate across difference and amidst conflict
- Ability to stay focused & engaged for five hours amidst lots of sensory and social input
- Willingness to be outdoors for five hours in varying weather conditions (heat, cold...) and walk through the woods, over boulders, etc.
- Comfortable with video conferencing (Zoom) for weekly or semimonthly meetings
- Background check required. You will have the opportunity to explain any items that appear on your background check; a record does not necessarily disqualify you from employment.
- First-aid/CPR training may be required (paid for by Covey)

## Preferred

- Familiarity with self-directed education, unschooling, or alternative learning models
- Experience in community or alternative settings with young people (after-school, camps, clubs, etc)
- Deep knowledge about and experience with supporting various neurotypes

## How to Apply

Email [emily@coveynm.org](mailto:emily@coveynm.org) with a cover letter and resume

**Desired Start Date: January 12, 2026**

## Next Steps

- Apply!
- If you are contacted, you will be invited to a 45-min Zoom interview with Emily and other facilitators.
- If you are a potential fit, we will coordinate a trial half-day to see if it's a mutually good fit.
- Decision will be made after the trial day.

