



**SISTEMA KINGSTON**  
EMPLOYMENT OPPORTUNITY  
for  
**PART-TIME TEACHING ARTIST – Percussion**

***“Teach children the beauty of music, and music will teach them the beauty of life.”***

*- Jose Antonio Abreu*

There are few opportunities as meaningful and rewarding as teaching, mentoring and supporting children from under-served areas. Children, who otherwise would never have an opportunity to play a musical instrument.

***Sistema Kingston*** is a new intensive after school program that focuses on positive social change through the pursuit of musical excellence. Ensemble-based music instruction, healthy food and a positive social environment will be offered at no cost to children from challenged communities.

Opening in the fall of 2015, pilot year programming will begin at First Avenue Public School, for 20 students in grades 2 - 4. This program will be offered in partnership with Queen's Community Music, Limestone District School Board and The Joe Chithalen Memorial Musical Instrument Lending Library (Joe's M.I.L.L.). Using the Venezuelan *El Sistema* as its model, *Sistema Kingston* will emphasize inclusivity and teamwork, build personal persistence, and foster creativity and personal responsibility in all of its activities. *Sistema Kingston* embraces the five principles of *El Sistema*:

- **Social Change** – social transformation through the pursuit of musical excellence. One happens through the other and neither is prioritized at the expense of the other.
- **Ensembles** – the focus is on the group experience (orchestral/choral) and working toward a common goal. Peer mentoring is integral to the experience.
- **Frequency** – ensembles meet several times every week for multiple hours at a time over extended periods.
- **Accessibility** – programs are free and inclusive to all.
- **Connectivity** – programs foster connectivity between students, teachers, families and organizations to build stronger communities. Programs are linked at the community, regional and national levels, forming a cohesive network of services, resource sharing collaborative opportunities and advocacy in support of each other.

*Sistema Kingston* is seeking qualified and motivated percussion instructors who can embrace the spirit of the program with enthusiasm and provide quality group instruction for ensemble-based classes.

**JOB TITLE:**

- *Sistema Kingston* Teaching Artist

**ORGANIZATION:**

- Queen's Community Music

**REPORTS TO:**

- Ms. Karma Tomm, Director of Queen's Community Music and Program Director of *Sistema Kingston*

**JOB SUMMARY:**

- To provide rhythm/drumming instruction in a group setting for up to 20 students in Grades 2-4.
- Teach general music fundamentals, including ear training, rhythm, note reading, etc.
- Additional possibilities available in administration, choral instruction, violin/cello instruction.  
See On-Site Coordinator Position, Teaching Artist – Choral, and Teaching Artist – Violin/Cello.

**LOCATION:**

- First Avenue Public School, Kingston ON

**COMPENSATION:**

- Hourly. Rate commensurate with experience.

**HOURS:**

- Program Hours: Monday-Thursday 2:35 – 5:30pm, 25 weeks: September – May/June. Exact Instructional hours TBD.
- Mandatory 4-day training session.
- Presence at performances.

**QUALIFICATIONS:****REQUIRED:**

- Demonstrated performance proficiency on non-pitched percussion instruments that are suitable for working with children.
- Teaching experience on rhythm percussion
- Knowledge of beginner percussion pedagogy and materials
- RCM Advanced Rudiments Certificate or demonstrated knowledge of music theory
- Work experience with groups of children
- Excellent verbal communication skills
- Physically able to move furniture for set up and take down, and negotiate stairs
- Valid CPIC certificate with Vulnerable Sector Screening

**ASSETS:**

- Knowledge of
  1. Child Development
  2. The North Kingston Community
  3. Issues related to poverty
  4. Conducting
- Bachelor of Music/Bachelor of Education degree
- First Aid and CPR training
- Health and Safety Certificate

**JOB DUTIES AND RESPONSIBILITIES:**

Teaching Artist will provide group-based rhythm and percussion instruction, commencing in late September 2015 until May/June 2016 while embracing the vision and mission of *Sistema Kingston*. Group based instruction will include (but is not limited to):

- Beginner instrumental technique (posture, positioning, instrument care, etc.)
- Participate in Paper Instrument building project
- Ear training and listening skills
- Steady beat
- Rhythm reading
- Ensemble playing skill development

**Other duties will include:**

- Overseeing set up and clean up of all equipment
- Modeling the principles and philosophy of *Sistema Kingston* in all activities
- Implementing lesson plans developed in accordance with the goals and spirit of *El Sistema* inspired programs, in collaboration with the Curriculum Developer. All teaching materials, lesson plans and instructional materials developed while an employee of *Sistema Kingston* will not be considered proprietary; as such they can be reused or modified by both the employee and *Sistema Kingston* at any time in the future.
- Teaching, mentoring and supervising students in musical and non-musical contexts during all *Sistema Kingston* program hours and performances.
- Demonstrating the highest standard of professionalism at all times while interacting with the children in a kind, respectful and compassionate manner.
- Using their own instrument for the purpose of instruction and will play with students throughout lessons.

**FINANCIAL DETAILS:**

- Teaching Artists will be employed by Queen's Community Music at Queen's University on a Casual Staff contract.
- Hourly rate of pay will include vacation pay, and is subject to statutory deductions.
- Payment will be made on a bi-weekly basis by direct deposit, following the submission of accurate time-sheet reporting each pay period.
- Extra stipends for Head Teacher (curriculum development) and String Ensemble Director are available, depending on skill set and availability.

**RESIGNATION OR TERMINATION OF CONTRACT:**

- Any and all materials belonging to *Sistema Kingston* (including copies of any documents containing confidential or proprietary information) will be returned promptly upon the employee's resignation or termination, or upon request.
- Either the employee or *Sistema Kingston* may terminate this agreement with 3 weeks notice without prejudice. As a contracted worker, the employee is not entitled to severance pay. Termination for just cause will be without notice.
- If any part of this agreement is determined to be unenforceable, all remaining parts of this agreement will nevertheless remain in full effect.

**OTHER INFORMATION:**

- The employee will be responsible for adhering to all Policies and Procedures including, but not limited to, Behavior Management, Confidentiality and Social Media Policies, Code of Conduct, Crisis Intervention and Security for Students and Staff.
- The employee will be provided with the Staff Manual.
- The employee will be required to acknowledge that they have reviewed the Code of Conduct, Confidentiality and Social Media Policies as well as the Crisis Intervention and Security Policies, by signing the appropriate waivers.



If you believe you are qualified in terms of education and experience as well as temperament and personality, please submit via hard copy or electronic format, a cover letter which addresses why you are interested in working at *Sistema Kingston*, your availability to interview on August 6 and 7, a resume which includes work and volunteer experience, and 2 letters of reference to:

Hard copy submission: Karma Tomm, Director, Queen's Community Music  
Harrison-LeCaine Hall, Rm 207  
Queen's University  
Kingston, ON, K7L 3N6

Electronic submission: [tommk@queensu.ca](mailto:tommk@queensu.ca)

Inquiries: [tommk@queensu.ca](mailto:tommk@queensu.ca) or 613-533-6000 x.79069

Application Deadline: Wed. July 29, 2015, 4:00pm

Anticipated Interview dates: August 6-7, 2015

We appreciate and thank you for your interest in *Sistema Kingston*.