



STEP-BY-STEP CULTURAL ARTS

African Drumming Instructor

Job Description

Title:	African Drumming Instructor
Pay Rate:	\$20.00 - \$30.00, depending on experience and qualifications
Reports To:	Senior Program Manager (Cultural Arts)
Status:	Hourly/ Non-Exempt ▾
Hours:	Part-time ▾

JOB SUMMARY:

The Youth African Drumming Instructor will provide percussion instruction and other youth enrichment lessons related to African culture to TK–12th grade students on school campuses and in our studio. The Youth African Drumming Instructor will participate in professional development, manage instruments and supplies, create lesson plans, supervise children, teach drumming rhythms and techniques from a variety of African cultures, and perform a variety of other related tasks as required.

ESSENTIAL DUTIES AND RESPONSIBILITIES:

Instruction & Classroom Delivery:

- Proficiently manage small and large groups of students.
- Perform effectively as an assistant or lead instructor.
- Teach and model foundational drumming techniques, hand patterns, rhythms, and ensemble playing that foster a love and excitement for African drumming.
- Provide instruction for groups of up to twenty students.
- Differentiate drumming activities for younger/older and beginner/more advanced learners.
- Deliver organized, fun, and engaging lessons with prescribed objectives and lesson plans that promote teamwork and collaboration and lead to the successful attainment of student objectives.
- Deliver mini lessons in accordance with the provided lesson plans regarding the cultural and historical elements that have influenced traditional African drumming from multiple African nations.
- Utilize warm-ups, call-and-response techniques, rhythm building, improvisation, and performance-based exercises.
- Teach basic music and drumming vocabulary and terminology utilizing English and languages related to the origins of the drum traditions.



- Effectively demonstrate mastery of health, safety, and student interaction expectations and protocols.

Program & Instructional Support:

- Proficiently distinguish characteristics of drumming styles and traditions from across the African continent such as West African (e.g., Djembe, Dundun, Kpanlogo), Central African (e.g., Ngoma), and Southern African (e.g., talking drums, polyrhythms), as well as Afro-diasporic forms rooted in African drumming (e.g., Afro-Cuban, Haitian, Brazilian).
- Create lesson plans regarding the historical and cultural influences on African drumming, including connections to traditional dance, attire, ceremonies, and storytelling, for both self-use and team sharing.
- Set up and operate audio and video equipment to support high-quality drumming instruction, including managing drum care, music playback, microphones, and visual aids to enhance student engagement and learning.
- Accurately complete forms and paperwork related to attendance, lesson planning, student progress, and equipment usage, ensuring compliance with organizational policies and timely reporting requirements.
- Effectively train and support new instructors by modeling best practices in classroom management, drumming pedagogy, and cultural context; providing guidance and feedback to help them succeed in aligning with program goals and instructional standards.

Youth Development & Student Engagement:

- Foster a positive, inclusive, and supportive classroom environment that encourages personal growth and social-emotional development.
- Serve as a mentor and role model, promoting respect, collaboration, and a sense of community among students.
- Implement strategies that support student engagement, motivation, and health behavior in a group setting.
- Encourage students to express themselves creatively and build confidence through participation and teamwork.
- Recognize and celebrate individual achievement, promoting a growth mindset and self-confidence.
- Support the development of communication and problem-solving skills within the context of the specific discipline.

Professional Responsibilities & Collaboration:

- Communicate clearly and professionally with students, families, and colleagues, and site leadership.
- Participate in staff meetings, professional development sessions, and ongoing trainings as required.
- Support efforts to promote equity, diversity, and inclusion in all programming.



- Remain flexible and responsive to the needs of the program, including adjusting schedules and responsibilities as needed.
- Perform other duties as assigned to support program implementation.

Other Duties Assigned:

- All other duties as assigned.

KNOWLEDGE, SKILLS, AND ABILITIES

To perform this job successfully, the employee must be able to perform each essential duty satisfactorily.

The requirements listed below are representative of the knowledge, skill, and/or ability required:

- Comply with company policies and procedures in employee manual;
- Available to work fluctuating hours, including weekends, if necessary;
- Be able to work well with not only co-employees, but also clients and vendors;
- Must be able to perform each essential duty satisfactorily;
- Must be able to provide outstanding customer service to clients;
- Be fluent in speaking English and being bilingual in Spanish is preferred.

CULTURAL COMPETENCIES:

- Uncompromising integrity;
- Champions the mission, culture, and objectives of the employer;
- Demonstrates value and respect for all employees;
- High energy and enthusiasm;
- Values the ideas and opinions of others and routinely collects their input as part of the decision-making process;
- Performs effectively as a team player

EDUCATION and REQUIREMENTS:

- Minimum of two years of experience working with youth or in educational settings, preferably in culturally responsive or arts-based programs.
- At least two years of hands-on experience in African drumming, including traditional rhythms and instruments from various African regions.
- Classroom or group instruction experience preferred, especially in music, drumming, or youth development settings.
- Experience teaching African drumming specifically is highly desirable.
- Must be at least 18 years of age and able to provide valid proof of a high school diploma or GED.
- Proficient in spoken and written Standard English, suitable for communication in a public school environment.
- Demonstrated ability to adapt in dynamic environments, remain flexible with changing group needs, and maintain a positive, professional demeanor.

BACKGROUND CHECK/TESTING/CERTIFICATION:

- Must pass Live Scan (criminal background check via fingerprinting).



- Must pass drug testing.
- Provide a clear TB test
- CPR/ First Aid Certification

PHYSICAL, MENTAL, AND ENVIRONMENTAL CONDITIONS OF ESSENTIAL DUTIES OF THE JOB

The demands described here are representative of those that must be met by an employee to successfully perform the essential functions of this job. Reasonable accommodations may be made to enable Individuals with disabilities to perform the essential functions. The demands for this job include those that are set forth hereinafter. The following designations are the codes used to complete the section of the job description: “F” is for frequent; “O” is for occasional; and “N” is for not at all:

Physical:

On the job, the employee must

- (F) Bend
- (F) Handle Objects (manual dexterity)
- (F) Squat
- (F) Reach above shoulder level
- (F) Crawl
- (F) Use fine finger movements
- (F) Climb
- (F) See, hear, and speak
- (F) Kneel
- () Other (_____)

Mental

On the job, the employee must be able to

- (F) Read/Comprehend
- (F) Write
- (F) Perform calculations
- (F) Communicate orally
- (F) Reason

Environmental:

On the job, the employee

- (O) Is exposed to excessive noise
- (O) Is exposed to marked changes in temperature and/or humidity
- (O) Is exposed to dust, flumes, gases, radiation, microwave (circle)
- () Other (_____)

Must carry / lift loads of:

- (F) light (up to 25 lbs)
- (O) moderate (25 lbs to 50 lbs)
- (N) heavy (over 50 lbs)

STEP-BY-STEP CULTURAL ARTS EMPLOYMENT STATEMENT:

This position is contingent on continued partnership agreements with local schools. Employment may be affected by changes in program funding, site participation, or school contracts. Nothing in this job description restricts management’s right to assign or reassign duties and responsibilities to this job at any time. All terms and conditions of Step-By-Step Cultural Arts at-will employment duties and responsibilities are subject to the Step-By-Step Cultural Arts Employee Handbook.

The employee signature below indicates the employee understands the requirements, essential functions, and duties of the position.

I have had all questions about my job description explained to me to my satisfaction. I understand that nothing in this job description restricts management’s right to assign or reassign duties and/or responsibilities to this job at any time.

Print Name:



Signature:

Date: Click or tap to enter a date.