

DEL NORTE COUNTY LIBRARY DISTRICT

Job Description of DN Reads Youth Tutors

January 9, 2026

Number of Openings: 10-30

[Click here to apply:https://forms.gle/3iDtk41vLGaKJNn4A](https://forms.gle/3iDtk41vLGaKJNn4A)

Workload: Part-time 10-40 hours per month. Youth Tutors will work with their assigned Mentor and DN Reads Staff to create a schedule that fits:

1. The legal criteria for the age of the youth
2. The Youth's availability
3. Program needs and opportunities

Hourly Rate:

Youth can choose from one of the following:

1. Receive the hourly rate of minimum wage with opportunities for a 50 cent raise after each year of employment.
2. Solely volunteer for the program
3. Have a selected percentage of hours be compensated as an hourly wage, and the other percentage be volunteer hours.

This application is always posted. Applications will be reviewed on a regular basis. Youth are defined as 12-24, per the Youth Safety and [Youth Tutor Employment, Training, and Safety Policy](#).

This is a grant funded position that will remain as long as grant funding allows. The Youth Tutor positions currently have guaranteed funding until December of 2026.

About the Youth Tutors Positions: Del Norte Reads, the literacy program at Del Norte County Library, was awarded a substantial grant from Klamath Promise Neighborhood (KPN) to plan, implement, and monitor a Youth Peer Tutoring program.

The funding will be used to adopt and implement a Youth Peer Tutoring Program

The Youth Tutors positions are key to the sustainability of the program expansion, as are the services that coordination provides to the community. This is a grant funded position, and will remain as long as grant funding allows.

The Youth Tutors will work with:

- Del Norte Reads Staff
- Other Youth Tutors
- An assigned Mentor
- Library Staff
- Learners enrolled in the program

to build a sustainable learning program for the community of Del Norte and Tribal Lands (DNaTL).

The Youth Tutors Will:

- Attend regular training sessions with DN Reads Staff and Assigned Mentor
- Attend regularly scheduled tutoring or programming sessions
- Share ideas for program development and collaborate to develop the Peer-Tutoring Program
- Serve as a public representative of the DN Reads program by behaving as a healthy role model
- Deliver the educational services to enrolled Learners by:
 - 1:1 homework help
 - Tutor will be paired with Learners and meet them regularly to help them complete their homework
 - 1:1 Tutoring in line with SMART goals
 - Tutor will be paired with Learners and meet them regularly to help the Learner achieve a specific SMART goal.
 - Eg. The Learner is in 5th grade reading at a 2nd grade reading level. Their goal is to reach grade level by the end of the school year.
 - Creating and supporting library programming
 - Tutor will assist with creating programming that does not exist yet.
 - eg. Reader's Theater. The Tutor will help create, schedule, recruit and run a regular Reader's Theater program (this does not currently exist at the library)
 - Tutor will assist with current library programming
 - Eg. Tutors will attend and assist with Lego Club on Friday's. Lego Club already exists at the library.

Youth Tutor Qualifications / Skills: If the applicant does not currently have the skills, they must be willing to learn them.

- Works with a team by: contributing to group discussions, sharing and receiving constructive criticism, taking on independent tasks, seeking help and feedback, reflecting and revising.
- Works independently by: meeting deadlines for tasks
- Eagerness to continue learning by studying the Neurosequential Model, developed by Dr. Bruce Perry
- Knowledge of the geography, history and unique needs of Del Norte County and Tribal Land
- Ability to articulate ideas and seek deeper understanding of others' ideas through listening, reading, speaking and writing
- Ability to create and maintain healthy peer relationships
- Ability to complete assigned tasks by deadline
- Ability to maintain confidentiality

- Ability to work with the public
- Attention to detail
- Computer literacy

Bilingual or multilingual Tutors will be compensated an extra \$1 per hour when they are using their language skills to support their Learner. For example, if the Tutor is translating homework from Spanish to English, they will receive an additional one dollar per hour for that lesson.

Youth Tutors will thrive in our program IF they believe the following:

- It is necessary to learn to self-regulate and manage emotions during conflict
- It is necessary to give and accept meaningful apologies and repair harm
- Conflict can be addressed in constructive, productive ways
- Mindset and self-talk greatly influence our ability to learn
- It is okay to hold myself and others accountable
- Mistakes give us the chance to learn
- Conflict is part of being human

Youth Tutor Requirements:

- A demonstrated ability to be trained and willingness to accept and respond to direction
- Evidence of written, oral and interpersonal communication skills