

# **Joanie Estabrook**

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## **Professional Experience**

### **Germantown Academy — Fort Washington, PA**

*Assistant Director of After School Programming | Jul 2023 – Present*

- Support the Director in designing, implementing, and evaluating after-school programming serving students in grades Pre-K-5th
- Assist in coordinating all external vendors—including scheduling and quality assurance—to ensure consistent and engaging offerings.
- Developing and implementing systems to improve efficiency and parent communication.
- Responsible for running the program if the director is unable to do so.
- Oversee Upper School student workers, managing performance, expectations, and professional communication.
- Identify and communicate program needs, opportunities, and issues to the director, school leadership, and administration.

*Assistant Swim Coach, Germantown Academy Aquatics Club | Nov 2025 - Present*

- Deliver age-appropriate practices for swimmers across varying skill levels in alignment with lead coach objectives.
- Support meet operations, ensuring athlete readiness, event transitions, timing, counting, and deck organization.
- Conflict management as needed between swimmers.
- Provide ongoing technical feedback to improve swimmer performance and confidence.
- Manage interpersonal challenges and foster respectful, team-oriented behavior among athletes.

*Lead Camp Counselor | Summer 2025*

- Designed and facilitated a 4-week art camp serving ~20 campers per session, with a focus on creativity, collaboration, and outdoor engagement.
- Created nature-based and project-based learning experiences promoting exploration, problem-solving, and personal growth.
- Documented camper work for social media, contributing to positive community engagement and program visibility.

### **North Yarmouth Academy — Yarmouth, ME**

*Early Childhood Assistant Teacher & Lead Aftercare Instructor | Sep 2022 – Jul 2023*

- Oversaw classroom operations and aftercare programs for pre-kindergarten students using Montessori-based methodology.
- Improved aftercare engagement by developing new activity structures and communication systems between staff and families.
- Directed after school programming for students in Pre-K-5th grades

*Lead Camp Counselor | Summers 2022 – 2024*

- Coordinated the check in and check out processes for various camps on campus.
- Led groups of 20+ campers throughout the summer through daily activities and various field trips.
- Communicated any issues or concerns with both parents and camp administrators.
- Delegated responsibilities to counselors in training and oversaw their performance to encourage growth.

### **Education — Skidmore College, Saratoga Springs, NY**

*Bachelor of Science in Fine and Studio Arts | 2018 – 2022*

- Activities: Varsity Swim & Dive Team, Student-Athlete Mentor Program

