

**Rancho Academy Pipeline Program Applicants  
Rancho Santiago Community College District**

Direct Link: <https://www.AcademicKeys.com/r?job=261054>

Downloaded On: Aug. 13, 2025 3:52pm

Posted Aug. 12, 2025, set to expire Dec. 9, 2025

**Job Title** Rancho Academy Pipeline Program Applicants  
**Department** People & Culture  
**Institution** Rancho Santiago Community College District  
Santa Ana, California

**Date Posted** Aug. 12, 2025

**Application Deadline** Open until filled  
**Position Start Date** Available immediately

**Job Categories** Professional Staff

**Academic Field(s)** Administration - Other

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**Job Description**

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**Rancho Academy Pipeline Program Applicants**

**Rancho Santiago Community College District**

**Salary Range:**

**Job Type:**

**Job Number:** AC22-00447

**Location:** Santa Ana, CA

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**Division:** DO Human Resources

**Closing:**

### POSITION DETAILS

#### About Rancho Academy

Rancho Santiago Community College District (RSCCD) invites graduate students and industry professionals interested in teaching at the community college level to apply for the Rancho Academy, a faculty internship program designed to cultivate future educators.

This year-long program pairs interns with experienced, tenured faculty in their discipline for mentorship and hands-on training. Interns participate in a structured semester of training led by a faculty facilitator, followed by a semester of co-teaching and shadowing in the classroom.

The Rancho Academy is committed to building a diverse pipeline of future part-time faculty who reflect the backgrounds and experiences of RSCCD's students. Through mentorship, professional development, and applied teaching experience, interns will strengthen their instructional skills and deepen their understanding of equity-minded teaching practices.

This initiative is supported by the RSCCD Board of Trustees as part of an ongoing effort to recruit and develop faculty leaders for the California Community College system.

If you're passionate about teaching and meet the eligibility criteria, we encourage you to apply and take the next step toward a rewarding career in community college education.

Program highlights include:

- Student engagement techniques and classroom management skills
- Observational and guided instructional experience
- Professional development events & workshops
- Course and lesson planning
- Equity-minded and inclusive practices
- College networking and relationship building
- Opportunities to shape and connect with the RSCCD students
- The program may be a blend of remote, hybrid, or in-person, depending on evolving District guidance.

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### **Responsibilities**

As a Rancho Academy intern, you are expected to:

- Understand and adhere to the terms of the formal mentoring agreement.
- Meet regularly with your assigned faculty mentor.
- Attend all scheduled classes consistently and punctually.
- Seek support from your mentor as needed, while respecting their time and responsibilities.
- Complete assignments or tasks assigned by your mentor and seek clarification when necessary.
- Assist your mentor with instructional or classroom-related activities, as requested.
- Support students in the classroom as directed by your mentor.
- Share your ideas and insights openly with your mentor.
- Give and receive constructive feedback in a professional and respectful manner.
- Clearly communicate your goals, needs, and expectations to help your mentor support your success.
- Prepare and deliver appropriate learning experiences for students.
- Develop sample syllabi, lesson plans, and course outlines.
- Reach out to the program director or department chair when additional guidance is needed.
- Participate in all required evaluations of the internship program.
- Engage fully in orientations, workshops, and other activities designed for interns.
- Fulfill other related duties as assigned.

### **QUALIFICATIONS**

#### **Eligibility Criteria**

- A graduate student or recent (MA, MS, Doctorate) graduate;
- Highly motivated in seeking a career in the California Community College system (faculty) and meets the Minimum Qualifications in the academic or vocational subject area as specified by the [2025 Chancellor's Office Minimum Qualifications Handbook](#);
- Commitment to completing the synchronous and asynchronous 10-month hybrid training program on and active engagement with the assigned mentor;
- Complete all follow-up sessions and submit all deliverables as directed by ODEI.

### **APPLICATION PROCESS**

Due to the popularity of this program, it is the applicant's responsibility to ensure that all materials and required documents are accurate and uploaded correctly. To ensure full consideration, all applicants

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must submit a complete online Rancho Santiago Community College District Online application that includes the items listed below. The Office of Diversity, Equity, & Inclusion (ODEI) will review all applications for completeness, and only complete application packets will be reviewed.

### **A Complete Application Packet Must Include the Following:**

1. RSCCD Online Application
2. Curriculum Vitae (CV) or Resume - details all relevant education, training, and teaching experience (including courses taught), and other work experience.
3. Academic Transcripts (unofficial copies are accepted)

### **Foreign Degrees**

Transcripts from countries other than the United States must be evaluated by an agency that is approved by or a member of the National Association of Credentials Evaluation Services ([NACES](#)) or the Association of International Credential Evaluators, Inc. ([AICE](#)), or Commission on Teacher Credentialing ([CTC](#)).

To apply, please visit <https://www.schooljobs.com/careers/rsccd/jobs/3741877/rancho-academy-pipeline-program-applicants>

### **Contact Information**

Please reference Academickeys in your cover letter when applying for or inquiring about this job announcement.

### **Contact**

People & Culture  
Rancho Santiago Community College District

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