

Role Scaffold — Head Gardener - Planting — Uey Kai Garden, DCCG

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Status: Draft — to be confirmed with whoever holds the role.

Template: DCCG Role Scaffold Template.

Purpose of the Scaffold

The Head Gardener - Planting looks after the garden's planting calendar — what goes in when, across the seasons, and which crops sit well next to each other. One of five Head Gardener roles. Holds horticultural knowledge in this area and votes with the other four on garden-wide horticultural decisions (decision making scaffold).

Why This Matters

Without a Head Gardener - Planting, people plant what they brought, in whatever bed has room, in whatever month they showed up. Beds drift apart. Companion planting is accidental. Succession planting (one crop following another) doesn't happen. With the role in place, the calendar is a shared reference for working bees and yields improve year on year.

Outcomes of the Scaffold

Poor Outcome. Plantings are uncoordinated. Beds reflect whoever last touched them. Crops go in too late, too close, or in combinations that compete. Yields are low.

Expected Outcome. A shared planting calendar exists and is kept current. Working bees know what's going in. The seasonal rhythm holds.

Excellent Outcome. The calendar is reliable enough that newer gardeners use it without checking in first. Companion planting is deliberate. Succession planting fills the beds across the year.

Planks of the Scaffold

1. Look after the planting calendar

Purpose of the Plank. Keep a forward-looking map of what goes in when. Refer to the seasonal calendar artifact as the wider frame.

Why This Matters. Without the calendar, working bees turn into debates about what to plant. With it, the working bee is about doing the planting — the planning is already done.

Poor Outcome. The calendar drifts from reality. It says "leeks in May" but no leeks went in. Nobody updates it; everyone stops looking at it.

Expected Outcome. The calendar reflects what's planned for the next two to three months. Updates happen when plans change.

Excellent Outcome. Newer gardeners can read the calendar and know what to do without asking first.

2. Apply companion planting

Purpose of the Plank. Companion planting is what sits well next to what — beans alongside corn and squash, carrots alongside onions, tomatoes away from brassicas. The Head Gardener - Planting knows the patterns and applies them when laying out beds.

Why This Matters. Companion planting helps a spray-free garden manage pests, and helps a small garden multiply yield without expanding.

Poor Outcome. Bed layouts ignore companion patterns. Some beds get pest pressure that companion planting would have softened.

Expected Outcome. Companion planting is applied deliberately to bed layouts. Some experimentation each year as the garden learns what works locally.

Excellent Outcome. Companion planting is shared knowledge, not private to the Head Gardener - Planting.

3. Teach what you know

Purpose of the Plank. Planting calendar knowledge and companion planting knowledge pass by showing alongside the work.

Why This Matters. The standard reason every Head Gardener teaches: knowledge held in one head is a risk.

Poor Outcome. The Head Gardener - Planting plans alone; everyone else plants what they're told.

Expected Outcome. Whoever's around gets brought into the planning. "Here's why we're putting beans next to the corn" is part of every laying-out.

Excellent Outcome. Other gardeners can plan a bed themselves and check with the Head Gardener - Planting.

4. Hold the role as a tender, not an operator

Purpose of the Plank. non operator norm applies. The Head Gardener - Planting holds horticultural knowledge. They don't run the planting side by personal authority. Garden-wide decisions go through the Head Gardener vote and the working group.

Why This Matters. A Head Gardener - Planting who quietly decides everything has slid into operator. The role's value is in the calendar being usable, not in the Convenor being asked first.

Poor Outcome. The Convenor decides; everyone else plants what they're told.

Expected Outcome. The Convenor proposes; the working group discusses; decisions land where they belong.

Excellent Outcome. A new Head Gardener - Planting could take over and the calendar would still hold.

Values

Three values: **forward-looking** (the calendar maps what's coming); **shared knowledge** (companion planting and seasonal timing get taught); and **following the seasons**.

See also: governance, decision making scaffold, horticultural scaffold template, volunteer, seasonal calendar artifact, non operator norm, pattern disruption norm.