Chinese American International School seeks a

Lower School Chinese Lead Teacher (2021-2022)

This is a Chinese language position; Chinese language proficiency required. Exempt, full-time position

WELCOME!

Join the vibrant community at the Chinese American International School's Lower School campus as a lead Chinese Teacher. Teach an immersion classroom in Chinese to learn language arts, math, and social studies content as our Lower School (one grade level, between 2nd-5th Grades) Chinese Teacher. Become part of a team striving to be the world’s most innovative, inspiring, and influential Chinese English dual-language immersion school.

OUR IDEAL CANDIDATE

The ideal candidate finds resonance with CAIS’s mission to Embrace Chinese, Become Our Best Selves, and Contribute to a Better World. Consistent with our Strategic Vision 2020-2025, CAIS is committed to reimagining immersion to achieve greater student engagement and proficiency in Chinese and cultivate the cognitive, character and intercultural competencies that are the “CAIS Immersion Bonus.” As CAIS aims to empower independent, effective, and inspired learners, we look for a candidate adept at student-centered pedagogy such as differentiation, use of assessment to inform teaching, and application of best practices in language, literacy, and content instruction. This candidate can foster a joyful learning community that strikes a developmentally appropriate balance between establishing foundational academic skills and nurturing the curiosity and creativity of our youngest learners.

Our new team member will collaborate with grade level Chinese and English partner teachers and enjoy a wealth of professional development opportunities. Within the framework of a strong curricular vision supported by English and Chinese program directors, the candidate will enjoy considerable autonomy in developing the classroom curriculum.

CAIS offers a dynamic dual culture setting in which faculty are immersed in a culture of language learners. We look for a candidate who will embrace CAIS’s work to create an equitable, inclusive environment where all faculty, students, and families are supported in their individual identities. We welcome all applicants who aim to actively support and participate in our diverse and inclusive community.

BENEFITS

The CAIS Board of Trustees and administration are expressly dedicated to ensuring that CAIS is a great place to work. The school is committed to attracting, developing, retaining, and rewarding top-tier faculty and excellent educators with a strong benefits package. Please see the final page for a description of benefits.
ESSENTIAL DUTIES
Position responsibilities include (but are not limited to):

- Demonstrate teaching excellence, a growth mindset, professionalism, and integrity.
- Support the educational program by challenging, supporting, and engaging students.
- Successfully teach all assigned classes in accordance with grade appropriate best practices.
- Encompass a positive discipline approach in guiding student behavior.
- Develop a positive intellectual, emotional, and social environment within the classroom and a class community in which all children feel valued and a sense of belonging.
- Actively support and collaborate on school initiatives, such as events and committee work.
- Work collaboratively and maintain standards of respect, courtesy, and mutual consideration with the school community, including students, staff, and parents.
- Communicate effectively, promptly, and proactively with families.
- Prepare assessments, grades, and progress reports according to school procedures.
- Implement and integrate technology into curriculum.
- Attend faculty and division meetings, including required meetings/events before the beginning of the school year and during the term of employment.

ESSENTIAL REQUIREMENTS

- Bachelor’s degree
- Language requirement: native Mandarin language proficiency
- Teaching experience with demonstrated success
- Commitment to meeting the needs of individual learners and promoting social and emotional development
- Excellent interpersonal and communication skills
- Dedication to equity and inclusion and ability to work with individuals from diverse backgrounds
- Commitment to school mission, policies, and initiatives

VALUED SKILLS AND EXPERIENCE
We value, but do not require, the following attributes:

- Teaching credential, Master’s in Education (M.Ed.), or equivalent
- Teaching experience in an immersion environment
- Knowledge of ACTFL Proficiency Guidelines, and assessment tools such as OPI and WPT

THE CAIS CHINESE PROGRAM
Our team is a large, collaborative and supportive team of Preschool through 8th grade Chinese language lead and associate teachers who are experienced and highly professional. CAIS is regarded as a leader in Chinese immersion teaching and learning, a role we deliberately strive to earn and maintain, and our teachers are expected to engage in ongoing, school-supported professional development.

CAIS Chinese language teachers frequently present at regional and national conferences such as ACTFL, CLTA, National Chinese Language Conference, STARTALK, CLEF and Computer Using
Educators, to name a few. In addition to teaching, CAIS Chinese teachers work collaboratively with one another and with teachers of other disciplines to design and implement innovative thematic curriculum units that integrate multiple disciplines, Project Based Language Learning (PBLL), use of instructional technology, application of 21st century skills, and curricula that support the school’s extensive international learning programs. The school runs STARTALK programs for teachers and students as well as a separate immersion summer camp each year.

Chinese curricula at CAIS are aligned with ACTFL Proficiency guidelines, and each year the school administers WPT, OPI, STAMP and AAPPL assessments - most CAIS teachers are trained and certified in the administration of these tests.

Chinese language teachers enjoy the support of a Chinese program director, two full-time Chinese language support specialists, and a global learning coordinator. CAIS has formed the Chinese Learning Innovation Collaborative (CLIC), a school-based center whose purpose is to integrate curriculum, technology, and international travel to advance language and cultural learning and meet world readiness standards for language learning.

Please see the detailed profile of CAIS’s Chinese program on the Asia Society’s website.

ABOUT CAIS
As the nation’s first dual language Chinese and English Preschool through 8th grade school, CAIS embodies this mission by working continuously to maintain our role as a leader in immersion education. At CAIS we value honest self-assessment, thoughtful self-reflection, intentional planning and focused implementation. We are known as an ambitious school, and we have just embarked on a multi-year vision to reimagine immersion, reimagine our culture of learning, reimagine character and community, and reimagine our learning spaces.

Our three campuses are located in the heart of San Francisco and are accessible by public transportation in San Francisco. The lively neighborhood echoes the school’s vital energy and provides ready access to cultural treasures such as the Asian Art Museum, SF Jazz, the San Francisco Symphony, and more.

For more information, visit https://www.cais.org/about-us/employment and the CAIS Lower School Website.

TO APPLY
CAIS’s commitment to diversity, equity and inclusion is central to our mission. People of color and LGBTQIA candidates are strongly encouraged to apply.

Email cover letter, resume, and list of references to lower_school_jobs@cais.org, attention Kimberly Kaz. In the subject line please indicate: “Lower School Chinese Teacher.” Please no calls.

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Chinese American International School is dedicated to attracting, developing, rewarding and retaining a world-class faculty and ensuring that this is a great place to work. We put a high priority on advances in compensation, benefits, and work climate with a 2021–2022 benefits package and perks including:

**Distinctively CAIS Benefits**
- Down payment assistance for home purchase
- Commuter benefits (up to $270/month) for lead teachers
- China Faculty Institute (teacher trips to China and Taiwan)
- Chaperone student trips to Taiwan (Taipei) and China (Guilin and Yunnan Province)
- Below-Market Rental process assistance
- Dynamic, dual culture setting valuing honest self-assessment, thoughtful self reflection, intentional planning, and focused implementation

**Financial Benefits**
- CAIS contributes 5% of your earnings immediately in a 403(B) retirement plan (no contribution required on your part)
- Transparent salary scale benchmarked to the Bay Area’s competitive standards, including step increases and annual cost-of-living adjustments
- Consideration for relocation costs
- Approximately 90% adjustment to tuition for exempt employees

**Professional Development**
- Robust opportunities for conferences, workshops, and courses
- Introductory Chinese class for faculty/staff
- Membership in California Teacher Development Collaborative — https://catdc.org/

**Health Benefits**
- CAIS pays 100% of the premium for medical, dental, vision, acupuncture, short-term disability and long-term disability, and life insurance for you (along with competitive rates for spouse and family coverage)
- Employer-funded Health Savings Account (HSA) and Pre-tax HSA employee contribution
- Pre-tax Flexible Spending Account (FSA) for medical and dependent care

**Vacation / Holiday / Paid Time Off**
- Thanksgiving Break – 1 week
- Winter Break (December/January) – 2 weeks
- Winter Break (February) – 1 week
- Spring Break (April) – 1 week
- Summer Break – 9 weeks of summer from mid-June to mid-August
- Paid holidays according to the school calendar
- Up to 2 additional days off for religious holidays
- Accrue 11.5 days of Sick Time annually
- Accrue 3 days of Personal Time annually

**Quality of Life and Appreciation**
- Appreciation breakfasts
- Wellness programming
- Monthly appreciation lunches
- Twice-yearly Faculty/Staff Appreciation Weeks
- Annual milestones luncheon
- Free tickets to annual dinner/dance gala
- Chinese New Year luncheon
- Birthday gift cards