Chinese American International School seeks a

Grades 2-5 Science Teacher (2021-2022)

This is an English language position; NO Chinese language proficiency required.
Exempt, full-time position

WELCOME!

Join the vibrant community at the Chinese American International School’s 150 Oak campus as a member of our Lower School English language faculty. Help us develop curious, flexible thinkers who understand, puzzle, and engage with the natural and scientific world around them! 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 a culture of learning characterized by curiosity, agency, perseverance, and joy.

As CAIS aims to empower independent and inspired learners, we look for a candidate adept at student-centered pedagogy such as differentiation, project-based learning, and hands-on experiential inquiry. Our new Science Teacher will engage our students’ natural curiosity about scientific themes, guiding children in wondering, building, hypothesizing, and experimenting. This candidate will collaborate with grade level Chinese and English partner teachers to bring elements of STEAM (science, technology, engineering, arts, and mathematics) into the experiences of our students. We hope this candidate will inspire our students to get curious, get creative, and, occasionally, get messy! The candidate will enjoy considerable autonomy in honing our existing curriculum while developing and innovating new materials around topics and themes such as geology, the solar system, weather, and the human body.

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):

- Lead dynamic and engaging instruction in second through fifth grade science.
- Demonstrate teaching excellence, a growth mindset, professionalism, and integrity.
- Look to current trends in educational best practice, utilizing creative and out-of-the-box methodology to inspire a love of science and a confidence in scientific competence in students.
- 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.
- 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.

ESSENTIAL REQUIREMENTS

- Bachelor’s degree
- Teaching experience with demonstrated success
- Experience and/or proven passion with STEAM
- 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

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 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. In the subject line please indicate: “Lower School Science Teacher.” Please no calls.
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