OPPORTUNITY
Seize the opportunity to join the vibrant, dynamic, synergistic community at CAIS as a Preschool Chinese teacher. Become part of a team striving to be the world’s most innovative, inspiring, and influential Chinese English dual-language immersion school. This position offers a unique opportunity for passionate early childhood educators to be part of a preschool-8th grade program that places great importance on early learning. Consistent with its 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.” We are seeking a teacher leader who can collaborate with our strong existing Chinese faculty to shape CAIS Preschool’s Chinese immersion, which moved to a full immersion model in the 2021-2022 school year.

OUR IDEAL CANDIDATE
The ideal candidate finds resonance with CAIS’s mission to Embrace Chinese, Become your Best Self, and Contribute to a Better World 拥抱中华，成为最好的自我，为更美好的世界贡献自己的能力. As CAIS aims to empower inquisitive, creative, and inspired learners, we look for a candidate adept at child-centered pedagogy such as differentiation, play based learning, inquiry based learning, and application of best practices in language and literacy instruction. Our new team member will collaborate with grade level Chinese partner teachers and enjoy a wealth of professional development opportunities. The candidate will enter an environment that values social emotional learning alongside intellectual challenge. Within the framework of a strong curricular vision supported by a Preschool-8th Grade Chinese Director and Preschool Director, 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 our diverse and inclusive community.

ESSENTIAL DUTIES
Position responsibilities include (but are not limited to):

- Demonstrate teaching excellence, a growth mindset, professionalism, flexibility, and integrity
- Collaborate with Preschool teaching team, including other lead teachers, teaching associates, and specialist teachers
- Interact with ages two to five children using positive, supportive, and respectful attitude, language, and tone
- Support child’s social and emotional development
- Maintain a healthy, safe, engaging, and developmentally appropriate environment
- Make sound, timely and appropriate decisions and take responsibility for the decisions
Contribute to the development of community among staff by having open, constructive, and solution-oriented communication
Encompass a positive discipline approach in guiding student behavior
Partner with families towards students’ success
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
Work collaboratively and maintain standards of respect, courtesy, and mutual consideration with the school community, including students, staff, and parents

ESSENTIAL REQUIREMENTS
Bachelor’s or Master’s degree in Early Childhood Education
Minimum of 12 ECE units or Child Development Teacher Permit
5 or more years of teaching experience in early childhood Chinese immersion education
Mandarin Chinese language proficiency
Excellent interpersonal and communication skills
Ability to work with colleagues from different backgrounds
Commitment to school mission, policies, and initiatives
Technical/Computer skills as required for job performance
Ability to lift and carry up to 50 pounds
Initial and continued tuberculosis clearance
Initial and continued criminal background clearance by DOJ and FBI
CPR and First Aid Certification

ABOUT EARLY CHILDHOOD DIVISION
For information about CAIS's Early Childhood Division, visit https://www.cais.org/curriculum/early-childhood-division

ABOUT CAIS
As the nation’s first Mandarin Immersion Preschool through 8th grade school, CAIS embodies our mission by working continuously to maintain our role as a leader in immersion education. 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. While our three campuses are currently located in the Hayes Valley neighborhood of San Francisco, we are thrilled to announce that we have purchased a campus on 19th Avenue in San Francisco which will more than double our program space and allow all divisions to be together on one spectacular campus. For more information, visit https://www.cais.org/about-us/employment.

TO APPLY
CAIS’s commitment to diversity, equity and inclusion is central to our mission. People of color and LGBT candidates are strongly encouraged to apply. CAIS is an equal opportunity employer and does not discriminate on the basis of race, color, ethnicity, religion, age, sex, sexual orientation, physical or mental disability, or other characteristic protected by law.

Email cover letter and resume to c_tseng@cais.org. In the subject line please indicate “Preschool Chinese Teacher.” Please no calls.
CAIS as a Workplace

Chinese American International School is dedicated to attracting, developing, rewarding and retaining world-class employees 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
- 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)
- Salary scale benchmarked to the Bay Area’s competitive standards, including 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
- 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 program
- Monthly appreciation lunches
- Twice-yearly Faculty/Staff Appreciation Weeks
- Annual milestones luncheon
- Free tickets to annual dinner/dance gala
- Lunar New Year luncheon
- Birthday gift card