



毅力 Perseverance



好奇 Curiosity



包容 Inclusion



勇气 Courage



善良 Kindness



Life Changing. World Changing.

Chinese American International School seeks an

## Mandarin World Language Pathway Teacher (6th-8th Grade) *Exempt, full-time position*

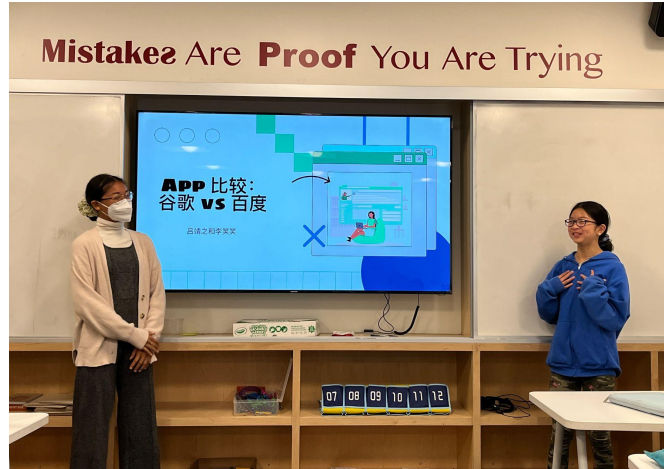
### OPPORTUNITY

Founded in 1981, Chinese American International School (CAIS) is the nation's first Mandarin immersion day school. For more than four decades, CAIS has been educating students through Mandarin immersion pedagogy to embrace Chinese, become their best selves, and contribute to a better world. In December of 2022, the CAIS Board of Trustees approved the creation of an exciting new middle school program, the [Mandarin World Language Pathway](#). This program will open the opportunity for middle school students who have little or no Mandarin background to enter CAIS and learn Mandarin. Mandarin World Language Pathway students will have intensive, individualized, small group or one-on-one instruction for 80 minutes a day. During the remainder of the school day, they will join their immersion classmates for classes taught in English. We intend to meet World Language Pathway students where they are and establish learning goals that are aligned with ACTFL proficiency guidelines. It is our vision and our expectation that these students will graduate from CAIS and enter high school with significantly higher levels of Mandarin proficiency than students from other elementary and middle schools that offer Mandarin classes. We are searching for an experienced, hard-working, flexible, creative, and collaborative candidate to serve as our school's first Mandarin World Language Pathway teacher.



**The Mandarin World Languages Pathway teacher will be responsible for:**

- Initial assessment of incoming students to determine their academic needs in Mandarin
- Setting interim and graduation goals for each student's reading, writing, speaking, and listening based on ACTFL proficiency guidelines
- Delivering differentiated lessons based on common text materials to meet students' distinct academic expectations
- Developing engaging instructional strategies that are employed in the target language for each student
- Period formative assessment of student progress based on ACTFL proficiency guidelines, adjustment of curriculum, instruction and goals accordingly
- Attending Teacher Collaborative Time (TCT) meetings to plan and discuss pedagogies in all aspects with the Chinese Program Director
- Working with the Head of Middle School to develop schedules and class placement for all WLP students
- Working with the school's Global Programs Coordinator to support WLP students as they prepare to travel and learn in Taiwan and Mainland China
- Progress toward and eventual certification to administer and rate the ACTFL OPI and WPT
- Assisting with Chinese Language Support (CLS) for students referred by Mandarin faculty, as schedule allows
- Advising student initiated clubs and teaching student and teacher initiated short term Zhang Heng elective courses
- Serving as an advisor or co-advisor to a small group of students
- Supervision on student field trips and occasionally chaperoning global programs
- Other duties and responsibilities as determined by the Head of Middle School and the Chinese Program Director





## REQUIREMENTS

- Experience teaching upper elementary, middle school or high school Mandarin
- Minimum of bachelor's degree
- Ability to legally work in the US
- Desire to ability to work collaboratively
- Motivation to seek and implement innovative teaching practices
- Commitment to the schools mission, core values, vision, and annual strategic objectives
- Commitment to the school's diversity, equity, inclusion, and belonging
- Strong communications skills in English and Mandarin
- Excellent work ethic
- Flexibility, patience, resilience, and good humor
- Native or near native proficiency in Mandarin

## 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, whether through our signature [Global Programs](#) for 5th, 7th, and 8th graders, our creation of the annual [Early Childhood Chinese Immersion Forum](#), or our long-standing history of presentations and panel participation at the [National Chinese Language Conference](#). In addition to our full time, dedicated Chinese Program Director, our faculty includes educators who have pioneered the field of Chinese language support and an impressive cadre of OPI and WPT assessors. We are known as an ambitious school, and are implementing our [multi-year vision](#) to reimagine immersion, reimagine our culture of learning, reimagine our community connectedness, and reimagine our learning spaces.



Our three campuses are currently located in the Hayes Valley neighborhood of San Francisco. In 2021 we purchased a 5.4 acre, 120,000 sq ft campus with top tier, theater, dance, arts, athletic, science, and tech facilities plus extensive outdoor space 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 beginning in the 2024-2025 school year. For more information, visit <https://www.cais.org/community/19th-avenue-campus/>

## BENEFITS

CAIS 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 2023-2024 benefits package and perks including:

### Distinctively CAIS Benefits

- Down payment assistance for home purchase
- Commuter benefits (up to \$300/month)
- Trips to China and Taiwan
- Chaperone student trips to Taiwan (Taipei and China (Guilin and Yunnan Province))
- 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 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 school 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

- 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

## COMPENSATION

CAIS has an established salary scale that recognizes experience and other qualifications including (but not limited to) education and training, leadership, and bilinguality. The salary range for this position is: \$75,800 - \$123,800

## 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 [middle\\_school\\_jobs@cais.org](mailto:middle_school_jobs@cais.org). In the subject line please indicate "Mandarin World Language Pathway Teacher." In your cover letter please reference how you learned of this opening. Please no calls.

