



Life Changing. World Changing.



毅力 Perseverance



好奇 Curiosity



包容 Inclusion



勇气 Courage



善良 Kindness

Chinese American International School  
seeks a

## Lower School Science Teacher (2023-2024)

*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 as a Lower School Science Specialist Teacher. 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*. 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! Within the framework of a strong curricular vision supported by English and Chinese program directors, 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 & COMPENSATION

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. 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. 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 grades 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
- Bilinguality in English & Mandarin Chinese

## 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 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. Our new Science teacher can play an integral role in designing and developing curricula that incorporates and celebrates this new and abundant outdoor space! For more information about our new campus, visit <https://www.cais.org/community/19th-avenue-campus/>.

**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](mailto:lower_school_jobs@cais.org), attention: Kimberly Kaz. In the subject line, indicate: "Lower School Science Teacher." Please no calls.

# CAIS as a Workplace

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 (Taip) 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