



Life changing. World changing.



Chinese American International School in San Francisco, CA seeks a

Performing Arts Teacher

Exempt, full-time position beginning school year 2026-2027
This position does not require fluency in Mandarin

WELCOME!

Chinese American International School (CAIS) seeks a dynamic and visionary Performing Arts Teacher to join our community as we launch a vibrant, mission-aligned performing arts program in our new world-class theater and arts facilities. This is a rare opportunity to help shape something new, developing programming, traditions, and experiences that will inspire students and strengthen community connections across our Preschool-Grade 8 campus. The ideal candidate will bring a joyful, entrepreneurial, proactive spirit and will lead the vision and build-out over time of our inaugural official theater program.

CAIS educators are part of a collaborative, mission-driven community that seeks to *Embrace Chinese, Become Our Best Selves, and Contribute to a Better World*. The Performing Arts Teacher will play a pivotal role in helping students discover their voices, express their creativity, and build confidence through the theater arts and performance.

OUR IDEAL CANDIDATE

The ideal candidate is passionate about theater and the performing arts, thrives on collaboration, and finds joy in both visionary program design and daily classroom teaching. They are proactive, flexible, and future-oriented, and excited by the challenge of building a new program over time and fostering a culture of creativity and inclusion.

Mandarin proficiency is a strong asset, though *not required*. Regardless of languages spoken, the successful candidate must deeply value CAIS's bilingual and bicultural mission and will intentionally seek opportunities to highlight Mandarin language, Chinese cultural themes, and cross-cultural perspectives through performance, story, and collaboration.

They will design and teach engaging performing arts classes for middle school students (Grades 6-8) while working across divisions to collaborate with teachers and inspire younger students through creative expression. The Performing Arts Teacher will also direct at least two mainstage productions annually and help shape the performing arts calendar, integrating Chinese language and culture where possible. Due to the unique nature of leading mainstage productions, the working hours for this role will be from 10:00 am-6:00 pm, on-campus.

The successful candidate will see our new theater as a space not only for performance but for belonging: a hub for creativity, cultural connection, and community pride.

ESSENTIAL DUTIES AND RESPONSIBILITIES

- Design, launch, and teach middle school (grades 6-8) performing arts courses aligned with the [CAIS Arts Vision Statement](#) and [performing arts program guiding principles](#).
- During the CAIS after school programming times, direct at least two mainstage productions per year, providing students with opportunities to collaborate, take creative risks, and celebrate their achievements.
- Oversee and coordinate technical elements of productions and performances, including lighting, sound, staging, and rehearsal logistics, ensuring high-quality experiences that engage students and the community.
- Collaborate with music, visual arts, and other classroom faculty to integrate drama, music, and movement into interdisciplinary projects across Preschool-Grade 8.
- Create and facilitate performance opportunities that reflect and celebrate Chinese language and culture, fostering cross-cultural understanding.
- Model curiosity, respect, and appreciation for Mandarin language and Chinese culture, regardless of personal background or fluency.
- Partner with relevant community stakeholders to develop a sustainable, mission-aligned performing arts program.
- Support the coordination and hosting of internal and community events in the CAIS theater.
- Contribute to the design of after-school opportunities in the performing arts for a range of students and to potential future school-day Middle School electives.
- Foster a welcoming, inclusive classroom environment that encourages participation, creativity, and joy.
- Maintain open communication with students, families, and colleagues.
- Participate actively in faculty collaboration, professional learning, and community engagement as a member of the CAIS team.
- Opportunities may be available to lead on-site summer performing arts programs as a part of our Camp Firedragon for additional compensation

ESSENTIAL REQUIREMENTS

- Bachelor's degree or higher in Theater, Music, Performing Arts, or a relevant educational field (Master's degree preferred).
- Minimum of 3 years of experience teaching or directing performing arts.
- Demonstrated experience leading or directing youth performances.
- Working knowledge of theater production technology (lighting, sound systems, stage management, and/or basic AV operation) and comfort running or supervising tech rehearsals.
- Passion for working with adolescents and understanding of their developmental needs.
- Visionary, self-starting, and flexible mindset—comfortable piloting new initiatives and setting a vision for long-term success of an emerging theater/performing arts program.
- Strong collaboration skills and ability to work effectively across divisions.
- Commitment to diversity, inclusion, and mission alignment.
- Enthusiasm for joining a community that values bilingualism, creativity, and contribution to a better world.
- While not required, bilingualism (Mandarin-English) or direct experience with Chinese culture is considered a strong asset.

ABOUT CAIS



As the nation's first Mandarin immersion day school, Chinese American International School (CAIS) is an independent Preschool through 8th grade school in San Francisco. Our mission—*Embrace Chinese, Become Our Best Selves, and Contribute to a Better World*—guides every aspect of our work. CAIS prepares students to navigate and contribute to an interconnected world through language, culture, and character development.

Our new campus and state-of-the-art performing arts facilities provide an exceptional foundation for creative teaching, learning, and community engagement.

COMPENSATION

CAIS offers a competitive salary commensurate with experience and education, as well as a comprehensive benefits package. The compensation range of \$87,400-\$129,400 reflects the full-time, school-year position; opportunities may be available to lead on-site summer performing arts programs as a part of our Camp Firedragon for additional compensation.

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.

Interested candidates should email a cover letter, resume, and list of references to jobs@cais.org, attention: Kimberly Kaz. In the subject line please indicate "Performing Arts Teacher." In your cover letter, please reference how you learned of this opening. Please no calls.





Life Changing. World Changing. 豔力 Perseverance



好奇 Curiosity



包容 Inclusion



勇气 Courage



善良 Kindness

CAIS AS A WORKPLACE

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 2026-2027 benefits package and perks including:

Distinctively CAIS Benefits

- Commuter benefits (up to \$340/month)
- Chaperone student trips to Taiwan (Taipei) and China (Guilin)
- 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 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, chiropractic, 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 Events
- Annual milestones luncheon
- Free tickets to annual dinner/dance gala
- Lunar New Year luncheon
- Birthday gift card