



Life changing. World changing.



Chinese American International School seeks an **Lower School English Lead Teacher**

This is an English language position; Chinese language proficiency not required
Exempt, full-time position 2026-2027

WELCOME!

Join the vibrant community at the Chinese American International School as an Elementary Lower Grade English Lead Teacher. 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*. As CAIS aims to empower independent, effective, and inspired learners, we look for a candidate adept at student-centered pedagogy such as differentiation, use of assessment to inform teaching, and Workshop-based instruction. This candidate can foster a joyful learning community that strikes a developmentally appropriate balance between establishing foundational academic skills and nurturing the curiosity and creativity of our youngest learners. Our new team member will collaborate with grade level Chinese and English partner teachers. Within the framework of a strong curricular vision supported by English and Chinese program directors, 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 and participate in our diverse and inclusive community.

ESSENTIAL DUTIES

Position responsibilities include (*but are not limited to*):

- Demonstrate teaching excellence, a growth mindset, professionalism, and integrity.
- Support the educational program by challenging, supporting, and engaging students.
- Successfully teach all assigned classes in accordance with grade appropriate best practices.
- Encompass a positive discipline approach in guiding student behavior.
- 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, such as events and committee work.

- 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.
- Use Reading and Writing Workshop models to inform English Language Arts classroom instruction and assessments.
- Work with Chinese and English team partners to refine and teach integrated units in Math, Social Studies, and Science.
- Prepare and deliver Math lessons, based on grade-level skills, with a focus on mathematical thinking and communication, visual and hands-on strategies, vocabulary, and shared inquiry.
- Prepare assessments, grades, and progress reports according to school procedures.
- Implement and integrate technology into the curriculum.
- Attend faculty and division meetings, including required meetings/events before the beginning of the school year and during the term of employment.

ESSENTIAL REQUIREMENTS

- Bachelor's degree
- Teaching experience with demonstrated success
- 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 the school's [mission](#), [core values](#), [vision](#), 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
- Personal experience with second language acquisition

ABOUT CAIS

As the nation's first dual language Chinese and English immersion preschool through 8th grade school, CAIS embodies our [mission](#) by working continuously to maintain our role as a leader in immersion education. We've begun planning our [Strategic Vision for 2026](#) and beyond, having successfully completed our most recent multi-year vision to reimagine immersion, reimagine our culture of learning, reimagine our community connectedness, and reimagine our learning spaces (our entire community has settled into our newly renovated [campus on 19th Avenue](#)).

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: \$84,700 to \$119,200.

BENEFITS

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 2026-2027 benefits package and perks including:

Distinctively CAIS Benefits

- Commuter benefits (up to \$340/month)
- Trips to China and Taiwan
- 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

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 w_qian@cais.org, *attention: Wei Qian*. In the subject line please indicate "Lower School English Lead Teacher." In your cover letter, please reference how you learned of this opening. Please no calls.