



Life changing. World changing.



Chinese American International School in San Francisco, CA seeks a

Music & Movement Teacher, Mandarin (Preschool-3rd Grade)

Exempt, full-time position beginning school year 2026-2027

This is a Chinese language position; Mandarin fluency is required

WELCOME!

Chinese American International School (CAIS) seeks a dynamic and visionary bilingual Preschool-3rd grade Music & Movement Teacher to join our community. The ideal candidate will bring a joyful, innovative, proactive spirit as part of a team striving to be the world's most innovative, inspiring, and influential Chinese English dual-language immersion school.

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*. This Music & Movement Teacher will play a pivotal role in helping students discover their voices, express their creativity, and build confidence through the musical arts.



OUR IDEAL CANDIDATE

As CAIS aims to empower independent, effective, and inspired learners, we look for a passionate and skilled Music & Movement Teacher, who is responsible for the music education of students in grades Preschool through 3rd, to join our Arts faculty. The ideal candidate will possess a robust understanding and appreciation for Chinese music, culture, and tradition. They will help deepen students' immersion experience by extending Chinese into the arts space, using music as a lens to enhance students' appreciation and connection to Chinese. The candidate will enjoy collaboration with our 4th-8th grade Music & Movement teacher and our Performing Arts (theater) teacher, and will be committed to fostering creativity, joy, and cultural awareness among students. Over time, they will help CAIS to expand and build out our Music and Performing Arts program vision. Within the framework of a strong curricular vision supported by the Chinese Program Director, the candidate will enjoy considerable autonomy in developing this program.

Additionally, the successful candidate will view our community spaces such as our Dance Studio and our 455-seat theater as facilities not only for performance but for belonging: hubs for creativity, cultural connection, and community pride.

ESSENTIAL DUTIES AND RESPONSIBILITIES

- Design and teach Preschool-3rd grade music courses aligned with the [CAIS Arts Vision Statement](#)
- Facilitate exploratory, engaging, and age-appropriate experiences in the musical arts, building musicianship in every student while they create, collaborate, and develop personal expression
- Develop engaging, age-appropriate music materials and song repertoire that foster exploration and participation, aligned with PS to third grade standards and pedagogical principles.
- Cultivate a supportive and inclusive learning environment where students feel encouraged to explore and express themselves musically, with joy, through singing and varied instrumentation
- Iterate upon existing scope and sequence documents and unit plans to outline learning goals and resources that integrate Chinese musicianship, culture, and performance techniques
- Oversee and coordinate technical elements of productions and performances, including sound, staging, and rehearsal logistics, ensuring high-quality experiences that engage students and the community
- Collaborate with music, visual/performing arts and other classroom faculty to integrate Chinese music and movement into interdisciplinary projects across Preschool-Grade 8
- Create and facilitate performance opportunities that showcase students' learning and reflect and celebrate Chinese language and culture, fostering cross-cultural understanding



- Demonstrate teaching excellence, a growth mindset, professionalism, and integrity
- Attend faculty and division meetings including required meetings/events before the beginning of the school year and during the term of employment
- Maintain open communication with students, families, and colleagues
- Demonstrate openness to observations, feedback and coaching on classroom instruction
- 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 musical arts programs as a part of our Camp Firedragon for additional compensation

ESSENTIAL REQUIREMENTS

- Bachelor’s degree or higher in Music, Performing Arts, or a related educational field (Master’s degree preferred)
- Native or near-native proficiency in Mandarin language
- Minimum of 3 years of experience teaching or directing music
- Proficiency in their primary musical instrument(s) or area(s) of specialization including technical mastery, musical interpretation, and performance skills
- Passion for working with young children and an understanding of their varied developmental needs
- Strong classroom management skills
- Visionary, self-starting, joyful, and flexible mindset—comfortable piloting new initiatives and setting a vision for long-term success of our developing music arts program
- Model of curiosity, respect, and appreciation for Mandarin language and Chinese culture
- 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

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-\$132,700 reflects the full-time, school-year position; opportunities may be available to lead on-site summer musical 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 “Music & Movement Teacher.” In your cover letter, please reference how you learned of this opening. Please no calls.





Life Changing. World Changing.



毅力 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