



Life changing. World changing.



Chinese American International School, San Francisco CA seeks an

## Sixth Grade Chinese & Mandarin World Language Pathway Teacher

*This is an exempt, full-time Chinese language position; native or near-native language proficiency required.*

### OPPORTUNITY

Join the vibrant community at the Chinese American International School's new Forever Home campus on 19th Avenue as the Sixth Grade Chinese and Mandarin World Language Pathway (MWLP) Teacher. Become part of a team striving to be the world's most innovative, inspiring, and influential Chinese English dual-language immersion school.

Since 2023 the [Mandarin World Language Pathway](#) has opened the opportunity for middle school students who have little or no Mandarin background to enter CAIS and learn Mandarin. MWLP students have intensive, individualized, small group instruction for 75 minutes every day. During the remainder of the school day, they join their immersion classmates for classes taught in English. We meet MWLP students where they are and establish learning goals that are aligned with ACTFL proficiency guidelines.

### 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; our Core Values of Courage, Curiosity, Inclusion, Kindness, and Perseverance; and our Strategic Vision. 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. Our new team member will collaborate with grade level English partner teachers and enjoy a wealth of professional development opportunities. The candidate will enter an environment that values social emotional learning alongside academic challenge. Within the framework of a strong curricular vision supported by the Chinese Program Director, 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 and participate in CAIS's work to create an equitable, inclusive environment where all faculty, students, and families are supported in their individual identities.

## MAIN AREAS OF FOCUS and RESPONSIBILITY

- Teach one section of immersion Chinese and two small group (ie, 2-4 student) sections of MWLP
- Implement the 6th Grade Chinese curricula with a student-centered approach
- Oversee and advocate for a group of 10-12 advisory students, through daily advisory meetings and one advisory class per week
- Develop a positive intellectual, emotional, and social climate within the classroom

## ESSENTIAL DUTIES

- Successfully teach all assigned classes in accordance with age appropriate best practices
- In alignment with the school's well-established competency based learning (CBL) approach Maintain accurate and complete academic reports that provide a cumulative record of student performance; Prepare evaluations, grades and progress reports according to prescribed procedures and deadlines
- Demonstrate an affirming attitude toward the school, a professional demeanor, a willingness to reflect on professional practice, and a commitment to integrity
- Encompass a positive discipline approach in guiding student behavior
- Develop learning experiences that meet the students' varying needs and interests
- Maintain high standards of respect, courtesy, and mutual consideration with the school community, including with students, staff, and parents
- Serve on faculty committees as needed
- Communicate in a positive, supportive, timely and professional manner with parents (written and verbal) on an ongoing basis
- Attend faculty and division meetings including required meetings/events before the beginning of, during and after the conclusion of the school year
- Exhibit a commitment to professional learning and growth, including training and certification as and ACTFL Oral Proficiency Interview (OPI) tester/rater
- Demonstrate openness to observations, feedback, and coaching on classroom instruction
- Participation in the CAIS outdoor education program as needed
- Administrative and supervisory duties outside of class as assigned by the middle school director



## ESSENTIAL SKILLS, EXPERIENCE, and REQUIREMENTS

- Bachelor's degree
- Native or near-native Chinese language proficiency
- Minimum: 2 years classroom experience
- Excellent interpersonal and communication skills
- Experience working with diverse communities
- Commitment to school mission, core values, policies and initiatives
- Experience with curriculum development
- Initial and continued criminal background clearance by DOJ and FBI
- Initial and continued tuberculosis clearance



## VALUED SKILLS & 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

## COMPENSATION

CAIS offers a competitive salary commensurate with experience and education, as well as a comprehensive benefits package. The compensation range of \$87,700-\$123,700 reflects the full-time, school-year position. Please see the final page for a description of benefits.

## 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.

## 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 [middle\\_school\\_jobs@cais.org](mailto:middle_school_jobs@cais.org), attention. In the subject line please indicate "Sixth Grade Chinese and MWLP." 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 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)
- 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 children of exempt employees who qualify for admission

### Professional Development

- Robust opportunities for conferences, workshops, and courses
- Membership in California Teacher Development Collaborative – <https://catdc.org/>
- Access to PD funds in CAIS's China Faculty Institute for study and enrichment in Mainland China, and Taiwan

### 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 available
- 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