



Job Posting: Early Childhood Teacher (K-1) – 2019-20 Academic Year

Position Open Until Filled

About the IDEA School:

The IDEA School provides a child-centered education that nurtures **competence, creativity, collaboration** and **compassion** through work that is meaningful to students and promotes lifelong learning. We are a small, independent, Reggio Emilia-inspired, K-8 school, founded in 2014 by a group of parents to focus on joyful inquiry-based learning and social-emotional development. We believe that culture is central to learning, that each child brings rich knowledge and experience with them into the classroom, and that we must include students' cultural references in all aspects of learning.

The IDEA School strongly values diversity and inclusion. We are financially accessible to families of all income levels and we offer a robust scholarship program to ensure accessibility. More than half of our student body comes from low-income families and qualifies for 95% or more off tuition based on family income. Our student body is 16% African American, 21% Latino/a, 9% Native American, 4% Asian American and 50% white or mixed-heritage. We are looking to diversify our faculty to more closely reflect the communities we serve and to support the mission of the Dunbar Coalition. The IDEA School is located just north of downtown Tucson at the Historic Dunbar Pavilion: An African American Arts & Culture Center. We have a growing student population that currently numbers 57. We expect to enroll approximately 65 students next year and continue to grow to serve 100+ students K-8 within five years. More info: www.explorebuildlearn.org

About the Position:

Our Early Childhood collaborator (teacher) will co-teach in a classroom of 18 students and will work collaboratively with students, families, and staff to ensure that each and every student is making progress both academically and social-emotionally. The ideal candidate embraces cultural, racial and class differences and has experience working with young people from diverse backgrounds.

Collaborators at the IDEA School enjoy low student-teacher ratios, a creative and collaborative workplace, inclusion in organizational leadership and decision-making, and the ability to implement their own ideas in the classroom. We encourage and support innovation and creativity amongst our staff and offer many opportunities for collaboration and joint planning.

Specific responsibilities include:

- Work with co-director to plan and implement an inquiry-based curriculum
- Understand your students' unique strengths, needs, and gifts, adapt lessons accordingly, document student progress, and help them build their capacity for reflection and self-evaluation
- Serve as a mentor to and advocate for the students, to ensure each student gets what he or she needs
- Flexibly adapt lesson plans to the questions, observations, ideas, and interests of the students
- Model communication and compassionate problem-solving strategies and assist students as they learn to negotiate and manage conflict

- Bring your interests and passions to the classroom and help students identify and cultivate their own
- Actively pursue professional development opportunities and engage with fellow collaborators in mutual support and feedback

Basic Qualifications/Skills:

Successful candidates should be experienced preschool or primary ed teachers or have extensive experience with, and a love of, working with children ages 5-8. They should have a strong belief in children's innate intelligence and desire to be productively engaged in their community. They must be committed to culturally responsive teaching and to building an inclusive classroom. A teaching credential is not required; we are looking for the right balance of experience, education, attitude, and cultural competency, as well as a commitment to continuous learning.

Ideal Candidate Also Possesses One or More of the Following Qualifications/Skills:

- Experience working with culturally and linguistically diverse populations
- Bilingual/Bicultural
- Expertise in child development and/or brain development
- Experience with or knowledge of the Reggio Emilia philosophy and democratic education
- Experience using creative tools and implementing creative activities with groups of young people

Compensation:

This is a full-time, salaried position that begins July 1, 2019 (school year begins early August) under an initial 12-month contract. Base Salary: \$33,500

Benefits: Group Medical and Vision Coverage; Retirement Plan (SIMPLE IRA); Paid Sick Leave; Paid School Holidays and Vacations; Substantial Staff Discount on Enrollment; Freedom to be creative and autonomous in the classroom; Being part of a great team working collaboratively in a mission-driven nonprofit school.

Probationary Period: 5 months

Interested Applicants: Please submit your cover letter, resume, and 2-3 professional references (PDF attachments only, please), to Ms. Jaime Johnson and Mr. David Higuera, Co-Directors, IDEA School: jaime@explorebuildlearn.org and david@explorebuildlearn.org. Mailed applications also accepted, though email is preferred. Please mail to IDEA School, 325 W 2nd Street, Tucson AZ 85705. No calls, please. Inquiries made through social media will not be returned. Position open until filled.

Equal Opportunity Employer: The IDEA School strongly values diversity in our student body, staff, and Board of Directors, and aims to reflect the diversity of the Tucson community. The IDEA School is an Equal Opportunity Employer and does not discriminate on the basis of race, color, national origin, ethnic origin, sex, age, religious belief, sexual orientation, gender identity, familial status or physical ability.

The IDEA School reserves the right to modify or change this job description as needs dictate.