



JOB TITLE: Teacher

REPORTS TO: Executive Director

LOCATION: Menlo Park, CA

ABOUT ALL FIVE

All Five is committed to building an equitable society beginning with the first five years of life. We believe all families, no matter their background, should have access to high-quality early childhood education for their children in a nurturing and respectful learning community. All Five is expanding to serve a growing waitlist of children with high-quality and socioeconomically diverse early childhood education. During the COVID-19 pandemic, we operate an in-person program with multiple 12-child pods and a one-to-four teacher-to-child ratio.

POSITION SUMMARY:

Work as a contributing member of a teaching team, assisting in managing a group of children between the ages of 2 years 9 months and 5 years old in the classroom. Express caring and respect for the growth processes of children while assisting in providing direct care and education in a full day program. Show active learning by watching other teachers, asking questions and taking initiative in areas open for assistance. Contribute to creating an engaging learning environment for children based on an Emergent Curriculum Model.

All Five operates from 7:30 a.m. to 5:30 p.m. Monday through Friday. This position requires at least 8 full hours per day of work in the classroom. *A note about our operations during the COVID-19 pandemic:* Children and teachers are all outdoors, every day, all day, except for lunchtime and nap time. All Five provides children and teachers cold-weather and rain-weather gear.

RESPONSIBILITIES

- Practice strengths-based approach and respect for each child, including setting limits.
- Learn and model own internalization of self-regulation and team-work skills.
- Practice problem-solving techniques with children.
- Assist with consistency and continuity in program-wide procedures. Collaborate with all teachers and children in daily routines.
- Observe and document children’s learning.
- Contribute to emergent curriculum development.
- Conduct one annual home visit and at least two Parent-Teacher Conferences.
- Connect with parents to share the daily lives of their children in positive ways.
- Contribute to a healthy, interesting and safe environment, monitor health of the children.
- Work with all volunteers and parents in classroom program while maintaining attention on children.
- Pursuit of on-going professional growth opportunities.

The critical features of this role are described above but are not all-encompassing; as we weather the pandemic and get closer to expanding our campus to serve more students and families we also expect some responsibilities to shift accordingly.

QUALIFICATIONS REQUIREMENTS (Knowledge, Skills, Abilities):

- You are dependable and prompt.
- You are alert, gentle and flexible in your behavior.
- You apply academic knowledge of child growth and development to your work with children.
- You are proactive and collaborative in problem-solving with other teachers in the classroom.
- You are Sensitive and responsive to children’s needs.
- You demonstrate emotionally stable in the workplace.
- You can work as a cooperative member of a teaching team.
- You show respect for all children, staff and families.
- You show positive approach to challenges.
- You are familiar with Emergent Curriculum model or are willing to learn to implement this model.

EQUIPMENT TO BE USED:

- Some kitchen equipment
- Variety of indoor and outdoor materials for children and teaching in early education programs
- Desktop computer and tablet

PHYSICAL REQUIREMENTS

- Bend, kneel and otherwise interact with small children; be able to spend time on bent knees to continue eye-contact with small children
- Sit on the floor with children
- Lift equipment up to 20 pounds and lift and hold children up to 40 pounds
- Able to stand and/or squat while supervising children, inside and outside, in challenging weather conditions - our program is 90% outdoors during the COVID-19 pandemic.
- Maintain stamina for long days with children, families, and staff

WORKING ENVIRONMENT & CONDITIONS:

- Works both indoors and outdoors in children's play areas – may be during cold or rainy weather.
- Regular exposure to children's illnesses.

Education/Certification Requirements:

- California Early Education Teacher Permit minimum is required
- Successfully pass physical exam, including TB test.
- Certified in CPR and First Aid for young children; or ability to become certified.
- Complete/pass fingerprint screening.
- Ability to read and write basic English.
- Participate in and seek out ongoing training opportunities.

A PLUS IF...

- You are Bilingual in Spanish and English
- You have experience implementing an emergent curriculum model
- Have experience working with families of diverse socio-economic backgrounds

COMPENSATION:

All Five pay and benefits are more generous than typical Community ECE organizations in the Peninsula and San Mateo County. Benefits include fully paid healthcare through Kaiser as well as other options, annual paid time off in addition to holidays and vacation periods. Details are available by request.

While housing is not guaranteed, All Five is located proximate to a beautiful new apartment community that participates in a workforce housing program

HOW TO APPLY

Please submit your most recent resume and application to talent@allfive.org.