



SAN DIEGO FRENCH-AMERICAN SCHOOL
ASSOCIATE TEACHER

www.sdfas.org

SALARY & BENEFITS

- **Salary:** Estimated between \$19- \$22 as a function of background, linguistic profile as needed to execute mission, prior direct or related experience, diplomas and certifications, and/or additional related duties.
- **Benefits:** Medical, dental and vision benefits (100% of premium covered); term life insurance (\$50k); annual 403 retirement pension matching up to 5% of base salary (starting in the third year of employment)
- **Position Structure /Vacation + Paid Holidays:** Combined total 24 days over the course of a 11-month non-exempt hourly rate position, part of which includes working through June and either the first two or last two weeks in July (summer camps) with the remaining two weeks optional to work though not required (for additional pay via our Enrichment Department)
- **Mission, Core Values & Colleagues:** Compelling mission and core values; dedicated and supportive faculty, staff and administration

POSITION OVERVIEW

Responsible for assisting Toddler through Kindergarten Lead Teacher (s) in managing and caring for the well-being of students in the classroom, in the bathroom and on the playground within the context of implementing a program of activities that promote the academic, social, emotional, and physical development of each child enrolled in the program. Associate Teachers at SDFAS report to their classroom teacher(s) and above them to the Administrative Director of the Preschool. If and when acting as Extended Care Staff for before or after school care or Camp Staff, reporting is to the Director of Enrichment.

RESPONSIBILITIES AND DUTIES:

- Assist Lead Teacher(s) and collaborate closely with them in implementing the daily program of activities based on best practices and researched principles of child



development and in accordance with the program's curriculum, social-emotional learning program and school culture.

- Observe each child daily to assess skills, interests, and needs and use this information to facilitate learning and growth.
- Maintain a well-organized, safe and attractive classroom environment conducive to the optimal growth and development of children (including maintaining classroom cleanliness and keeping materials neat and arranged)
- Actively supervise students during class time, bathroom time, lunch time, transition times and during recess times
- Develop a positive relationship with each child and promote the development of autonomy, self-esteem, and self-discipline.
- Intervene with vigilance and respect to help any child in need, prevent accident or injury to the degree possible, and in any situation requiring assistance
- Establish a positive relationship with each child's family.
- Perform other duties as required or assigned, including acting as extended care staff before or after school, camp staff or bus monitor duties before or after school, if asked.

QUALIFICATION / MUST HAVE IN ORDER TO APPLY

- Authorization to work in the USA for any employer (**required**)
- Minimum of 6 months - 1 year of teaching or assistant teaching (or related) experience (**Strongly preferred**)
- Demonstrated experience, interest and ability in working with young children (**required**)
- Demonstrated strong knowledge of established principles and best practices in early childhood development (**required**)
- Intermediate, advanced, or near-native or native French speakers (**Strongly preferred**)
- Willingness to work flexible hours in order to meet the needs of the program (**required**)
- 12 credit units minimum in Early Childhood Education (ECE units) and in the necessary course areas (**Infant and Toddler preferred**)
- Background check digital fingerprinting (**required**)
- Proof of clear tuberculosis screening test (**required**)
- Ability to comfortably lift up to 25-30 lbs; ability to supervise young children and be reasonably mobile enough to do so and able physically to get quickly to children when



they are in need of adult supervision, care or immediate adult intervention. Be able to walk, squat/kneel, sit on the floor, see, hear, and speak with children to ensure children's health and safety (**required**)

PROFILE SOUGHT:

- Have an ability to actively work in a collegial, collaborative environment (**required**)
 - Have a demonstrated commitment to ongoing professional development (**required**)
 - Have a good understanding of social and emotional needs of young students (**required**)
 - Have knowledge of best practices and proficiency with technology and educational applications (Zoom, Seesaw, variety of online educational tools); or, an ability to learn quickly and be a self-starter in doing so (**preferred**)
 - Have a growth mindset, active sense of humor, warm personality, and excellent organizational and communication skills (**preferred**)
 - Act as a role model for young students in terms of ethics and values (**required**)
 - Be committed to diversity, inclusion, and equity (**required**)
 - Demonstrate commitment, energy and drive (**required**)
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TO APPLY

To apply, please address an email to the attention of Babeth Esterly, Administrative Director of Maternelle (PK/K) to besterly@sdfas.org with a **single** PDF scan in attachment comprising:

- **Cover letter** (one-page maximum)
 - **Resume** (one-page maximum)
 - **References:** The names, titles, email address and phone numbers of at least two professional references: one must be from the current or most recent direct supervisor
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ABOUT SDFAS

- Independent, co-educational dual language immersion program French-English with third language Spanish, and with ~379 students in PK-8. Spacious campus atop of beautiful Mount Soledad in La Jolla.
- Founded in 1988, we are a unique, dynamic school moving each year toward greater and greater excellence. We offer a compelling combination of small size, bilingual international programs, and dedication to social-emotional learning and nurturing the whole student. A recognized leader in international education



among San Diego private schools and within the French–American school network. Core values: Open–mindedness, intellectual curiosity, integrity, empathy and resilience.

- Accreditations: French Ministry of Education (one of 52 in US and 500+ worldwide outside France), California Association of Independent Schools, and Western Association of Schools and Colleges.

SDFAS values diversity in the broadest sense of the term and encourages all interested and qualified individuals to apply. The school has in place and regularly reviews processes and practices designed to eliminate bias, and notably with respect to gender, sexual orientation, gender identity, race, ethnicity, country of origin, family upbringing, socio–economic class, religion, skin color, creed, cultural practice or other core identity trait.