



Position: Elementary School Chinese Support Teacher (Teaching Assistant)

Supervisor: Principal

Start Date: August 12, 2024 *(Please note that the start date of employment may be adjusted based on visa processing time for the selected teaching assistant.)*

Application Deadline: The deadline will close once the quota of candidates is filled, no later than June 30, 2024.

The Opportunity: We are seeking support teachers with experience in early childhood education to provide instructional support in Mandarin Chinese at Global Citizens Public Charter School (Global Citizens PCS), for the 2024-2025 school year. Global Citizens PCS is the first dual language immersion elementary school in Washington, DC, to offer language immersion in both Mandarin Chinese and Spanish pathways - exposing students to the top three languages spoken in the world. Paired with a focus on social justice and whole child wellness, Global Citizens PCS equips children to become empathetic, globally competent, and socially-minded leaders who are prepared for a future we cannot yet imagine. Global Citizens PCS opened in Ward 7 to provide children and their families living east of the Anacostia River with equitable access to dual language immersion programs. This position offers an incredible opportunity to work alongside a founding team, within an entrepreneurial and collaborative environment focused on improving educational opportunities for all students, especially those who are most marginalized and undervalued.

Mission: The mission of Global Citizens PCS is to inspire and prepare the next generation of global citizens. We will do this by supporting students, ages 3-11, to reach their full academic and leadership potential in a nurturing learning environment. We will immerse them in the Mandarin and Spanish languages, promote the value of diversity, and equip them with the knowledge, skills, and mindsets they need to contribute to a better world.

Vision: We envision academic excellence, language acquisition, and authentic inclusion of a diverse student population. We will build a strong community of learners who are confident in their ability to communicate in the Chinese, Spanish, and English languages. Our children will use language to liberate and advocate for themselves and those most marginalized. All of our children will develop a sense of self and a sense of belonging, build empathy and emotional resilience, learn to understand and appreciate diverse perspectives, and challenge themselves to take action to improve the world.

Philosophy: We believe that all cultures have richness and value, deserve respect and consideration, and do not belong to a hierarchy. We are aware of white supremacy culture and the systemic oppression that exists – even in the current education system. At Global Citizens PCS, we will critically examine our biases and then actively work on counteracting these biases and disrupting the dominant narrative. We will continually examine our teaching and curricula to ensure we incorporate multiple perspectives from diverse cultural backgrounds and life experiences, including the experiences of our students, families, communities, and staff. We will create an environment in which all students will yearn for intercultural connections and see their benefits.

Diversity, Equity, and Inclusion (DEI) are our **core values** and central to our learning, development, and growth:

- **Diversity:** All children, of all backgrounds, learning abilities, and physical capacities, will thrive and contribute to a positive, inclusive, and supportive learning community.

- **Equity:** All children are capable of reaching high levels of academic excellence and whole child wellness. Thus, all children will have the opportunity to gain fluency in more than one language/culture and learn from and with each other. All children will be held to high expectations – ensuring equally high outcomes for all and removing the predictability of success or failure that currently correlates with social, cultural, or socio-economic factors.
- **Inclusion:** We will live our core value of diversity by creating an environment of connection, belonging, empowerment, and respect – where the richness of different ideas, backgrounds, and perspectives are harnessed to create value.

The core values live in our Global Citizens PCS educational model through four **key pillars:** Globally Competent Bilingualism, Academic Excellence, Social Justice, and Whole Child Wellness.

Support Teacher (Teaching Assistant) Job Description

The Chinese Support Teacher is instrumental in influencing the lives of children at Global Citizens PCS, so they can thrive academically, socially, and emotionally. Support teachers will support the lead Mandarin Chinese teachers with creating a student-centered learning environment that respects the culture and identity of each and every child. In early childhood, our children will learn all content areas in the partner language (Mandarin Chinese) for approximately 90% of the school day. They will learn their early literacy and math skills in English for approximately 10% of the school day. The Chinese Support Teacher will collaborate with the lead Mandarin Chinese teacher to implement lessons in the partner language (Mandarin Chinese) and also serve as a model for the partner language. The Chinese Support Teacher will also facilitate small group instruction and lead mini-lessons on a regular basis. Together, each teacher will work in tandem to positively impact student development by creating a warm and inviting learning environment; building relationships with students and families; creatively designing and implementing effective lessons within a free and liberating classroom environment; analyzing and interpreting data; collaborating professionally with colleagues; and, participating in the larger school-wide community. Chinese Support Teachers, under the direct supervision of the Principal, will work collaboratively with Chinese lead teachers and all leadership team members to fully understand and respond to the needs of students and families, support in the implementation of plans according to the mission, vision, and key pillars of Global Citizens Public Charter School, while also remaining focused on the implementation of high-quality dual language instruction.

Key responsibilities include, but are not limited to:

School Mission and Vision

- Implement a shared school mission and vision to promote each student’s social, emotional, and academic development
- Inform lesson plans developed by the lead teacher for alignment to the mission and vision
- Actively participate in data-driven instruction and methods of continuous improvement to ensure we meet the needs of each student
- Reflect on instructional practices and adjust behavior and systems accordingly: ask regularly for feedback; model humility and admit mistakes; seek out thought partners; and, engage in professional learning
- Collaborate with lead teachers and other staff to ensure proper and consistent implementation of our instructional program

Equitable and Inclusive School Culture

- Model ethical, equitable, and professional behavior and acts with integrity, fairness, cultural competence, and empathy with students and colleagues

- Contribute to a professional school culture focused on developing relational trust with colleagues and building each other's capacity to promote each student's social, emotional, and academic development; serves as a mentor teacher for support teachers
- Set personal and professional learning goals to promote wellness and enhance professional practice; attend summer institute and weekly professional development sessions
- Participate in professional development and coaching cycles led by the Principal, Instructional Coordinators, and other instructional leaders
- Encourages open, productive, collaborative, and trusting working relationships among administrators, teachers, and staff to promote an environment of continuous improvement
- Develop a supportive and positive learning environment focused on uplifting student voice and using student data to drive student development, growth and achievement

Curriculum, Instruction, Assessment, & Support

- Collaborate with the Chinese Lead teacher to plan and teach all core subjects - Mandarin Language Arts (and Culture), as well as math, science, and social and cultural studies
- Utilize culturally sustaining and anti-bias/anti-racist practices (along with data) to inform and guide daily instruction; incorporate student cultures, interests, and experiences into lessons and activities
- Support the lead teacher with setting clear and measurable goals throughout the year for every student in all areas of study; support the lead teacher with regularly assessing the progress of each child and providing differentiated, child-centered instruction to meet the needs of each child on a daily basis
- Actively participate in data-analysis cycles and protocols in order to evaluate and increase rigor, coherence, impact, and equity of curriculum, instruction, and assessment
- Collaboratively plan weekly with lead teachers and teaching teams to develop holistic lesson plans that foster self-directed learning
- Ensure that each student has equitable access to classroom materials, texts, learning resources and opportunities, academic and social-emotional supports, and other resources in the target language

Equitable and Inclusive Student Support

- Contribute to an inclusive, equitable, caring, and culturally competent learning environment that meets the academic, social, emotional, and physical needs of each student
- Maintains positive, fair, and unbiased student behavior policies that emphasize relationship reconciliation and behavioral change
- Works closely with teachers and staff to recognize and employ each student's strengths and differences as assets for teaching and learning
- Use student performance and placement data, as well as school culture data, to promote greater inclusiveness, caring, equity, and closure of opportunity gaps

Family Engagement

- Maintain open, welcoming, and ongoing communication with families regarding student progress that values inclusiveness and builds trust
- Provide routine, two-way communication with families about school activities and culture, student performance and development, and school initiatives
- Build and sustain positive, collaborative, and productive relationships with families to ensure student success
- Engage parents and families in meaningful, reciprocal, and mutually beneficial ways to promote each student's social, emotional, and academic development
- Participate in parent conferences and school-wide events and contributes to the broader school community

The ideal candidate is highly knowledgeable in the following:

- Effective bilingual and language acquisition strategies
- Research-based, tiered instructional strategies
- Early Childhood curriculum, instruction, & development
- Data analysis protocols
- Culturally Sustaining Pedagogy
- Anti-racist beliefs and practices
- Responsive Classroom/Restorative Justice/Conscious Discipline
- Readers and Writers Workshop & Play-Based Centers

Support Teacher Requirements

- Enrolled in courses related to Teaching Mandarin as a Foreign Language
- At least two years of experience as a Chinese Support Teacher (Teaching Assistant) is not required but preferred
- Experience and knowledge of learning standards and student-centered curriculum
- An energetic, flexible, creative, innovative individual who can develop strengths-based, student-centered support plans that support learning for students of various abilities, including those with various identified exceptionalities
- Ability to excel as a member of a multidisciplinary team and an instructional team
- Ability to work in a multicultural, multilingual environment
- Ability to collaborate and teach through a lens of diversity, equity, justice, and inclusion
- Communication skills (both oral and written)

Compensation

Salary for this position is competitive and ranges from \$36,050 to \$60,000. Additionally, Global Citizens PCS offers a comprehensive benefits package.

We are Deeply Committed to Diversity, Equity, and Inclusion

Global Citizens PCS is an equal opportunity employer and an organization that values diversity. We strongly encourage people from diverse backgrounds to apply. It is our policy to ensure that all individuals with whom we are in contact with are not discriminated against on the basis of race, color, ethnicity, disability, gender identity, gender expression, age, marital status, national origin, religion, sexual orientation, military status, family responsibilities, pregnancy, parenthood, or any other personal or professional status.

How to Apply

If you are interested in applying for this position, please click “Apply for This Job” in BambooHR. We’ll review applications as we receive them until the position is filled. If you have any questions, please contact us at careers@globalcitizensschool.org.

Global Citizens PCS is committed to building a team that reflects the varied backgrounds and experiences of the students we seek to serve. It is important to us that you use your application materials to clearly delineate ways in which your background and experience align with Global Citizens PCS’s core values and key pillars, including our commitment to diversity, equity, and inclusion.