



"Cultivating global citizens who pursue meaningful lives and advance an equitable and sustainable world."

Early Childhood Teacher

Job Description

The TCC is a small, developmentally rich early learning program where play, inquiry, and purposeful teaching work together to support meaningful growth and learning in young children. Our approach is informed by a broad range of educational theories, research, and pedagogical practices, with teachers thoughtfully drawing from multiple approaches to meet the needs, interests, and developmental profiles of the children they teach. Teachers intentionally observe, plan, scaffold, and document learning, building on children's interests and questions while supporting continued progress across developmental domains. Through Learning Journeys, project work, thoughtful provocations, and responsive instruction, children are encouraged to deepen their thinking, develop new skills, build independence, and see themselves as capable learners.

The Early Childhood Teacher reports directly to the TCC Director, who provides instructional leadership, daily direction, supervision, evaluation, and approval of time-off requests. Teachers are expected to bring strong knowledge of child development and early childhood education, a commitment to reflective practice, and a collaborative, growth-oriented approach to their work.

Reports to: Director of The Children's Center (TCC Director) & Associate Head of School

Position Type: Non-Exempt

Location: Tessellations School, Cupertino, California

Start Date: Immediately

Primary Responsibilities

- Plan, implement, document, and reflect upon child-centered, developmentally appropriate, play-based, and project-oriented learning experiences.
- Observe children closely and use anecdotal records, documentation, and assessment information to plan curriculum and individualize support.
- Plan, contribute to, lead, document, and present Learning Journeys.
- Design thoughtful provocations and maintain an engaging, organized, inclusive, and aesthetically intentional classroom environment.

- Write clear, accurate developmental reports and maintain complete, timely records of children's learning and development.
- Contribute to classroom and program newsletters and other forms of pedagogical documentation.
- Participate in curriculum planning, reflective dialogue, and continuous improvement with the teaching team and TCC Director.

Child Development, Guidance, and Inclusion

- Build nurturing, responsive relationships that support children's sense of belonging, confidence, curiosity, and agency.
- Support emotional regulation, executive functioning, communication, and social development through developmentally appropriate positive guidance.
- Actively facilitate conflict resolution, collaborative problem-solving, and safe, respectful participation in the classroom community.
- Recognize and respond to varied developmental profiles, including asynchronous development, advanced interests, intensity, sensitivity, and neurodiversity.
- Differentiate experiences and scaffolds to support each child.
- Collaborate with families, administrators, and specialists when a child may benefit from additional support.

Supervision, Health, Safety, and Licensing

- Maintain active visual supervision of children at all times and ensure required teacher-child ratios are maintained.
- Conduct accurate head counts and supervise transitions, indoor and outdoor play, meals, rest periods, toileting, and all other parts of the day.
- Follow all applicable licensing requirements, school policies, health and safety procedures, emergency protocols, and mandated reporting obligations.
- Document accidents, injuries, illnesses, behavioral incidents, and unusual occurrences promptly and accurately.
- Follow procedures related to allergies, medication, sanitation, infection prevention, and exposure to bodily fluids.
- Protect the confidentiality and privacy of children, families, and colleagues.
- Assist children with toileting, diapering, hygiene, dressing, meals, rest, and other personal care needs as appropriate.
- Clean and sanitize classroom materials, surfaces, and care areas and respond appropriately to spills, accidents, vomit, blood, and other bodily fluids.

Family Partnership

- Develop respectful, trusting, and collaborative relationships with families.
- Communicate regularly and professionally about children's experiences, learning, development, and well-being.
- Hold formal family conferences twice each year and participate in other meetings as needed.
- Respond promptly and thoughtfully to family questions and share concerns through established school procedures.
- Maintain confidentiality, professional boundaries, and culturally responsive communication.
- Support family events, classroom participation, and children's transitions into, within, and out of the program.

Collaboration and Professional Responsibilities

- Plan and teach collaboratively as part of a classroom and program team.
- Communicate directly, respectfully, and professionally with colleagues.
- Share classroom responsibilities equitably and contribute to a healthy, collegial workplace.
- Participate fully in staff meetings, all-staff days, professional development days, reflective supervision, and required training.
- Give and receive constructive feedback and use it to strengthen instruction and professional practice.
- Support classroom coverage and other program needs as assigned.
- Maintain all required permits, clearances, certifications, and training throughout employment.

Requirements

- Completion of at least the 3 core competency areas and 12 semester units in Early Childhood Education or Child Development.
- Two years of experience teaching young children in an early childhood education setting.
- Current pediatric CPR and first aid certification, or the ability to obtain certification within the timeframe required by the school.
- Ability to satisfy all background clearance, health screening, tuberculosis clearance, and other requirements applicable to employment in a licensed California child care center.

Preferred Qualifications

- Current California Child Development Teacher Permit or higher.
- Bachelor's degree in Early Childhood Education, Child Development, or a related field, or an equivalent combination of education and relevant experience. • Experience with collaborative or team teaching.

Essential Skills and Physical Requirements

- Demonstrate adaptability in response to children's needs, classroom conditions, and program priorities.
- Communicate clearly and professionally in spoken and written English.
- Use sound judgment, maintain composure, and respond appropriately in routine and emergency situations.
- Frequently stand and walk; sit, kneel, crawl, bend, reach, and work at a child's level.
- Perform fine- and gross-motor tasks, use a computer and telephone, write by hand, and organize classroom materials and records.
- Lift, carry, push, or pull objects weighing up to 50 pounds.
- Perform classroom care and maintenance tasks, including scrubbing, sweeping, mopping, chopping, and mixing.
- Observe and respond to children and environmental conditions, with or without reasonable accommodation.
- Artistic and musical skills are a plus.

Schedule and Working Conditions

- Regular work hours are **9:45 a.m. to 6:15 p.m., Monday through Friday**, including a 30-minute unpaid, duty-free meal period. Occasionally, time adjustments will be made to align with school events.
- Teachers work all scheduled staff days and professional development days in addition to days when children are present.
- Some evening and weekend work is required for infrequent special events such as community potluck picnics, Back-to-School Night, parent education programs, and other school activities.
- Work outdoors regularly, including in varied weather conditions, while caring for children, animals, and plants.
- The position will involve noise exposure, cleaning products, bodily fluids, and communicable illness.
- All hours worked must be accurately recorded and will be compensated in accordance with applicable law and school policy.

Compensation

Pay range: \$30.02 per hour to \$37.87 per hour.

Benefits include medical, dental, vision, life insurance, short-term disability, 401(k), flexible spending account, paid time off, holidays, and school breaks.

To Apply

Please submit a cover letter and resume to careers@tessellations.school. For more information about our school, visit <http://www.tessellations.school>.

Tessellations is an Equal Opportunity Employer — we do not discriminate against any employee or job applicant on the bases of race, color, gender, national origin, age, religion, creed, disability, sex, or reproductive health decision making.