

# DEAN OF EARLY CHILDHOOD SEARCH

**THE ALEXANDER DAWSON SCHOOL**  
Las Vegas, NV  
[adsrm.org](http://adsrm.org)

**Start Date: July 1, 2025**



**PROUD TO BE A CHALLENGE SUCCESS SCHOOL**

→ Transform the Student Experience



## OUR MISSION

The Alexander Dawson School at Rainbow Mountain is a nurturing learning community for students in preschool through grade eight that challenges students to achieve excellence in mind, body and character.

## OUR VISION

Our graduates will be ready to achieve their individual potential, savor life and meet the challenges of the world.

## DIVERSITY STATEMENT

The distinct Dawson learning environment is reflective of the diverse community that surrounds us. The celebration of differences drives the Dawson mission and unifies the school-wide focus of self and social awareness. Students benefit from working with and learning from other students and teachers who are varied in learning styles, socioeconomic backgrounds, race, religions, ideology, sexual orientation, gender identity and expression, culture and ethnicity. We are committed to creating an inclusive and welcoming learning community.

## CORE VALUES

# B

### BELONGING

Our community exhibits empathy, integrity, humility, and kindness. We are accountable for our actions and learn deeply from others. We uplift diverse voices and build experiences that honor identity. We listen for understanding to develop and nurture purposeful partnerships.

# E

### ENGAGEMENT

Our community believes wonder and joy result in thoughtful and enduring learning. True to the legacy of our founder, there is no limit to what we dream, do, try, and solve. Our learners exert voice and choice during the journey toward new competencies and skills. Our commitment to evolve and take ownership of our growth reflects our engagement with lifelong learning.

# A

### ADVOCACY

Our community appreciates the sacrifices of others for freedom and social justice. We aspire to positively impact our school, local community, and the world. We investigate root causes, analyze solutions, connect with people in need, and are empowered activists in the problem-solving process. Dawson changemakers value global perspectives and a "Love of the Land".

# R

### RESILIENCE

Our community believes learning should inspire creativity, collaboration, and innovation through experiences that embrace trial and error, failing forward, an iterative mindset, and reflection. Our founder believed in "Nothing Without Labor" and a transformative student experience that requires productive struggle.



**2000**

Founded in  
Las Vegas

**118**

Total  
Employees

**33**

Campus  
Acres

**10**

Grade  
Levels

**40%**

Students Identify as  
People of Color

**38%**

Employees Identify  
as People of Color

**\$160K**

Annual Investment in  
Professional  
Development

**577**

Total  
Enrollment

## Mission-Driven Education

A Mission-driven educational approach is guided by a specific set of values, principles, and goals that are outlined in an independent school's Mission. This is the guiding compass for Dawson's curriculum, teaching methods, policies, and overall educational philosophy. Our education goes beyond simply imparting academic knowledge; it aims to instill specific principles, character traits, and skills in our students.

## Culture

Beyond academics, Dawson's school culture fosters empathy, understanding, kindness, and a profound sense of interconnectedness. We believe that by embracing the diverse perspectives of others, we create graduates who are not only well-prepared for the challenges of an ever-changing world but are equipped with the care, compassion, resilience, and insight needed to make a positive global impact.

## Inclusion & Belonging

These are the pillars that uphold our school culture. They empower students to embrace their identities, learn from one another, and collaborate to solve real-world problems. Dawson provides an environment where differences are not just accepted but valued, and where a sense of unity exists from celebrating our differences. Inclusion and belonging are the lived experiences that shape our school, enabling students to learn, grow, and thrive.

## Investment in Faculty & Staff

As a non-profit, we use the charitable contributions of our community members to invest in the professional development of our faculty. We want our teachers and staff to remain at the forefront of the latest developments in their field, ensuring that their teaching practices are relevant and effective. When our teachers engage in ongoing education, they provide our students with the world-readiness skills, content knowledge, and strong connections needed for the best possible learning experiences.





## Safe Learning Environment

Safety and security are a top priority of the School and one of the main reasons our families choose Dawson. We have a gated campus with 24-hour, on-site security, and our guards are a welcome and familiar presence. From physical safety and cybersecurity to mental and emotional health and wellness, our Security team continually partners with faculty, staff, and our larger community to maintain, enhance, and improve policies, procedures, and best practices. When kids feel safe at school, they can better focus on their academics, feel more engaged as community members, and experience more positive school outcomes.



## Commitment to Modern Learning

Dawson's commitment to modern learning pushes the thinking about the boundaries of education and strives for outcomes that make our community and the world a better place. As a school, we have the freedom to offer students novel opportunities, ones that encompass the convergence of competencies, mindsets, and academic skills rooted in real-world applications. With powerful Project-Based Learning lessons, students tackle intellectual challenges based on real-world, authentic authentic tasks. They collaborate with other peers in person or online and receive guidance from adult mentors or experts. With our commitment to advocacy, students expand their civic responsibilities by learning about real-world tasks and experiences within the Dawson community and the world. When students are part of the problem-solving process, they acquire important skills and valuable knowledge that leads to impactful outcomes.

## Redefining Success

Dawson nurtures the academic, social, and emotional development of all students. We believe all students possess unique talents, interests, curiosities, and individualized definitions of success. Academic achievement and growth matter, yet Dawson's approach also highly values the development of the social and emotional skills necessary to take on the many challenges our students will face in life. High academic achievement and a lifelong love of learning are not possible if students do not also have a sense of belonging, engagement, and well-being.



## Early Childhood Program

Guided by the Mission of the School and driven by Alexander Dawson's strategic plan, the Early Childhood Education Center (ECEC) is a place of joyful learning. The ECEC faculty are caring, creative, and knowledgeable teachers passionate about whole-child education. As a modern learning institute and a Challenge Success school, Dawson teachers create lessons and learning environments that balance the intersection of academic knowledge, competency skills, and habits of mind. Remaining current on best practices related to competency-based education and Project-Based Learning is a top priority for all Dawson faculty. ECEC teachers, students, and families value the strong sense of community and the personalized learning experiences the School provides through its literacy, math, social studies, science, art, music, health & fitness, STEAM creations, library, and SEL curriculum. The ECEC culture emphasizes team dynamics and an ongoing commitment to learning from others. The Early Childhood Education Center is proud to be accredited by the National Association for the Education of Young Children (NAEYC).

## TASK Framework

The Alexander Dawson School seeks individuals who consistently demonstrate the following professional qualities and characteristics:

- **Teamwork:** Each of our employees has different lived experiences and identities, and as a learning institution, we are respectful, adaptable, collaborative, and willing to listen to diverse perspectives.
- **Adaptive:** We exhibit a nimble mindset that is reactive and responsive to a changing world, changing educational landscape, and changing student needs.
- **Success:** We demonstrate a strong work ethic and thoughtful dedication to the School and our students.

We are committed to investing the time and effort required to collectively work together to get the job done.

**Knowledge:** We have a natural passion for learning and ongoing growth and development. We are solutions-focused and forward-thinking, and we model flexibility and cooperation for our colleagues and students.

## Position Summary

The Dean of EC is the point person for the day-to-day operations of the Early Childhood program; the successful applicant is well-versed in research and best practices related to student growth and faculty development. The Dean of EC views the Early Childhood program as an opportunity to give families an initial glimpse into the Dawson Mission and Vision. Daily management includes curriculum development, mentoring, supervision, evaluation of EC faculty and staff, and fostering of parent and community relationships. The Dean of EC will work collaboratively with the Head of EC and LS, the Assistant Head of EC & LS, the EC Counselor, and the EC Program Manager to promote the well-being of the school community in a way that integrates Dawson's Core Values, Mission and Vision and Diversity Statement. This includes but is not limited to clear and consistent communication with families, visibility across all grades, and prospective family involvement.

This full-time, 11-month position begins on July 1, 2025. The successful candidate will also be required to attend a new faculty onboarding program from July 22 to 24, 2025.

## Role Overview & Responsibilities

The essential duties of this position include but are not limited to:

### Strategic, Dynamic, and Student-Centered Early Childhood Programming

- Views the Early Childhood program as a feeder into the K-8 experience and supports these efforts accordingly
- Utilizes research and best practices of early childhood programming to support curriculum and instructional initiatives
- Collaborates with departments across campus to streamline a developmentally appropriate EC experience
- With Head of EC & LS and Assistant Head of EC & LS develops and regularly updates a play-based and personalized “new excellence” experience for all EC students
- Designs Community Share events that align with Dawson’s throughline
- Leads the design and coordination of Week of the Young Child

### Student & Faculty Support

- Attends to student behavioral needs
- Supervises EC teaching assistants
- Mentors, trains, and evaluates EC faculty and staff
- Facilitates strategy meetings for student academic and social-emotional development involving families for educational consultations and honest conversation
- Design and oversee program curricula and create and maintain student progress data system
- Serve as a member of the Admissions team to assist with testing and student shadow days

### Operational Management

- Manages daily operations such as creating and modifying schedules, overseeing duty schedules and coverage, and helping during lunch service
- Assists the EC Program Manager with substitute teacher coverage coordination
- Oversees the required CEU childcare licensing hours and licenses
- Ensures all EC Faculty, after-care teachers, BASE teachers, and substitute teachers are in compliance with CEU hours and licensing requirements in partnership with the Program Coordinator
- Works with the Executive Compliance Officer to ensure all licensure requirements are met
- Works duties as assigned such as carpool and recess coverage

### Marketing, Communications, and Community Building:

- Facilitates teacher development that specializes in early childhood and provides a foundation for future Dawson success
- When needed, assists the Admissions team by administering assessments, giving tours, and attending recruitment events
- Closely collaborates with the Marketing and Communications team to ensure that information and updates are shared within the School community and achievements are celebrated
- Develops family partnerships and educates the community about developmentally appropriate experiences in EC and K-8 programming
- Presents at community events such as family orientations, open houses, etc.



## Preferred Candidate Profile:

### Experience and Education

- Minimum of a Bachelor's degree in a related area; Master's degree preferred
- Minimum three years of teaching experience with an accredited school

## Benefits of Joining our Community

- Full range of benefits
- Retirement plan
- Professional development program
- Mentoring program
- Tuition assistance and child services
- Diversity, equity, inclusion, and belonging
- Wellness
- Holidays
- Lunch+
- Safety & security

Learn more at [adsrm.org/employment](https://adsrm.org/employment)

## To Apply

Interested candidates can start the application process at [adsrm.org/employment](https://adsrm.org/employment).

## Questions?

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