



Title: Lower School (K-4) Associate Teacher

Reports to: Lower School Division Head

Status: Academic Year Full-Time/Exempt

Salary: \$64,738

MCDS is an independent, K-8, co-educational school of 600 students. Our mission is to create an inclusive community of learning that inspires curiosity, empathy, and action. Rooted in our values of respect, responsibility, and compassion, we are an intentional community where varied perspectives and life experiences are vital to our collective growth and the strength of our program

Our Academic & Community Programming: We model teaching excellence through student-centered, differentiated instruction framed around experiential and place-based education. Our 35-acre campus on the hillside of Ring Mountain serves as a living laboratory where students engage directly with environmental sustainability. Our academic program is purposefully scaffolded around three key skill areas—literacy, mathematics, and writing—partnered closely with the developmental milestones and social-emotional needs of our learners.

A Culture of Professional Learning: MCDS is devoted to cultivating an inspiring professional learning environment where adults are engaged in growth throughout the trajectory of their time here. We provide robust funding and time for professional development, encouraging practitioners to seek constant improvement as educators, team members, and community leaders.

Overview of Associate Teacher Position:

Marin Country Day School seeks motivated educators to support elementary classrooms. The Associate Teacher position is ideal for individuals beginning a career in education and/or in a credential or graduate program. This is a full-time teaching position beginning in mid-August 2026 and ending June 2027. The position reports to the Division Head and Assistant Division Head.

Associate Teachers are paired with a Lead Teacher in a self-contained K–4 classroom of approximately 18–20 students. To ensure consistency and growth, the Associate Teacher remains with the same lead and cohort for the full academic year. Through active teaching, observation, and collaboration, Associate Teachers participate in all aspects of school life while gaining comprehensive professional experience.

Primary Responsibilities

Instructional Support

- Co-facilitate instruction in literacy, math, social studies, writing, and social-emotional learning (SEL) for a classroom of 18–20 students.
- Support the lead teacher in the implementation of a place-based curriculum, working with both the full class and small groups of students to connect their learning to the local community and environment.
- Provide differentiated support in collaboration with the lead teacher to ensure all learners are met at their individual levels.

Professional Growth & Mentorship

- Engage in the Associate Teacher Program by attending regular coaching and feedback sessions with the Lead Teacher and Division Heads.

- Participate in professional development meetings to refine pedagogical skills and expand knowledge of curriculum and instructional design.

Collaborative Partnership

- Partner weekly with grade-level Lead Teachers and Student Support Services to maintain horizontal curriculum alignment.
- Partner with specialists to support the implementation of curriculum as needed.
- Step into the role of the lead teacher in the event of the lead teacher's absence.

Community Engagement

- Maintain transparent partnerships with families through proactive and aligned communication.
- Contribute to school life by participating in daily duties (e.g., assemblies, recess, lunch, arrival), school-wide committees, evening events, and admissions functions.

Requirements:

- Education: Minimum of an undergraduate degree; individuals pursuing credentialing and/or advanced degrees in Education preferred.
- Values & Pedagogical Alignment: A commitment to environmental stewardship and inclusive teaching practices that ensure all students feel seen, supported, and represented in the curriculum.
- Communication: Mastery of aligned communication practices that foster trust and consistency within the school community.
- Mindset: Commitment to professional growth, reflective practice, and a collaborative "team-first" approach.

Compensation and Benefits:

- The full-time equivalent salary for this position is \$64,738.
- We offer a compensation and benefits package that includes fully paid employee medical, dental, vision, life insurance for employees, employer contributions toward dependent coverage, a generous retirement plan match with retirement planning support, short-term/long-term disability insurance, a flexible spending account, employee assistance program and free lunch.
- Additional benefits include professional development opportunities, tuition discounts for employees' children attending MCDS, and up to four weeks of additional paid support (coordinated with state benefits) when welcoming a new child. Eligibility requirements apply.
- In deciding whether to apply for a position at Marin Country Day School, you are strongly encouraged to consider whether your values align with the School's.
- The School does not provide employment visa sponsorship. All employees must be authorized to work in the United States as a condition of employment.

To apply, please send a cover letter, resume, and statement of education philosophy to employment@mcds.org.

Marin Country Day School is an Equal Opportunity Employer – we do not discriminate against any employee or job applicant on the basis of race, color, gender, national origin, age, religion, creed, disability, or sex. We welcome applications from people of color and those with experience outside the education field.