



Title: Middle School Mandarin Teacher

Reports To: Upper Division Head

Status: 50% Time/Exempt

Salary Range: \$34,113– \$68,255

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.

Primary Responsibilities include:

Instructional Leadership: Prepare and teach engaging thematic units that integrate speaking, listening, reading and writing designed for a variety of student learning styles, using techniques such as student-generated written

work, teacher-led oral exercises, small group dialogue work, long and short term projects as well as culturally relevant activities and exploration.

Collaboration: Partner weekly with other department teachers, teachers from other departments, and Student Support Services to ensure horizontal alignment and differentiated support for all learners.

Community: Maintain proactive, transparent partnerships with families through aligned communication; participate in school-wide committees and admissions events.

Requirements:

- Education: Bachelor's Degree required; Master's Degree and Teaching Credential 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 \$34,113–\$68,255. The starting salary is based upon years of experience.
- 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.