



## **Job Posting: Classroom Assistant -- 2025/2026 Academic Year**

***Position Open Until Filled***

### **About the IDEA School:**

The IDEA School provides a child-centered education that nurtures **competence, creativity, collaboration** and **compassion** through work that is meaningful to students and promotes lifelong learning. We are a small, independent, Reggio Emilia-inspired, K-5 school, founded in 2014 by a group of parents to focus on joyful inquiry-based learning and social-emotional development. We believe that culture is central to learning, that each child brings rich knowledge and experience with them into the classroom, and that we must include students' cultural references in all aspects of learning.

The IDEA School strongly values diversity, inclusion, and belonging. We are accessible to all families, regardless of income, and achieve this through our Flex Tuition program. About 50% of our student body qualifies for Free or Reduced Lunch and attends IDEA School with zero out-of-pocket tuition. Our racial and ethnic diversity mirrors that of Pima County. The IDEA School is located just north of downtown Tucson at the Historic Dunbar Pavilion: An African American Arts & Culture Center. We have an enrollment of approximately 38-45 students each semester, in three mixed-age classrooms – Early Childhood; Lower Elementary, and Upper Elementary. More info: <https://ideaschooltucson.org/>

### **About the Position:**

Our classroom assistant will support lead collaborators in their daily instruction, supervision and safety of 15-20 students and will work collaboratively with students, families, and staff to ensure that each and every student is making progress academically, socially, and emotionally. The ideal candidate embraces cultural, racial and class differences and has experience working with young people from diverse backgrounds.

Collaborators at the IDEA School enjoy low student-teacher ratios, a creative and collaborative workplace, inclusion in organizational leadership and decision-making, and the ability to implement their own ideas in the classroom. We encourage and support innovation and creativity amongst our staff and offer many opportunities for collaboration and joint planning.

### **Specific responsibilities include:**

- Work with Collaborators and School Director to plan and implement an inquiry-based curriculum
- Supervise school drop-off outside on the playground
- Manage a classroom of 15-20 students when needed
- Understand students' unique strengths, needs, and gifts, adapt lessons accordingly, document student progress, and help them build their capacity for reflection and self-evaluation
- Serve as a mentor to and advocate for the students, to ensure each student gets what he or she needs
- Flexibly adapt lesson plans to the questions, observations, ideas, and interests of the students
- Model communication and compassionate problem-solving strategies and assist students as they learn to negotiate and manage conflict

- Bring your interests and passions to the classroom and help students identify and cultivate their own
- Actively pursue professional development opportunities and engage with fellow collaborators in mutual support and feedback

### **Basic Qualifications/Skills:**

Successful candidates should be experienced K-5 teachers or have extensive experience with, and a love of, working with children ages 5-10. They should have a strong belief in children's innate intelligence and desire to be productively engaged in their community. They must be committed to culturally responsive teaching and to building an inclusive classroom. A teaching credential is not required; we are looking for the right balance of experience, education, attitude, and cultural competency, as well as a commitment to continuous learning.

- Current fingerprint clearance card or be willing to obtain
- Current CPR First Aid certification or be willing to obtain

### **Ideal Candidate Also Possesses One or More of the Following Qualifications/Skills:**

- Experience working with culturally and linguistically diverse populations
- Bilingual/Bicultural
- Associates Degree or higher in Early Childhood or Elementary Education or related field
- Expertise in child development and/or brain development
- Experience with or knowledge of the Reggio Emilia philosophy and/or democratic education
- Experience using creative tools and implementing creative activities with groups of young people

### **Compensation:**

This is a part-time, hourly position starting at \$18/hour with the ability to increase to \$19/hr after a 90-day probationary period. 8:00am-1:00pm Monday- Friday, 25 hours/ week.

**Benefits:** After 30 days, eligible for: Retirement Plan (SIMPLE IRA) with 2% employer match; Paid Sick Leave; Substantial Staff Discount on Enrollment; Freedom to be creative and autonomous in the classroom; Being part of a great team working collaboratively in a mission-driven nonprofit school.

**Probationary Period:** 90 days

**Interested Applicants:** Please submit your cover letter, resume, and 2 professional references (PDF attachments only, please), to Katie Kurtin (Interim School Director) at [Director@explorebuildlearn.org](mailto:Director@explorebuildlearn.org). No calls, please. Inquiries made through social media will not be returned. Position open until filled.

**Equal Opportunity Employer:** The IDEA School strongly values diversity in our student body, staff, and Board of Directors, and aims to reflect the diversity of the Tucson community. The IDEA School is an Equal Opportunity Employer and does not discriminate on the basis of race, color, national origin, ethnic origin, sex, age, religious belief, sexual orientation, gender identity, familial status, physical ability, or any other protected class.

*The IDEA School reserves the right to modify or change this job description as needs dictate.*