



**Job Posting: Lower Elementary Classroom Collaborator
(Teacher, 2nd/3rd Grade Multiage Classroom)
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 experiences with them into the classroom, and that we must incorporate students' cultural references into all aspects of learning.

The IDEA School strongly values diversity, inclusion, and a sense of 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 roughly 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 35-40 students in three mixed-age classrooms – Early Childhood (K-1); Lower Elementary (2/3), and Upper Elementary (4/5). More info: <https://ideaschooltucson.org/>

About the Position:

Our classroom collaborators (teachers) facilitate the daily instruction, supervision, and safety of approximately 15 students each, while working closely with families and staff to ensure that each and every child 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.

Responsibilities:

- Plan and implement a Reggio Emilia inspired curriculum
- Spend time observing students and documenting their interactions with the materials, the environment, guiding questions, and one another
- Flexibly adapt lesson plans and provocations to the questions, observations, ideas, and interests of the students
- Model communication and compassionate problem-solving strategies and assist kids as they learn to negotiate and manage conflict
- Bring your interests and passions to the classroom and help students identify and cultivate their interests and passions

- Actively pursue professional development opportunities and be engaged with fellow collaborators in mutual support and feedback
- Closely supervise during inside and outside playtimes to ensure student safety

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
- Associates or Bachelor's Degree in Elementary Education or related field

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

- Experience working with culturally and linguistically diverse populations
- Bilingual/Bicultural
- Bachelor's Degree or higher in Early Childhood Education/ Elementary Education or related field
- Current Teaching Certification for the state of Arizona
- 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 children

Compensation:

This is a full-time, salaried exempt position. It will involve a contractual understanding of the number of days and hours onsite with students each week during the school year, with paid planning time built in. Salary range: \$38,000-\$45,000

Benefits: After 30 days, eligible for: Retirement Plan (SIMPLE IRA) with 2% employer match; Medical, Dental and Vision insurance for self and any dependents; Paid Sick Leave; Paid School Holidays; Substantial Staff Discount on enrollment of any dependents; Freedom to be creative in the classroom; Very low student-teacher ratios; 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 Caitlin Rathbun, Acting School Director, at 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.