



Preschool Lead Teacher

Full Time | Non-Exempt

About JCC SoCo Preschool

JCC SoCo has served the Sonoma County community for over three decades as a place where people of all backgrounds come together to connect, learn, and belong. Our preschool is part of a national network of 200 JCCs — a renowned leader in early childhood education serving 30,000 preschoolers annually — giving our teachers access to exceptional professional development and support. We are guided by Jewish values as a foundation for learning: universal values like kindness, perseverance, and inclusivity, brought to life each day through stories, songs, and classroom traditions. Families and staff of all backgrounds and faiths are warmly welcomed.

Position Overview

We are seeking a Lead Teacher who reports to the Director of Early Childhood Programs and is responsible for creating a safe, inclusive, and stimulating classroom environment rooted in the Reggio-Emilia Approach, and Jewish values. This role leads the daily flow, mentors teaching staff, and builds strong partnerships with families to support each child's individual growth.

Compensation

\$26 - \$28 / hr

Curriculum & Instruction

- Lead a classroom of preschool-aged children, creating a safe, loving, and stimulating learning environment
- Plan and implement developmentally appropriate curriculum and activities inspired by Reggio Emilia philosophy and incorporating Jewish values, as well as Social Emotional Learning principles.

Child Supervision, Safety & Care

- Supervise children at all times; maintain appropriate staff-to-child ratios and implement safety procedures per California State Licensing regulations.
- Maintain a well-organized, clean, and hazard-free classroom environment indoors and outdoors; routinely evaluate equipment and materials.
- Complete accurate reports as directed (attendance, incidents, illness, medication, ID checks, etc.).
- Build warm, trusting relationships with each child; engage with enthusiasm and patience during play, meals, rest, and transitions.
- Support children through conflict resolution when needed, and help children find calm; attend to any injuries.

Child Development & Documentation

- Observe, assess, and document each child's developmental progress across cognitive, language, social, emotional, and physical domains.
- Share observations with families—highlighting interests, strengths, and growth plans—and facilitate additional assessments or interventions when needed.

Mentorship & Staff Support

- Mentor and coach Teachers and Aides: model best practices, provide ongoing feedback, and set a professional tone for the team.
- Lead peer-to-peer professional development and support constructive resolution of interpersonal issues among staff.

Family & Community Communication

- Maintain ongoing communication with families about their child's day, milestones, and growth; facilitate two formal family-teacher conferences per year.
- Support weekly classroom newsletter and participate in parent orientations and school-wide events.

Professional Responsibilities

- Participate in and lead staff meetings when needed, professional development, and school-wide events.
 - Maintain clear professional boundaries and consistent, constructive communication with families and colleagues.
 - All staff are mandated reporters and must comply with Mandated Reporter training requirements.
 - Commitment to Diversity, Equity, Inclusion, Belonging, and anti-bias education.
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Physical Requirements

- Ability to stand, sit on the floor, bend, kneel, and move freely throughout the classroom for a full shift
- Ability to lift and carry a child (up to 40 lbs), assist with clothing and toilet needs, and respond quickly to children's needs.
- Ability to supervise children indoors and outdoors in varying weather conditions.

Qualifications & Requirements

- Associate's or Bachelor's degree in Early Childhood Education or related field preferred; equivalent experience considered. 12 + completed ECE units or Child Development Associate (CDA) credential with the appropriate age-level endorsement issued by the CDA National Credentialing Program of the Council for Early Childhood Professional Recognition required.
- Minimum 5 years of experience working with young children in an ECE setting.
- Strong grounding in Jewish values and the Reggio-Emilia Approach; JCCA coaching course completion required (or willingness to complete upon hire).
- Knowledge of current ECE research and practices; proficient in planning, record keeping, classroom design, and management.
- Competent across curriculum areas including art, music, science, literacy, math, and physical development.
- Warm, patient, and collaborative approach to working with children, families, and fellow educators.
- Commitment to the JCC mission and the Jewish community.
- Current First Aid/CPR certification required (or willingness to complete upon hire).
- Must pass a background check.