



Job Description - Classroom Teacher

Position: Classroom Teacher

Description of our Center

[Columbia Baptist Church Child Development Center](#) (CDC) is a Christian, [Reggio-inspired](#), Full Day preschool serving children ages 16 months to 5 years old, and is a Ministry of [Columbia Baptist Church](#). Our approach to teaching and learning is rooted in the knowledge that children are full of curiosity, creativity, and powerful ideas and that learning and development are [relationship-driven](#). Therefore, our curriculum is flexible and emerges from children's ideas, thoughts, and observations. Children and teachers engage in beautiful [cycles of inquiry](#) that lead to progressively more complex explorations and investigations. We follow [Conscious Discipline](#) principles to support positive behavior, as well as children's social-emotional development.

Position Summary

The Teacher's primary role is to lead or **support** the by actively engaging in the implementation of the curriculum [developmentally appropriate practices](#), preparation of the learning environment as the third teacher, assessment of children's learning and development, licensing compliance, ensuring safety and proper supervision of children at all times and any other tasks assigned by the Lead Teacher. "Actively engaging" means that the teacher will proactively make contributions in the aforementioned areas.

Full-Time Benefits Include:

- Paid Holidays, emergency, vacation and sick leave
- Dental and Health Insurance
- Short and long-term Disability Insurance
- Employer-sponsored 401(k) plan after 3 years of continued employment
- Health Care FSA and Dependent Care FSA
- 50% tuition discount for Columbia CDC and Camp Columbia
- Individualized Professional Development Plan
- Opportunities to pursue a Child Development Credential (CDA) or Associate Degree free of charge (conditions apply).
- Access to Pastoral care and all other Church-related services and activities offered to Church Members.

General requirements

- Pass Federal and State background checks.
- Hold US Citizenship or be authorized to work in the United States.
- Ability to be physically active throughout work hours to include, but not limited to - regularly lifting up to 40 pounds, engaging in repetitive movements, bending and standing easily and quickly, as well as kneeling and sitting on the floor for extended periods.
- Competences of ability to work with diverse teams, teamwork, excellent interpersonal and communication skills, as well as cultural sensitivity.

Background, Education, and Experience

- A [Child Development Associate \(CDA\) Credential, Associate's or Bachelor's degree in early childhood education \(or similar\)](#) is highly desirable (or required for Lead Teachers).

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- Candidates with an Associate's degree or higher outside of the early childhood field will be considered provided they have one or more years of experience working in a teaching capacity with children ages 0 to 5 years of age in a licensed center-based program (preferred), or family child care.
- Candidates with a bachelor's or higher degree in ECE, and/or demonstrated experience in leadership, supervisory, and mentorship will be given higher priority for hiring and promotion to the Lead Teacher position.

Essential Expectations for all Columbia CDC staff

- Support and act in accordance with Columbia Baptist Church's mission, values, and identity, as well as CDC's Reggio-Inspired Philosophy of Education. This Includes: Attending morning prayer and training days, intentionally supporting children's Spiritual Development; participating regularly in Christian worship and being visible at major CBC/CDC ministry events; and compliance with the policies and procedures as articulated in the school's Staff Playbook.
- Foster a safe, equitable, loving, predictable, and supportive learning environment that allows ALL children to learn and thrive. This includes compliance with ADA requirements.
- Embrace the distinctive values and moral obligations of the field of early childhood care and education.
- Authentically engage in self-reflection and an annual professional development plan that aligns with a vision of sustained excellence.
- Maintain professional credentials, as appropriate.