



# Waldorf Education

Waldorf Education is based on educator and philosopher Rudolf Steiner's (1861-1925) research on child development. The Waldorf approach recognizes the simple but profound insight that children learn in distinctly different ways at different stages of their development. Waldorf teachers are dedicated to teaching in ways that profoundly meet the needs of the developing human being, and the curriculum fosters an unfolding of the student's natural capacities. In classrooms filled with light and life, Waldorf students learn traditional academic subjects through distinctive and time-tested teaching methods that serve their intellectual, physical, emotional, and spiritual development. Engaging the hands, heart, and mind cultivates an inner enthusiasm for learning.

Waldorf Education speaks to the body, heart, and soul, as well as the mind. The academically challenging curriculum is balanced by a program rich in music, drama, fine and applied arts, movement and practical skills. Grounded in the classics, academic courses expose students to the great ideas of mankind, the events that shaped civilizations, the beauty of mathematics, the power of the arts, and the wonder of the natural world. Every student participates in all subjects. The scientist experiences the joy of creating music. The musician explores the physical and natural laws of the sciences. The artist discovers the practical aspects of calculus. Rather than turning out specialists at the age of eighteen, the school graduates well-rounded and capable students who are confident in their ability to learn from the world, and to contribute to the world.

## WSOC Community

With over 35 years of educational success as a College led school, the Waldorf School Orange County has been helping families raise well-balanced and multifaceted young people since its founding in 1988. With classes from Parent-Child through Grade 12, our school enrolls 350 students representing a diversity of our local community. Located in Costa Mesa, California, our school borders Talbert Nature Preserve and honors the native people of this land, the Acjachemen Nation. Located three miles from the beach, our school is surrounded by open space and hiking trails on the Fairview Park bluffs. Our faculty and staff of over 70 employees are committed to fostering the school's mission and are active participants in supporting its vision for the future.

### Our Mission

WSOC offers a curriculum that meets the students' age-related capacities and fosters in each student a genuine interest in the world, an intellectual curiosity, a connection to the human spirit, and a sense of purpose in life.

"Being personally acquainted with a number of Waldorf students, I can say that they come closer to realizing their own potential than practically anyone I know."

Joseph Weizenbaum, Professor Emeritus,  
Massachusetts Institute of Technology



## The Job Opportunity

**The Waldorf School Orange County is seeking an Early Years Teacher, responsible for directing and coordinating 'the early years' of the Early Childhood program. This includes classes for parents, pregnant moms, parent/infants, parent/crawlers, parent/toddlers, playgroup and bridge sessions, and parent education, as often as the school deems necessary each year.**

## Candidate Information

### Essential Job Duties

One general mission of Early Childhood Parent Education is to impart a foundation of understanding about the Waldorf curriculum in order to support a successful journey at the Waldorf School Orange County. This position is responsible for designing curriculum in conjunction with the Early Childhood department, coordinating with Admissions and implementing the class sessions.

This is a full-time exempt position that reports to the College of Teachers and is responsible for supervising an assistant.

### Teaching Responsibilities:

- The Early Years teacher works out of the principles of Waldorf education and Anthroposophy to support the unfolding consciousness of the children. The teacher endeavors to create a harmonious and nurturing environment with attention to aesthetics and safety in both the classroom and the yard. The teacher strives in thought, word and deed to be worthy of imitation by the children.
- Works in conjunction with Early Childhood colleagues and Admissions Director, to determine the classes offered each year at 2-3 sessions per day.
- Develops and implements age appropriate, seasonal curriculum for each session, which may include: weekly circles, stories, songs, craft activities and festivals.
- Provides scheduled parent education opportunities via materials, meetings and conversation.
- Manages the planning and preparation of snack in coordination with the class assistant.
- Awareness of student allergies, and playground/classroom safety issues.
- Supervises both indoor and outdoor play.
- Supports a child's readiness for transition at the playgroup to pre-kindergarten milestone.

## **Parent Relations:**

- Communicates all necessary calendar and announcements to class families.
- Organizes and holds regularly-scheduled parent orientation meetings.
- Leads several parent meetings per school year, to share information about child development, early childhood curriculum, and parenting recommendations. (Recommendation is one parent meeting per Playgroup session and two meetings per annual Bridge session.)
- Responds to current or prospective parent inquiries about program details and curriculum by phone or by email as necessary.
- Provides written information and verbal instruction to parents to deepen their understanding of Waldorf education including the developmental picture of a child, and parenting skills to help parents create a supportive home life.
- Oversees and/or implements the one-hour parent education Bridge component.
- Meets individually with Bridge families at least once per school year to discuss and support their child's development and progress in anticipation of transitioning into Pre-Kindergarten. Introduce the Pre-Kindergarten Expectations. More than one meeting may be required depending on each child's need and family's individual situation.

## **School Responsibilities:**

- Attends and participates in faculty meetings, both weekly EC department and whole school, and other faculty development activities. May include future planning needs.
- Attends and participates in ongoing professional development from both Waldorf and non-Waldorf sources, including but not limited to workshops, conferences and classroom visits.
- Attends and participates in marketing and outreach programs including but not limited to Open Houses, Early Childhood Information Evenings, and Mornings in the Kindergarten, as needed.
- Takes on committee work as expected by the school.
- Trains, directs and supervises the work of the assistant teacher.
- Meets regularly with assistant teacher to discuss responsibilities, classroom matters, and individual children.
- Commits to communicating with colleagues and is willing to seek resolution using school-provided resources should difficulties between colleagues arise.
- Helps to carry responsibility for the EC department workload through rotation of: facilitator, minute taker, the Title 22 director, committee work, etc.
- Participates in Peer Observation process and/or in an external review process as directed
- Initiates and participates in child studies and pedagogical studies.

## **Other Major Duties and Responsibilities:**

- Prepares classroom for start of the school year
- Acquires materials and supplies, working within the appropriate school budget.
- Oversees the physical environment for aesthetic, safety and maintenance concerns, and notifies the appropriate bodies of the school for repair or improvement.

## **Ability to:**

- Model core Waldorf values
- Work through imitation as opposed to intellectualizing or narrating
- Promote the school and its mission effectively
- Maintain confidentiality about a child or a family situation with discretion and tact
- Communicate effectively both verbally and in writing
- Maintain effective working relationships with individuals and groups
- Comply with school policies and follow procedures
- Demonstrate strong commitment and understanding of Waldorf education

## **Qualifications:**

- Bachelor's Degree
- Waldorf EC Teacher certification
- Experience working in a Waldorf early childhood setting
- 12 units of Early Childhood Education credits as required by Title 22 state standards + 3 unit

## **Knowledge of:**

- Child Abuse reporting laws
- WSOC Parent and Employee Handbooks

## **Conditions of Employment:**

- First Aid Certificate
- CPR Certificate

## **Diversity, Equity and Inclusion**

The Waldorf School Orange County promotes respect for all students, employees and applicants, and prohibits discrimination based on race, color, ethnic or national origin, religion, creed, sex, gender, gender identity or expression, sexual orientation, age, disability, predisposing genetic characteristics, pregnancy, familial or marital status, military status, or any other category which is protected by applicable federal, state or local law.

## Employee Benefits

The School's comprehensive benefits package includes health, life and disability insurance, along with a School-sponsored retirement account, and funds for professional development. Employees with children for whom they are a legal guardian are afforded tuition remission for these children registered at WSOC for the length of their employment. With a highly competitive salary range, based upon experience, our school is committed to supporting its faculty and staff.

## Salary Range

\$64,746 to \$84,570 based on experience and education.

## How to Apply

To receive full consideration, candidates must submit a letter of interest, a current CV and a list of three references (to be contacted with permission). All materials will be kept confidential.

To apply, please send required documents to:

[employment@waldorfschool.com](mailto:employment@waldorfschool.com)

Waldorf School Orange County

2350 Canyon Drive, Costa Mesa, CA 92627

(949) 574-7775



## Our School Vision

WSOC has the vision of a world where the sanctity of childhood is protected; the unique gifts of every student are respected; and graduates courageously embrace the future as engaged global citizens.

## Waldorf School Orange County is an Equal Opportunity Employer

*Job descriptions are written as a representative list of the **ADA essential** duties performed by the entire classification. They cannot include, and are not intended to include, every possible activity and task performed by every specific employee.*



**WALDORF SCHOOL**  
ORANGE COUNTY

Serving students from 18 months to 18 years  
2350 Canyon Drive, Costa Mesa, CA 92627  
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