



Ashé Preparatory Early Learning Center

Lead Preschool/Toddler Teacher

(Start-Up Position)

Bryant Manor North

POSITION SUMMARY

Ashé Preparatory Early Learning Center (Ashé Prep ELC) is seeking two lead teachers and two assistant teachers for one toddler and one preschool classroom. Ashé Prep ELC is located at Bryant Manor Apartments, 1801 E Yesler, Suite 3, Seattle, WA 98122.

The Lead Preschool Teacher maintains a healthy, engaging, and culturally responsive classroom environment, implements individualized weekly lesson plans, assesses child growth and development, and supports/ guides children's behavior with evidence-based strategies.

Ashé Prep ELC opened on November 3, 2025. This first year is our start-up phase. We currently have seven children enrolled and will grow to 34 children at capacity. During the start-up phase, we have our initial license and are working towards our full license. We expect to be fully enrolled with 34 children in September 2026. The position description and pay will change at that time.

ABOUT THE ORGANIZATION:

Bio

Ashé Preparatory Academy is a P-12 (preschool to 12th grade) model school that centers its educational approach on the needs of Black students, aiming to prepare them for leadership and success in and for their communities.

Vision

Our school's vision emphasizes that focusing on the education of Black students can lead to liberation for all, showcasing a commitment to equity and justice.

Mission

Our mission involves cultivating the genius of all individuals. By prioritizing the education of Black students, every person can take action toward liberation for all.

Core Values

The core values, based on the principles of Kwanzaa (Nguzo Saba), guide the school's culture and decision-making, promoting unity, self-determination, collective work and responsibility, cooperative economics, purpose, creativity, and faith.

For more information about Ashé Preparatory Early Learning Center, go to www.asheprep.org.

DESCRIPTION

Program: Education

Reports to: Education Center Director

Location: Seattle

Employment Status: Full-Time or Part-Time

Start Date: February 1, 2026, until filled

Start-up Pay Rate: \$25/hour for a maximum of 40 hours per week, not including paid staff meetings/trainings

Pay Range at Full Enrollment: \$25.00 - \$27.50 per hour

QUALIFICATIONS:

- ❖ Must have an Associate's, a Bachelor's, or an advanced degree in Child Development or Early Childhood Education. **OR** an Associate's, a Bachelor's, or an advanced degree in a related field with significant coursework equivalent to or related to Early Childhood Education, and experience teaching young children
- ❖ Must meet DCYF Training Requirements
- ❖ Must have skill in using electronic devices, including but not limited to desktop computers, laptop computers, tablet computers, mobile phones, two-way radios, and other electronic devices
- ❖ Must have skills in using Microsoft 365 products, including but not limited to Word, Excel, PowerPoint, and other products
- ❖ Must have skill in using telecommunication systems such as Zoom, Teams, Meets, or others
- ❖ Preferably have skill in another language, including but not limited to languages of the African Diaspora and ASL

ESSENTIAL FUNCTIONS:

Curriculum and Instruction

- ❖ Use the book *Cultivating the Genius of Black Children* as the framework for setting early learning standards and guiding curriculum development and assessment.
- ❖ Plan and implement learning experiences that advance children's cognitive, social, creative, and physical development, including literacy, language, early math, arts, and science skills. Knowledge of HighScope and Creative Curriculum is helpful but not required in the beginning.

Teacher-Child Interactions

- ❖ Establish and maintain a culturally relevant, nurturing, supportive, and inclusive classroom environment.
- ❖ Foster culturally responsive, positive, and effective teacher-child interactions to support each child's growth and development.
- ❖ Encourage children's exploration, creativity, and problem-solving skills.

Assessment and Documentation:

- ❖ Conduct ongoing assessments of children's development using culturally appropriate assessment tools.
- ❖ Maintain accurate and up-to-date records of children's progress and use data to inform instructional practices.
- ❖ Communicate assessment results and developmental milestones with families and other staff members.

Classroom Environment

- ❖ Ensure a safe, healthy, and well-organized learning environment based on the book, *Cultivating the Genius of Black Children*, HighScope, and Creative Curriculum.
- ❖ Provide materials and activities that reflect the diversity of the children and families served.
- ❖ Implement health and safety practices under state regulations and state licensing requirements.

Family and Community Engagement

- ❖ Build positive relationships with families and their communities by implementing Ujima teams for each child, which consist of the scholar, a peer, a family member, a community member, and a teacher
- ❖ Provide resources and referrals to support families' needs and goals.

- ❖ Support children in learning about their surrounding community environment and building relationships with neighbors.

Collaboration and Communication

- ❖ Provide guidance and direction to other classroom staff members.
- ❖ Work collaboratively with other staff members, consultants, families, and community partners to provide comprehensive services to children and families.
- ❖ Communicate effectively and honorably with children, families, and colleagues.

Professional Development

- ❖ Attend and complete the Ashé Institute within one year of the start date.
- ❖ Maintain and complete STARS/ MERIT professional development requirements.
- ❖ Attend and participate in staff meetings.

Ashé Preparatory Academies encourages all educators to continue their learning development and mastery of teaching.

POSITION REQUIREMENTS

- ❖ Must have sufficient knowledge, training experience, and competencies to fulfill the roles and responsibilities of the position and ensure high-quality service delivery.
- ❖ Must have skills in providing effective and nurturing teacher-child interactions.
- ❖ Must have skills in planning and implementing learning experiences that ensure effective curriculum implementation and use of assessment.
- ❖ Must have skills in promoting children's progress, including for children with disabilities and dual language learners, as appropriate.
- ❖ Must have skills in planning and implementing learning experiences that advance the intellectual, social, emotional, and physical development of children. This includes improving children's readiness for school by developing:
 - Their literacy, phonemic, and print awareness
 - Their understanding and use of language
 - Their understanding and use of increasingly complex and varied vocabulary
 - Their appreciation of books
 - Their understanding of early math and early science,
 - Their problem-solving abilities and their approaches to learning.

Physical Demands And Working Conditions

Physical Demands: To perform the job, the employee is frequently required to talk, hear, stand, walk, stoop, balance, kneel, crouch, and reach with hands and arms. The employee will be required to carry materials weighing up to 40 lbs. frequently, occasionally lifting to 50 lbs.

Working Conditions: The work is typically performed in an early childhood school environment, with moderate to loud noise levels. Evenings and weekends may be included when required.

The physical demands described here must be met by an employee to successfully perform the essential functions of this job. The working conditions are representative of those an employee encounters while performing the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

We are an equal opportunity employer. We do not discriminate based on race, religion, color, national origin, gender, sexual orientation, age, veteran status, disability status, or any other applicable characteristic protected by law.

Employment or volunteer service at Ashé Preparatory Early Learning Center is conditioned on a criminal background check as required by child care licensing. The 60 categories of criminal convictions or pending charges disqualifying a person from having access to children in child care are in WAC 388-330-040.

Certain positions require degrees, coursework, or other certifications. You will be asked to provide proof of your stated education before hire.