



SKAGIT VALLEY COLLEGE
invites applications for the position of:

Early Childhood Education Instructor

SALARY: See Position Description

OPENING DATE: 01/22/18

CLOSING DATE: Continuous

POSITION SUMMARY:

THIS POSTING HAS BEEN REVISED AS OF 1/31/2018

Skagit Valley College (SVC) is seeking qualified faculty for a tenure track position in Early Childhood Education. SVC is nationally known for its learning communities and for a strong commitment to student success. The Early Childhood Education department is nationally recognized for its focus on developing strong bilingual and inclusive early childhood educators. The degree programs in this department serve the dual purpose of preparing students for the workforce, as well as academic transfer to four-year institutions. An ideal candidate possesses a deep knowledge of child development informed by extensive experience working directly with children and families.

SVC is looking for faculty who show exceptional classroom skills, whose enthusiasm for the subject matter engages students, and who challenge students through innovative pedagogy and teaching strategies. We seek teacher-scholars whose engagement in improving the quality of, and equitable access to, early childhood complements and informs their teaching. Faculty at SVC respect and work effectively with diverse students, colleagues, staff and others in a campus climate that promotes innovative teaching, quality scholarship, a diverse learning environment, and equitable access and educational achievement for all students.

Nestled between the Cascade Mountains and Puget Sound in the northwest corner of Washington State, Skagit Valley College is located 60 miles north of Seattle and 80 miles south of Vancouver, BC. SVC was established in 1926 in Mount Vernon. Operating as one college with several campuses and centers, SVC serves Skagit, Island and San Juan Counties with campuses in Mount Vernon and Oak Harbor, centers in Friday Harbor and Clinton, and a Marine Manufacturing and Technology Center in Anacortes.

Skagit Valley College adheres to a set of guiding principles:
Respect, Integrity, Open and Honest Communication, and Collaboration

DUTIES AND RESPONSIBILITIES:

- Provide high-quality classroom instruction in early childhood education and education;
- Engage in scholarly activities with an emphasis on continuous improvement to complement and inform teaching;
- Deliver culturally appropriate curriculum that reflects diversity of student experience;

- Use inclusive and effective teaching methods with an emphasis to support and to enhance learning for students inside and outside of the classroom;
- Create a positive learning environment for students using diverse teaching methods to support and enhance student success;
- Conduct ongoing development, assessment, and revision of curriculum that reflects local early childhood education sector needs, innovative pedagogy, and advancements in the field;
- Collaborate with faculty from other disciplines or fields to develop, co-teach, and to offer integrative learning experiences;
- Advise and mentor students especially those from underrepresented groups;
- Serve as a resource for faculty colleagues and staff;
- Demonstrate multicultural understanding and knowledge of the history of underrepresented groups to promote an equitable learning environment and foster equity;
- Assist in marketing the program and participate in student recruitment activities;
- Actively participate in and develop effective working relationships with the program advisory committee;
- Represent the Early Childhood Education program with Early Learning partners in the community which may include the Children's Council of Skagit County, NWESD 189 initiatives, and others;
- Participate in unit, department, and other college activities, including college governance;
- Work closely with the ECE Department Chair to establish priorities, develop strategies to assure responsiveness to community needs, and understand budget and enrollment targets;
- Fulfill faculty responsibilities in accordance with the negotiated agreement and College policies (including professional development).

Skills and Abilities:

- Foster excitement and enthusiasm about the teaching of early childhood education;
- Maintain and demonstrate knowledge of current theories, research, and practice in early childhood education;
- Implement active learning strategies that are inclusive of all cultures and backgrounds;
- Engage students through innovative instructional approaches including learning communities, service learning projects, contextualized learning, online and hybrid modalities, contract training, etc.;
- Work and interact effectively with colleagues, staff, students, administrators and others of various cultural and socio-economic backgrounds;
- Act according to principles of integrity, respect, open and honest communication, and collaboration;
- Establish and maintain effective working relationships at all organizational levels and within the community.

QUALIFICATIONS:

Minimum Qualifications:

- Bilingual in Spanish and English language (***revised as of 1/31/18***);
- Graduate degree in early childhood education, child development, child and family studies, or related discipline with at least 18 graduate credits in early childhood/family studies;

- Experience as an early childhood educator with a record of effective, high-quality teaching;
- Experience in a leadership role in an early learning setting;
- Experience providing training and mentoring to early childhood educators;
- Demonstrated commitment to promote equitable access and educational achievement of diverse students.

Preferred Qualifications:

- Ph.D. in Early Childhood Education, or closely related field with at least 18 graduate credits in early childhood/family studies, or currently enrolled in a Ph.D. program;
- Three (3) years recent experience managing early learning programs;
- Teaching experience in a higher education setting;
- Demonstrated commitment to collaborative teaching and learning;
- Bilingual teaching experience;
- Experience working with students from diverse backgrounds.

SALARY, BENEFITS, CONDITIONS OF EMPLOYMENT, APPLICATION PROCEDURE:

Salary and Benefits:

- The College has a negotiated faculty salary schedule in which placement on the schedule is determined by education level and experience. Initial placement is generally \$54,015 for a standard 172-day contract.
- A standard 172-day contract is written annually for the period of September to June. Late contracts will be prorated on the basis of work days remaining in the contract year.
- This position is exempt from the overtime pay requirements of The Fair Labor Standards Act and is dependent upon continued funding.
- Salary, retirement, medical and insurance benefits are provided in accordance with state regulations and may be subject to change in accordance with legislative mandates and collective bargaining agreements. Additional information on benefits can be found at <https://fortress.wa.gov/hca/pebbhealthplan/compare.aspx>.

Conditions of Employment:

- Prior to employment, the candidate must pass a criminal background check;
- If hired, you will be required to provide proof that you are either 1) a U.S. citizen, or 2) an immigrant whose status permits you to lawfully work in this country;
- Completion of academic degree(s) will be verified through receipt of official transcripts at the time of hire.

Application Procedure:

To be considered for this position, applicants must:

1. Meet the minimum qualifications and;
2. Submit a complete application packet to the online application system at www.skagit.edu that includes the following:
 - The online application form, which includes the names and contact information for at

- least three (3) professional references;
- A current resume; (Attachment: Resume)
- A letter of interest addressing the minimum, desired qualifications, and your education and experience as it supports the responsibilities of this position; (Attachment: Cover Letter)
- A typed, narrative response to the following question: (Attachment: Other)

"Skagit Valley College is committed to promoting the success of diverse students and employees. Describe ways in which you have used your position and privilege to create opportunities for people of diverse social identities (race, gender, gender identity, sexual orientation, class, ability status, etc.) and/or engaged in conversations about diversity. Examples include creating programs, acting as a mentor, developing equity-based curriculum or training, changing institutional policies, engaging diverse communities, etc." Please limit your response to a maximum of two pages.

- Applicants will be asked to provide copies of their transcripts to confirm that they meet accreditation standards for this position.

In order to be considered for the position, you must complete the online application in full and attach the required supplemental documents. Failure to provide this information may eliminate you from consideration for this position.

Application Deadline: *This posting has been extended and priority screening will begin after March 11, 2018.* Applications received on or before this date will receive first consideration. Applications received after the screening date may be considered until the position is filled.

Note: Applicants will be asked to provide copies of their transcripts to confirm that they meet accreditation standards for this position.

Please be aware that the College hiring authorities reserve the right to hire one or more candidates and may exercise the option to make a hiring decision prior to the conclusion of the recruitment process. Only candidates selected to interview will be contacted

Recruitment Timeline: The following recruitment timeline has been established for this position. First round interviews will ideally be in person, however as an alternative, candidates may elect to interview via the videoconferencing application, Zoom. Finalist interviews will be in-person. Timelines may be subject to change.

- Priority Screening Date (extended): March 11, 2018
- 1st Round Interviews with Committee: Mid April 2018
- Finalist Interviews: April 2018
- Selection: May 2018

Application Assistance: If you have questions about the position or require special accommodation, you may contact Human Resources at (360) 416-7794, Monday through Thursday, 8:00 am to 5:00 pm Pacific Time. SVC complies with the Americans with Disabilities Act. Applicants with disabilities who require assistance with the recruitment process may leave a TDD/TTY message at (360) 416-7718 by the application closing date.

For questions regarding the online application system, you may call NEOGOV Applicant

Tech Support at (855) 524-5627 from 8:00 am to 5:00 pm Pacific Time. For best results, apply using one of the following browsers supported by NEOGOV: Google Chrome, Mozilla Firefox, Safari, Microsoft Edge, and later versions of Internet Explorer.

SVC Annual Security Report: The U.S. Department of Education and the federal Jeanne Clery Disclosure of Campus Security Policy and Crime Statistics Act requires all colleges to provide information to current and prospective students and employees about campus safety policies, procedures and statistics on certain crimes, including hate crimes, domestic violence, dating violence, stalking and sexual assault. We are required to report our campus security information and statistics in an Annual Security Report, which is updated annually each October. All prospective employees may obtain a copy of the Annual Security Report from the Human Resources Office by calling (360) 416-7794 or by accessing the Report at: <http://www.skagit.edu/googlesearch.asp?q=Annual+Security+Report>

Skagit Valley College provides a drug-free environment and does not discriminate on the basis of race, color, national origin, sex, disability, sexual orientation, or age in its programs and employment.

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APPLICATIONS MAY BE FILED ONLINE AT:
<http://www.skagit.edu>

Position #18-002
EARLY CHILDHOOD EDUCATION INSTRUCTOR
JS

2405 E College Way
Mount Vernon, WA 98273

employ@skagit.edu

Early Childhood Education Instructor Supplemental Questionnaire

- * 1. I am Bilingual in the Spanish and English language.
- * 2. My education includes a graduate degree in early childhood education, child development, child and family studies; OR related discipline with at least 18 graduate credits in early childhood/family studies.
☐ Yes ☐ No
- * 3. I have experience as an early childhood educator with a record of effective, high-quality teaching.
☐ Yes ☐ No
- * 4. I have experience in a leadership role in an early learning setting.
☐ Yes ☐ No

- * 5. I have experience providing training and mentoring to early childhood educators.
☐ Yes ☐ No
- * 6. My application materials reflect experience providing training and mentoring to early childhood educators, and a demonstrated commitment to promote equitable access and educational achievement of diverse students.
☐ Yes ☐ No
- * 7. I acknowledge that I have read the application procedure found on the job announcement and understand that my application must include the following documents as attachments to be considered: 1) Resume; 2) A letter of interest addressing the minimum and preferred qualifications; 3) Typed narrative response to the question: "Describe ways in which you have used your position and privilege to create opportunities for people of diverse social identities (race, gender, gender identity, sexual orientation, class, ability status, etc.) and/or engaged in conversations about diversity." Please limit your response to a maximum of two pages.
☐ Yes
- * Required Question