

JOB DESCRIPTION



Early Childhood Assistant Teacher

Status: Non-Exempt, Full-Time

Reports To: K-4 Division Head

Supervises: None

Dated: June 2026

Overview

Middle Way School (MWS) is pioneering a new model of education based on the best in education research and enhanced by the wisdom and compassion of Buddhist traditions. Master teachers with a deep understanding of childhood development are the pillars of this education. Assistant teachers work with lead teachers at MWS to carry out their morning instructional blocks as well as facilitate a harmonious and safe environment for snack and recess. Assistant teachers also support students' development in all areas including social-emotional, physical, and academic, and work with the Dharma Education Liaison to integrate Buddhist wisdom and practice into the classroom.

MWS school culture relies on daily meditation and ample professional support. We expect our teachers to meet conventional outcomes in unconventional ways and use skillful means to differentiate in ways that help meet students academically and socially. Teachers are expected to explore the Middle Way model of development and actively engage in its creation. Being a practicing Buddhist is not necessary, however, an understanding of Buddhist principles and terminology is expected. In addition, we ask that all staff develop a personal contemplative practice of some kind.

Responsibilities

- Assisting and facilitating activities with lead teachers.
- Supervising recess in collaboration with other teachers
- Supporting lead teacher in preparation and organization of learning materials
- Caretaking the school environment, including tidying and preparation, as well as supporting children to take care of the school environment
- Supporting students' social interactions and learning throughout the day to create a culture of harmony, reverence and respect.
- Participation in school-wide events and professional development
- Other duties and responsibilities may be assigned from time to time as business needs require

Qualities

- A passion for education and carrying out the vision and mission of Middle Way
- An understanding of or keen interest in all or most of the following areas: integrated curriculum development, brain-based learning, project-based learning, early childhood development, mindfulness, class culture, authentic learning
- Flexibility, open-mindedness, adaptability, patience with change. Practicality and resourcefulness
- Openness to the teachings of the Buddhadharma
- Ability to work independently and in teams

Job Description - Early Childhood Assistant Teacher



- Ability to work harmoniously within a group when it is necessary to facilitate change, overcome an impasse, face issues, or ensure that decisions are made.
- Ability to see the merits of perspectives other than his/her own; openness to different and new ways of doing things
- Reliability and respectfulness with an equitable, positive view of the students, co-workers, and parents.
- Humor!

Required Education/Experience

- Bachelor's degree or a minimum of three years relevant work experience.
- Elementary and/or early childhood teaching experience
- An interest in the Middle Way view and how to manifest it through presence and pedagogy

Working Conditions

- Ability to position oneself to work with young children and remain in a stationary position for periods of time.
- Ability to observe details at close range and communicate information and ideas so others will understand. Must be able to exchange accurate information to ensure children's health and safety.
- Ability to work in outdoor weather conditions.
- May require moving items weighing up to 30 lbs.
- All employees must pass a New York State background check

Terms

- On-site at Middle Way School in Saugerties, NY
- Full-time, non-exempt position
- Schedule is full time for the entirety of the 2026-2027 academic year
- Eligible employees receive group health insurance, a 401(k) retirement plan, paid parental leave, paid time off, life insurance, and additional ancillary benefits.
- Salary range \$32,500-\$36,000

How to Apply

Please send a cover letter explaining why you are interested in a position at Middle Way along with a resume to careers@middlewayschool.org.

We hire and enroll without discriminating against any identifying factor which may include race, age, national or ethnic origin, religion, sex, sexual orientation, gender identity, or socioeconomic background. We will make accessibility accommodations for individuals with disabilities to the fullest extent possible. As an institution and as individuals we recognize that we have the responsibility to actively change the power differences that perpetuate biases against historically underrepresented groups. Our inclusion efforts are a dynamic process. We welcome your experience and invite your input on how our school community can continue to evolve.

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