FIRST GRADE CLASS TEACHER
JOB DESCRIPTION

Mountain Laurel Waldorf School seeks a dedicated, caring Waldorf-trained First Grade class teacher to welcome a vibrant class of children beginning in the 2027–2028 school year. The class teacher carries the life of the class, guiding students through the full arc of the Waldorf curriculum, tending the social health of the class, and building sustained, trusting relationships with children and families. At Mountain Laurel, class teachers are invited to journey with their class from First through Eighth Grade, so each child's strengths and challenges can be truly known over time.

RESPONSIBILITIES

- Plan and deliver the Waldorf main lesson curriculum appropriate to First Grade and beyond
- Develop and maintain annual and block-level lesson plans aligned with Waldorf curriculum standards and the developmental needs of the class
- Shape the rhythm of the school day, week, and year, and lead the class with warmth and consistency
- Prepare written student reports and hold parent-teacher conferences; hold regular parent evenings to build class community
- Monitor students' academic, social, and developmental growth; collaborate with the Pedagogical Coordinator and Carestreams Group when concerns arise
- Work closely with subject teachers (Spanish, Mandarin, Handwork, and others) so the class is well supported across all its lessons
- Collaborate with educational support teachers to bring lessons in a cohesive, developmentally-healthy way
- Leave clear plans for substitute teachers when needed
- Maintain consistent and caring communication with class families
- Participate in open houses and meet with prospective families, including First Grade readiness conversations
- Attend and actively participate in College meetings, committee work, and professional development days
- Collaborate collegially with administrative and pedagogical staff; support school festivals and community life
- Follow school policies on child safety and fulfill responsibilities as a mandated reporter

ABOUT MOUNTAIN LAUREL

Mountain Laurel Waldorf School was founded in 1983 and serves children from Parent/Child through 8th grade in the heart of New Paltz, NY — a vibrant Hudson Valley college town adjacent to SUNY New Paltz. Our main building is a charming Victorian mansion within walking distance of the village center, Historic Huguenot Street, and the SUNY campus. The school currently enrolls 140 students, employs a faculty and staff of nearly 45, and operates under a mandate group system of governance with a committed College of Teachers, an active Board of Trustees and an engaged Parent Body.

New Paltz sits approximately 90 miles from New York City, surrounded by the beauty of the Mid-Hudson Valley — with the Mohonk Preserve, a thriving arts community, and two nearby centers of anthroposophical endeavor: Sunbridge Institute in Spring Valley and Hawthorne Valley.

At Mountain Laurel, students receive a full introduction to the classics, and participate in a strong music program, including orchestra. World dance, Eurythmy, two world languages (Spanish and Mandarin), history, geography, mathematics, and science provide the curriculum children need to meet the challenges of our world and the future — with clarity of thought, love of learning, a caring heart, and the confidence to initiate change.

QUALIFICATIONS

- Waldorf grades certification (completed or in progress) required; degree in education or related field preferred
- Classroom teaching experience; experience completing a full Waldorf class cycle strongly preferred
- Commitment to ongoing professional development and the study of anthroposophy
- Strong artistic and nature-based sensibilities
- Commitment to culturally responsive teaching and to welcoming families of all backgrounds into the life of the class
- Excellent communication and interpersonal skills; ability to work collaboratively in a collegial environment
- Training or experience in a structured literacy program a plus

COMPENSATION & BENEFITS

Salary: $50,000+, commensurate with experience, with a comprehensive benefits package including health insurance, retirement plan, professional development, paid sick leave, paid holidays per the school calendar, and tuition remission. New class teachers are supported through mentoring and our Pedagogical Coordinator.

TO APPLY

Please submit your resume along with a biography and letter of interest to personnel@mountainlaurel.org. Please indicate "First Grade Teacher" in the subject line. Applications are reviewed on a rolling basis; priority will be given to those received by January 4, 2027.

The hiring process includes, but is not limited to: classroom observations, one or more teaching demonstrations presented by the candidate, and a hiring interview with the College of Teachers after a meeting with the Personnel Committee. Travel expenses are the responsibility of the applicant. Offers are contingent upon a successful background check.

Mountain Laurel Waldorf School is an equal opportunity employer committed to creating an inclusive environment for all employees. We encourage you to apply even if your experience is not a 100% match with the position.