



POSTING for Morning Garden Preschool Lead Teacher

Mulberry Waldorf School is seeking a Preschool Lead Teacher for a one-year contract position beginning July 1, 2026, until June 30, 2027. Hours are 8:00 AM to 12:00 PM Monday to Friday (50%) with paid planning time (10%). The position may include CCEYA licensing administration (10%). There will be occasional weeknight or weekend work for parent meetings and school activities. There is also a weekly after school staff meeting on Thursdays from 4:00 to 6:00 pm. There may be additional hours for break coverage and Afternoon Care programming available to bring position up to a maximum of 100% FTE.

SCOPE OF THE POSITION: A Preschool Teacher works out of Mulberry Waldorf School's Vision and Mission and within our Governance Structure (<https://www.mulberrywaldorfschool.ca/about-mulberry.html>). The Morning Garden Preschool program is licensed under the Childcare and Early Years Act (CCEYA). The Preschool Lead Teacher works closely with other teachers, office staff, and school leadership to develop and deliver an exemplary Waldorf educational program and maintain a positive learning environment for children ages 3-4 years old using Mulberry Waldorf School's best practices and following all requirements under the CCEYA. Summer professional development, as assigned by the Human Resources Committee, planning, curriculum development, and classroom set-up are expected. Ideally, the Lead Preschool teacher will spend time observing in one of our Early Childhood classrooms before the end of the 2025-2026 school year.

KEY REQUIREMENTS FOR THE POSITION: The ideal candidate will have a passion for holistic education, and experience in Waldorf education and/or experience working with young children. We are looking for candidates with the following skills/certification:

- Waldorf Early Childhood Teaching Certificate and/or Early Childhood Education Diploma (membership as a RECE with the College of Early Childhood Educators is ideal), and/or B.Ed. degree
- Knowledge of/experience with the Childcare and Early Years Act
- Current Police Check, including the Vulnerable Sector Check
- Current Standard First Aid Certification
- Demonstrated ability to create a warm, gentle, and supportive environment
- Experience and confidence with positive behaviour management
- Strong communication and interpersonal skills with children, colleagues and parents
- Ability to work collaboratively with colleagues
- Strong initiative and work ethic
- Musical and artistic abilities, such as storytelling, puppetry and circle work
- Handwork skills (knitting, crocheting, hand sewing, embroidery)
- Safe Food Handling Certificate - online training

The ideal candidate will:

- Fulfil Teaching and Pedagogical Responsibilities (curriculum, supervision, assessments) with accountability to the Pedagogical Director and Human Resources Committee
- If applicable, work with the Administrative Head to meet all CCEYA licensing and documentation requirements
- Attend Early Childhood and Full Staff meetings
- Follow the school's Code of Conduct: respecting self, others, and the environment
- Follow the Confidentiality and Conduct Agreement

- Create a warm and nurturing environment for children with clear, consistent boundaries
- Communicate regularly with class parents
- Commit to continuing personal and professional development
- **If not a certified EC Waldorf Teacher, attend a week of Early Childhood training in person or online through a Waldorf Institution, with financial support from Mulberry Waldorf School (e.g., [Introduction to Waldorf Early Childhood Education: An Immersion in the World of the Waldorf Nursery / Kindergarten – Sunbridge Institute](#))**

COMPENSATION: Salary is determined by base salary multiplied by a qualifier for qualifications and years of experience. A 60% position would offer a salary of approximately \$30,046, which would be increased slightly based on experience and training. Additional afternoon hours up to a maximum of 100% FTE would be based on an hourly rate. The school supports professional development and offers health allowances, mentoring, and tuition remission for staff children.

ABOUT MULBERRY: Mulberry Waldorf School, established in 1996, offers programs for students and their parents from birth through Grade Eight. We are located within an active downtown community in beautiful and historic Kingston, with access to local parks, waterfront, conservation areas and provincial parks. Our teachers, administration, parents and a Board of Directors sustain the operations of the School.

DEADLINE: We invite interested applicants to send a cover letter, resumé, and contact information (email and phone number) for two professional references to the Human Resources Committee at jennytaylor.mws@gmail.com. Applications will be accepted until May 8, 2026. We thank all candidates in advance, but will only contact those selected for an interview.

Mulberry Waldorf School is committed to employment equity and welcomes diversity in the workplace. We will accept applications from qualified candidates who are legally authorized to work in Canada.