



## POSTING: Grade School Teacher Parental Leave Contract

Mulberry Waldorf School is seeking a full time Grade School Teacher for the 2026-2027 school year. The successful candidate will start July 1, 2026, with the contract ending March 12, 2027. There is a possibility that the contract may be extended to the end of the year (June 30, 2027), or other work may be offered beginning in March depending on the needs of the school.

**SCOPE OF THE POSITION:** A Grade School Lead Teacher works out of Mulberry Waldorf School's Vision and Mission and within our Governance Structure (<https://www.mulberrywaldorfschool.ca/about-mulberry.html>). A Grade School 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. Summer professional development, as assigned by the Human Resources Committee, planning, curriculum development, and classroom set-up are expected. Ideally, the successful candidate will spend time observing in our Grade School 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 elementary school-aged children. We are looking for candidates with the following skills/certification:

- Waldorf Teaching Certificate and/or B.Ed. degree
- Classroom teaching experience
- Current Police Check, including the Vulnerable Sector Check
- Current Standard First Aid Certification
- Demonstrated ability to create a warm and supportive environment
- Experience and confidence with positive behaviour management
- Strong communication and interpersonal skills with children, colleagues and parents
- Strong initiative and work ethic
- An understanding of structured literacy and foundational math skills acquisition
- Excellent organizational, time management, and collaboration skills
- An openness to developing musical and artistic abilities, such as singing and drawing
- **Willing to attend a week of Grade Intensive training July 6-10, 2026 at the Rudolf Steiner Centre Canada, Toronto, with financial support from Mulberry Waldorf School: [Summer Festival of Arts & Education Brochure - Rudolf Steiner College Canada](#) or an equivalent online offering from another Waldorf Institution**

The ideal candidate will:

- Fulfil Teaching and Pedagogical Responsibilities (curriculum, supervision, assessments) with accountability to the Pedagogical Director and Human Resources Committee
- Attend Grade School 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

**COMPENSATION:** Salary is determined by base salary multiplied by a qualifier for qualifications and years of experience. The current base salary for full-time (100%) Lead Teacher from July 1, 2026 to June 30, 2027 is \$50,076, which is increased slightly based on experience and training. 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](mailto: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.*