



## Our Philosophy:

At Explorers Early Childhood Education, Inc. we believe that education should be as multifaceted as the children we serve. Our blended model avoids the limitations of a single pedagogy, instead weaving together the world's most effective educational traditions to create a holistic, foundational experience.

## The Five Roots of the Explorers Educational Model:

- **The Independence of Montessori:** We utilize the "Prepared Environment" and self-correcting materials to foster deep concentration, autonomy, and a sense of order. Children are empowered to follow their own rhythms of discovery.
- **The Inquiry of STEAM:** Science, Technology, Engineering, Arts, and Mathematics are not subjects—they are lenses. We encourage children to ask "Why?" and "How?", using trial and error to solve real-world problems.
- **The Expression of Reggio Emilia:** Our classrooms are filled with natural light and "provocations." We view the child as a strong, capable protagonist, and we use the "Hundred Languages of Children"—from clay to coding—to make their thinking visible.
- **The Resilience of Outdoor Education:** Nature is our co-teacher. Whether rain, snow, or shine, we spend significant time in the Colorado landscape, building physical grit, ecological literacy, and a profound respect for the Earth.
- **The Heart of Civic Engagement:** We believe children are citizens of *today*, not just tomorrow. We engage with our local community through service projects, visits to local landmarks, and practicing the democratic process within the classroom.

## Infant Program Assistant Teacher (Full Time)

### Position Summary

The Infant Program Assistant supports the Lead Teacher in the daily care and rhythmic flow of the infant classroom. You will focus on building high-trust relationships with children (6 weeks to 18 months), maintaining a beautiful and functional environment, and capturing the "small-but-mighty" moments of learning that happen every day.

**Location:** Durango, Colorado

**Salary:** \$38,000 - \$42,000 annual salary

### Essential Duties & Responsibilities

- **Responsive Caregiving:** Provide gentle, individualized care including feeding, diapering, and soothing, following each child's unique natural rhythm.

- **Curriculum Support:** Assist in setting up infant appropriate activities that integrate Montessori independence, Reggio-inspired inquiry, and foundational STEAM concepts.
- **Classroom Management:** Maintain a high-quality learning environment that meets **Colorado Department of Early Childhood (CDEC)** licensing standards and safety regulations.
- **Outdoor Engagement:** Embrace our outdoor education philosophy by assisting with daily outdoor time, ensuring infants have meaningful, safe daily interactions with the natural world regardless of the season.
- **Observation & Documentation:** Help track developmental milestones and progress through anecdotal records.
- **Family Engagement:** Maintain daily communication with families regarding their child's milestones and needs.
- **Safety & Compliance:** Ensure strict adherence to health and safety protocols, including sanitization, emergency preparedness, and mandated reporting.
- **Bilingual Environment:** Maintain a language-rich environment where **Spanish and English** are used interchangeably to support cognitive flexibility and cultural appreciation.

### Technical Skills, Knowledge & Abilities

- **Developmental Knowledge:** Deep understanding of child growth and development stages and "Developmentally Appropriate Practice" (DAP).
- **Pedagogical Fluency:** Ability to explain the "why" behind our blended model to parents and stakeholders.
- **Colorado Shines PDIS:** Ability to navigate and maintain professional records within the Colorado Shines Professional Development Information System.
- **Technology Proficiency:** Experience with classroom management software, digital portfolios, and basic office tools (e.g., Email, Google Applications, Brightwheel).
- **Behavioral Guidance:** Skilled in positive redirection and conflict resolution strategies tailored to young children.
- **Risk Management:** Knowledge of safety protocols for off-site excursions and outdoor play.

### Qualifications & Experience

- **Age:** Must be 19 years of age
- **Education:** High School Diploma or equivalent required (required); Courses in **Early Childhood Education (ECE)** or a related field (strongly preferred).
- **Credentialing:** Must meet Colorado Department of Early Childhood (CDEC) **Early Childhood Teacher (ECT)** qualifications. This typically includes: Colorado Early Childhood Professional Credential 3.0 (Level 2 or higher).
- **Experience:** Minimum of three (3) months (455 hours) of verifiable experience in the group care of infants or toddlers (required). One (1) year of experience in a licensed infant program preferred.

- **Clearance:** Must pass a comprehensive background check, including Colorado Bureau of Investigation (CBI) and Federal Bureau of Investigation (FBI) fingerprinting.

### Compensation & Benefits

- **Competitive Salary:** \$38,000 - \$42,000 per year (depending on education and experience).
- **Health & Wellness:** Eligible for Monthly **Health Stipend** after 6 months to assist with medical, dental, or vision premiums.
- **Eligible for Retirement Plan** (upon completion of required service period): Simple IRA program with **employer matching contributions**.
- **Paid Time Off:** Accrued vacation time, sick leave, and paid holidays.
- **Tax Incentives:** Assistance in applying for the **Colorado Early Childhood Educator Income Tax Credit** (up to \$1,700+ annually for qualified levels).
- **Childcare Discount:** Substantial discount for staff children.

### Schedule

- **Shift:** Monday – Friday, (e.g., 7:40 AM - 3:00 PM, 8:20 AM – 3:40 PM).
- **Planning Time:** Weekly dedicated out-of-classroom time for lesson planning and administrative tasks.

**Ready to lead the next generation of Explorers?** Submit your resume and a brief cover letter sharing your personal "teaching philosophy" to [durangoexplorers@gmail.com](mailto:durangoexplorers@gmail.com).

*Explorers is an equal opportunity employer. We celebrate diversity and are committed to creating an inclusive environment for all employees and families.*