



Office of Human Resources & Employee Relations

ANNOUNCEMENT OF FACULTY POSITION

Position: Child & Family Education Instructor **Full-Time, Tenure Track, 10 Months RN 17-18**

Salary: Schedule A - \$53,105.42 - \$78,443.93/ Annually + Benefits
(Dependent upon education & experience)

Deadline: September 17, 2017

Start Date: Fall 2017

INTRODUCTION:

Primary responsibility of a Child & Family Education/Education Instructor is to teach a variety of college-level courses that fulfill either general education requirements, count towards the Associate of Arts degree in Child Development/Education or AS-T in Early Childhood Education, certificate programs and California Child Development Permit.

Provide classroom instruction in accordance with established course outlines.

Assist with developing and maintaining the department's equity plan and socially just practices.

Help the college meet its commitment to global, cultural, social and environmental awareness through the praxis of equity, social justice and multicultural education.

Commit to professional development and practice of cultural humility.

Standard duties expected of all faculty include development and evaluation of curricula, advising students, maintaining scheduled office hours, attending department and division meetings, pursuing professional growth activities, service on district and/or college committees, and performing other duties consistent with the role of an instructor. Instructors also have the opportunity to participate in campus extra-curricular activities.

Required Minimum Qualifications:

- Understanding of, sensitivity to, and respect for the diverse academic, socio-economic, ethnic, cultural, disability, religious background and sexual orientation of community college students and staff.
- Master's in child development, early childhood education, special education, human development, home economics/family and consumer studies with a specialization in child development/early childhood education, or educational psychology with a specialization in child development/early childhood education OR Bachelor's in any of the above AND
- Master's in social work, educational supervision, elementary education, special education, psychology, bilingual/bicultural education, or family and consumer studies OR the equivalent.

AND a sensitivity to and understanding of the diverse academic, socioeconomic, cultural, disability, and ethnic backgrounds of community college students (Assembly Bill 1725; Education Code 87360).

DESIRABLE QUALIFICATIONS:

- Experience teaching in Child & Family Education/Education Development using inclusive pedagogies and course content at the post-secondary level to students of ethnically, economically, and culturally diverse backgrounds.
- Experience in teaching in an Early Childhood Education/Education setting (children ages 0-8).
- Advocacy in the field of early childhood education, and active participation on local and/or statewide child development communities.
- Demonstrated enthusiasm and interest in working cooperatively with colleagues in multiple departments and in serving on college committees in a shared governance organization.
- Knowledge, ability, and enthusiasm to teach any of the Department's Child & Family Education/Education courses.
- Experience and commitment to advising and mentoring students related to career and transfer options, to include service-learning and field experiences.
- Ability to use various teaching methods in both a classroom and laboratory setting that a) engage students in their own learning, including outcomes that motivate students to develop higher-order thinking skills, and b) ensure consistent and appropriate monitoring of student progress.
- Knowledge of the California Early Childhood Educator Competencies and the National Association for the Education of Young accreditation standards, and commitment to the department's A.S. degree accreditation.
- Experience with teaching and/or strong desire to teach at the community college
- Ability to incorporate critical and equity pedagogics as well as apply equity mindedness to classroom engagement.
- Knowledge and experience applying culturally responsive practices.
- Experience and/or ability in developing new curricula and programs, and the ability to integrate multicultural perspectives and culturally responsive pedagogics as well as maintaining currency in the field.
- Experience integrating technology in the classroom and/or online teaching.
- Knowledge of and ability to communicate various issues and concerns facing historically under-represented students as it relates to the course content.
- Ability and commitment to working with a diverse division/team on implementing culturally inclusive practices and participating in dialogues on equity in education.
- Experience and ability in collaborating with the Child Development Center to support students receiving mentorship of practical experience.

WORKING CONDITIONS:**Environment:**

- Indoor, office environment.

Physical Abilities:

(Applicants should perform these physical abilities with or without reasonable accommodations)

- Endurance within a classroom setting, teaching students while standing, sitting, or walking throughout the classroom.
- Hearing and speaking to exchange information.
- Vision sufficient to read various materials.
- Use of aids such as posters, bulletin boards, overhead projector, television, recorder, computer, and technological equipment.

Physical Abilities: (Cont.)

- Retrieval, use, storage, and light lifting of teaching material, including books, equipment, assignments, etc.
- Personally model subject-matter knowledge in written and oral language.
- Accurately assess students' learning abilities, needs, and styles.
- Develop and implement a behavioral management process for monitoring, evaluating, and managing both appropriate and inappropriate student behaviors.
- Address stressful events, created by hostile students by (a) maintaining emotional control, (b) listening without judgment or retaliation, (c) reasoning objectively and consistently, (d) keeping at the forefront the best interests of the student, and (e) maintaining professionalism and due process.

APPLICATION PROCEDURE

It is the responsibility of each applicant to have all the following documents on file in the Human Resources Office by the deadline date in order to continue in the application process for this position. **Please submit the following documents:**

1. **A completed and signed Antelope Valley College [Full-Time Academic Faculty Application](#)**
Please do not state "See Résumé" on any part of the application. Blank spaces or illegible entries may be cause for rejection of the application. The District will not return application materials submitted.
2. **A letter of intent**, addressing qualifications for this position.
3. **A résumé** or curriculum vitae.
4. **Transcripts*** of **ALL** college work from an accredited institution. Unofficial transcripts or photocopies will be accepted to establish the application file; however, official transcripts will be required if the candidate is offered the position.
***Note:** Any degree from a country other than the United States., including Great Britain and Canada, must be evaluated by a professional evaluation service.
5. **At least two signed letters of recommendation dated within the last year.** These letters should pertain to professional experience, and are not general "character references." Applicants are encouraged to request more than two letters to ensure that at least two are received prior to application review. No faxed or e-mailed copies will be accepted.
6. For those disciplines with established Academic Senate's approved equivalency, if applicable and you are requesting equivalency evaluation, complete the Supplemental Equivalency Request form (attached).

The Antelope Valley Community College District offers an extensive benefits package that includes full-family medical, dental and vision plans, employee life insurance and income protection policies, and eligibility to enroll in the State Teachers' Retirement System.

Application forms are available on the AVC web site www.avc.edu or from the Human Resources Office and must be returned to:



Office of Human Resources
3041 West Avenue K
Lancaster CA 93536
(661) 722-6311

**Faxed or emailed materials cannot be accepted.
Unsolicited materials will not be included.**

Candidates selected for employment will be required to provide verification of work authorization pursuant to INS regulations.

Antelope Valley College prohibits discrimination and harassment based on race, religious creed, color, national origin, ancestry, physical disability, mental disability, medical condition, marital status, sex, age, or sexual orientation.

Upon request, we will consider reasonable accommodations to permit individuals with protected disabilities to (a) complete the employment or admission process, (b) perform essential job functions, (c) enjoy benefits and privileges of similarly-situated individuals without disabilities, and (d) participate in instruction, programs, services, activities, or events.

AVC is an equal opportunity employer.

SUPPLEMENTAL EQUIVALENCY REQUEST
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To be used ONLY when requesting equivalency evaluation.

Applicant's Name (please print)

Division/Department

**Please carefully review the approved equivalency for this discipline
and provide documentation for those areas requiring verification**

1. Degree

Discipline for which you claim equivalency): _____

2. Educational Preparation

Indicate the educational preparation on which you base this claim for the discipline (major):

3. Relevant Courses*

Indicate the relevant courses you have taken or other objective evidence that verifies you have the equivalent of the General Education portion for a college degree: _____

4. Work Experience**

Describe in detail what you believe establishes equivalency to the minimum qualifications. If you are using work products or other objective items that cannot be submitted, provide *detailed* information from objective sources about the nature of this work product or experience: _____

*Unofficial transcripts or photocopies of transcripts will be accepted to establish equivalency. However, official transcripts will be required if the candidate is offered the position.

**If you are using publications or other objective work products, you must submit documentation; if not possible, please explain.