



Title: Early Childhood Education Faculty

Posting No.: 840

Posting Dates: Jan. 13, 2023 until filled, priority review begins Feb. 6, 2023

At ACC, every employee is focused and responsible for student success. We promote a culture of inclusivity and innovation through individualized support, passionate employees, and a welcoming environment. Hands on experiences and personalized attention make learning come alive at ACC enabling our diverse community of students and staff to develop the knowledge and skills they need to reach their academic and career goals. Since 1965, ACC has supported a culture of achievement and has been the place of choice for people who want to Move Mountains.

ACC seeks applicants who understand and have first-hand experience with historically marginalized populations such as people of color, LGBTQ+ community members, veterans, first generation graduates, and people with disabilities.

Job Summary

The Early Childhood Education Faculty position is a full-time, 9-month faculty position in the Education Department. ACC Faculty teach 15 credits each fall and spring semester. Faculty may have the option to teach courses during the summer semester for additional compensation. Courses may be taught using both traditional and non-traditional delivery methods, including face-to-face, online, computer-aided, distance learning, self-paced, and interdisciplinary. Faculty will teach primarily from the Littleton Campus, but may need to teach at any of our campuses (Littleton, Castle Rock, and Legacy) and at a variety of times (days, evenings, and some weekends).

The ECE faculty will collaborate with ACC's campus-based Child Development Center toward curricular and instructional alignment. This faculty will also contribute to the implementation of grants for early childhood and elementary education program support as needed.

ACC is committed creating a community of best practices in facilitating teaching, learning, and student success. As such, we seek faculty who will be engaged members of the college community through active service on committees, collaboration with colleagues, and who possess a commitment and passion to facilitating improved outcomes for students and communities the college serves.

ACC is dedicated to supporting our faculty throughout their careers as educators, scholars, and professionals. We provide a robust offering of professional development opportunities for faculty to strengthen their skills in teaching strategies, outcomes-based practice, and reflective practice. Faculty develop an equity-minded and culturally responsive pedagogy that closes success gaps and fosters a commitment to excellence in education. Candidates with a foundational understanding of these skills and knowledge or a demonstrated growth mindset on these topics are strongly encouraged to apply.

ACC Equity Statement

We welcome and value the identities and experiences of our students, staff, faculty, and surrounding communities. We seek to engage and support historically marginalized groups whom higher education has traditionally failed to serve. We work to foster an equitable and inclusive learning and work environment that supports our students and employees through professional development, programming, reflection, and transformational change of ACC practices, procedures, services, and teaching. We collectively commit to holding ourselves accountable to our equity goals through assessing these efforts with multiple strategies that include voices of those impacted by this work

Required Qualifications

- Master's degree in Early Childhood Education or related subfield or Master's degree plus 18 graduate credit hours in Early Childhood Education
 - Tested experience may be used in lieu of the degree requirement on a case-by-case basis.
- Has, or qualifies for, postsecondary CTE credential including 2000 non-teaching occupational hours within the last 7 years.
- Experience teaching and/or training various subjects within the discipline.
- Demonstrated commitment working with and supporting students from historically marginalized communities (people of color, LGBTQ+ community members, veterans, first generation graduates, people with disabilities, etc.).
- Demonstrate a growth mindset regarding professional development.
- Ability to communicate effectively in a form that is appropriate for the needs of the audience.
- Proficiency with Microsoft Office Suite.

For additional information on Faculty and Instructor qualifications refer to [AP 3-10b](#).

Preferred Qualifications

- Demonstrated experience as an early childhood teacher and director
- Experience in facilitating equitable outcomes for customers, key stakeholders, or students using effective inclusive strategies.
- Demonstrate building successful professional relationships and working collaboratively with internal and external constituents and outside agencies.
- Participate and/or lead in professional organizations, committees and/or taskforces.
- Experience with remote and/or online teaching/training and experience developing courses for multiple delivery formats.
- Ability to develop well-defined assessment/evaluation objectives and high-performance standards aligned with expectations.

Physical & Cognitive Demands

The following are some of the physical and cognitive demands commonly associated with this position.

- This position operates in a standard office and/or classroom environment. Constantly uses a computer and routinely uses standard office equipment including phones, copiers, etc.
- Cognitive demands include comparing, copying, computing, compiling, analyzing, coordinating, synthesizing, negotiating, communicating, instructing, and interpersonal skills.
- The person in this position constantly communicates with internal and external constituents and students. Must be able to exchange accurate information in these situations.
- Occasionally moves, positions, and transports classroom equipment, up to 10 lbs.

Reasonable Accommodation Statement

Arapahoe Community College provides reasonable accommodations to applicants and employees with disabilities on a case-by-case basis. If you need a reasonable accommodation for any part of the application and hiring process and/or during the course of employment, please contact Angela Johnson, Director of Human Resources, at 303.797.5715 or Angela.Johnson@arapahoe.edu.

Advertised Salary Range

The salary range for this position is \$63,076 - \$72,964, commensurate with education and experience. This salary is based on 166 contract days within an academic year (August - May). The projected start date for this position is August 2023. This is a full-time, 9-month, FLSA exempt position. This position has been exempted from the State Classified System. [AP 3-55](#) provides information regarding salary placement and adjustments.

Questions about salary should be directed to ACCAskHR@arapahoe.edu

To Apply

All applicants must submit:

1. Resume
2. Detailed letter of interest (cover letter) addressing the job announcement. Please include your experiences embedding equity and inclusion in your work, see below.
3. Unofficial transcripts

At ACC we seek to hire candidates that demonstrate a commitment to and experience with embedding equity and inclusion into their professional role. Please address this specifically in your cover letter explaining what diversity, equity, and inclusion (DEI) means to you and how you may have incorporated DEI into your current or previous professional responsibilities. Also describe your experience working with or teaching individuals from historically marginalized populations (people of color, LGBTQ+ community members, veterans, first generation graduates, people with disabilities, etc.). What did you learn from these experiences and how did this inform your work?

Incomplete applications will not be considered. Candidates who are selected to interview will be asked to submit a completed application form and the names and contact information for three professional references. Candidates will be evaluated based on their qualifications as related to the duties and responsibilities of the position.

Visit our [Careers website](#) to submit your application.

If you have questions regarding this position, please contact us at ACCAskHR@arapahoe.edu.

Benefits

At ACC, we value and uphold a commitment to a workplace that focuses on employees. Our mission is to provide innovative and responsive educational and economic opportunities in an accessible, inclusive environment that promotes success for students, employees, and the communities we serve. In addition to rewarding and meaningful work, we offer a comprehensive selection of benefits to support our employees, including:

- Strong, flexible retirement benefits including [Colorado PERA](#)'s Defined Benefit Plan or Defined Contribution Plan. ACC contributes 20.95% of your salary on your behalf. Supplemental retirement plans are also available including 401(k), 403(b) and 457 plans.
- Comprehensive [health benefits](#) including medical, dental, vision, life, and flexible savings benefits. Employee assistance services such as counseling, professional coaching, financial planning, and more, are available to you and members of your household at no cost through the Colorado State Employee Assistance Program ([C-SEAP](#))
- Generous paid time off benefits including up to 90 hours of sick leave per academic year with up to 16 of those hours converted to personal leave and up to 18 hours for academic and volunteer activities.
- Tuition assistance for employees and their eligible dependents at any community college within the Colorado Community College System or CCCOnline.
- State employees are eligible to participate in [BenefitHub](#) which offers discounts for retailers and services and other benefits resources.
- Employees may qualify for the Public Service Loan Forgiveness Program. Additional information about this program can be found on the [Colorado Division of Human Resources](#) website.
- New hires for full-time positions may be eligible for a relocation assistance benefit if relocating at least 100 miles to work at ACC. Information about this can be found in [AP 3-160](#).

Notice to all Applicants

- Final candidate will be subject to successful completion of a background check, and, if applicable, a motor vehicle record review.
- Former employees of the Colorado Community College System, or one of its 13 colleges, who were disciplinarily terminated or resigned in lieu of termination, must disclose this information in their application material.
- Final candidate is required to submit official transcripts to Human Resources within thirty (30) days of hire.
- Direct deposit of payroll is a condition of employment.
- Arapahoe Community College participates in E-Verify.
- All ACC employees, except student employees, contribute to [Colorado PERA](#) at a fixed percentage of their earnings and do not contribute to Social Security.
- Arapahoe Community College is a tobacco and smoke-free campus.
- Finalist must be willing to make Colorado their primary workplace, including for online courses.

Arapahoe Community College is an equal opportunity employer and prohibits all forms of discrimination and harassment including those that violate federal and state law, or the State Board for Community Colleges and Occupational Education Board Policy 19-60. The College does not discriminate on the basis of sex, gender, race, color, age, creed, national or ethnic origin, ancestry, physical or mental disability, familial status, veteran or military status, pregnancy status, religion, genetic information, gender identity, sexual orientation, or any other protected class or category under applicable local, state, or federal law (also known as “civil rights laws”), in connection with employment practices or educational programs and activities (including admissions).

For information regarding Arapahoe Community College Security, including Clery Act / Crime Statistics for the campuses and surrounding area, please see the [Arapahoe Community College Annual Security Report](#). For a hard copy report, please contact the ACC Campus Police Department at 303.797.5800, Campus.Police@arapahoe.edu, or Room M2600 at 5900 South Santa Fe Drive, Littleton, Colorado 80120.