



CHILD CARE INSTRUCTOR I/II

School Age Program - Mary Silveira

Library & Recreation - Childcare Division

City of San Rafael

Salary - Level I: **\$35,868** - **\$43,596** DOQ/DOE

Level II: **\$46,044** - **\$55,956** DOQ/DOE





ABOUT THE CITY

The City of San Rafael is focused on enhancing our community members' quality of life through well-designed services and a positive workplace culture. San Rafael is the economic and cultural heart of Marin County, and its high quality of life is centered on its commercial districts, engaged neighborhoods, active lifestyle, and natural environment.

With a population of approximately 60,000, San Rafael is a full-service city with a City Council and City Manager form of government with 12 departments, more than 400 employees, and an annual budget in fiscal year 2025-2026 of approximately \$193 million.

The City's vision is to be a vibrant economic and cultural center reflective of its diversity!



TOGETHER SAN RAFAEL

OUR VISION... where do we want to go
A citywide effort to improve service delivery
and make San Rafael a great place to work.

OUR MISSION... how do we get there
Bring together all City Employees to create,
implement, and celebrate innovative solutions to
organizational and community challenges.

Together San Rafael Guiding Principles:

Together in Service:

Foster teamwork by collaborating across departments and recognizing the value of diverse perspectives. Help others succeed by creating a supportive environment and always assuming positive intent in interactions.

Reimagine the Status Quo:

Challenge norms by asking “why” and testing creative ideas to innovate and improve service delivery. Remember, just because we’ve always done something one way doesn’t mean we should continue; think outside the box.

Start with Community Needs:

Cultivate trust and design services with the community in mind. Convene and co-create solutions to better understand and address the needs of those we serve.

Practice Openness:

Advocate for transparent, open communication while remaining curious and adaptable. Embrace change to enhance service delivery and drive improvement.

Find Something to Say Yes To:

Encourage a positive and solution-oriented approach by taking risks and trying new approaches to solve problems. Embrace creativity and positivity to deliver exceptional customer experiences.

Be Mindful:

Every interaction creates a meaningful story, stressing the importance of being considerate and thoughtful in actions and decisions. Serve with integrity and honor our role in responsibly managing public resources.



ABOUT MARY SILVEIRA CHILDREN'S CENTER

One position is available at Mary Silveira Children's Center, located on campus at Mary Silveira Elementary School and serving the Miller Creek School District. This is a year-round program, providing after-school care during the school year and transforming into a fun-filled summer camp during the summer months. Work with an awesome team of instructors, support children and families, and make a lasting impact in our community!



~ Our purpose is to help each child feel seen, supported, and celebrated ~

THE POSITION

The Childcare Division is seeking **ONE** full-time **Child Care Instructor** to join our dynamic after school team, dedicated to making a positive impact in the lives of young children. We're looking for an enthusiastic and experienced individual who is passionate about childhood development and creating a safe, supportive, and enriching environment where children can thrive.



Play. Learn. Inspire. Watch them bloom.



Child Care Instructor Responsibilities:

- Assist in planning and implementing age appropriate curriculum, activities and events.
- Provide continuous supervision to children in day-to-day activities; ensures health and safety of children.
- Develop age-appropriate curriculum and activities to stimulate children's cognitive skills, abilities and development.
- Evaluate needs of children, staff and site in order to maintain a safe and healthy environment for children and staff.
- Supervise the activities of children and records observations of children's behavior and activities; monitor behavioral patterns and develops assessment and profiles.
- Schedules parent conferences to discuss children's development strategies as necessary.

To view the [full job description](#) click [HERE](#)

EDUCATION & EXPERIENCE

Education requirements vary based on level hired: Child Care Instructor I or Child Care Instructor II. Please see education and special requirements outlined in [job description](#).

IDEAL CANDIDATE

Our program is evolving with fresh ideas and a commitment to excellence—just like the City's efforts to innovate and grow. This is an exciting time to join our team! We're looking for a **Child Care Instructor** who has a genuine passion for working with children and a strong commitment to nurturing their educational and emotional development.

Be part of a professional team dedicated to creating a fun and engaging after-school experience for school-age children!

The Ideal Candidate:

- Loves working with children and watching them grow
- Communicates professionally, respectfully, and empathetically with staff and the parent community
- Has a strong understanding of child development principles
- Uses creativity and problem-solving to lead engaging age-appropriate activities
- Collaborates effectively with team members and adds positivity to our team



COMPENSATION & BENEFITS

Salary Range: \$35,868 - \$55,956 DOQ/DOE

The **Child Care Instructor I/II** is a regular position of the City's SEIU Local 1021 employee group with a competitive benefits package including:

Medical: The City contributes up to \$2,520/month toward medical insurance for employee & eligible dependents.

Dental: Premium fully paid for employee & eligible dependents

Vision: Premium fully paid for employee

Vacation: 10 days annually (*increases after 3 years of service*)

Sick Leave: 12 days.

Life Insurance: \$20,000 Life Insurance and Accidental Death & Dismemberment policy.

Holidays: 12 designated holidays, plus 1 floating holiday.

For additional benefits information click [HERE](#)



Join the City of San Rafael's passionate and caring team and help support the growth, development, and well-being of children in our vibrant community. As a **Child Care Instructor**, you will play a vital role in providing developmental care and supervision to children enrolled in the childcare program; implement age appropriate curriculum for children; and establish/maintain supportive relationships with children and parents.

Be a part of shaping young minds and enriching lives - one activity, one smile, and one child at a time!



HOW TO APPLY



SCAN ME

APPLY ON
CALOPPS

or



[click here](#)

APPLY BY TUESDAY, JANUARY 6, 2026

INTERVIEW SCHEDULE (IN PERSON):

Tuesday, January 13- First panel interview
Thursday, January 15 - Finalist interviews

Questions? Contact

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