

SECTION IV

JOB DESCRIPTIONS AND RESPONSIBILITIES

Staff

A. PERSONAL QUALITIES

1. *Friendliness* - Maintains a positive attitude towards others; alert to the moods and needs of others.
2. *Honesty* - Truthful about hours, sick and personal leave, and other matters. Accepts responsibility for own errors. Respects the property of others.
3. *Integrity* - Maintains wholesome interpersonal relationships free of gossip about other staff or about parents.
4. *Punctuality* - Keeps to agreed schedule, arriving promptly and honoring time limits of relief periods.
5. *Dependability* - Performs responsibilities as promised. Uses work hours for Schoolwork. Self-motivated. Doesn't abuse privileges.
6. *Positive Attitude* - Refrains from complaining openly. Discusses concerns privately with a Director.
7. *Appearance* - Neat, well groomed, appropriately dressed, poised, and well mannered. Adheres to guidelines of the staff handbook.
8. *Patience* - Exhibits self-control in dealing with others, avoids uncontrolled or abusive tone of voice.
9. *Enthusiastic* - Projects an evident interest in the job.

B. RELATIONSHIPS WITH CHILDREN

1. *Individualization* - Shows awareness of and concern for personal differences among individuals in dealing with each child's needs, interests, and capabilities. Helps each child feel comfortable and special with an individual greeting, hug, or pat upon arrival.
2. *Knowledge* - Plans a variety of activities developmentally appropriate to each age and accomplishment level, thereby fostering exploration, investigation, and creativity.
3. *Resourcefulness* - Demonstrates creativity in designing programs and in use of materials.
4. *Flexibility* - Able to work with individuals and groups of children equally well.
5. *Professional Manner* - Uses appropriate language and relates behavior to growth and development. Helps children build self-esteem. Frequently bends to eye level when talking with children.
6. *Discipline* - Provides guidance in a positive manner; uses non-punitive methods.
7. *Responsibility* - Monitors and assesses each child's growth, development, and performance; notes changes; maintains appropriate records and provides reports.
8. *Tolerance* - Treats all children equally, with respect, dignity, and empathy. Avoids prejudicial attitudes.
9. *Good Example* - Portrays positive attitudes, including sharing, concern for others' feelings, interest in individuals, cooperation, etc.

C. PROFESSIONALISM

1. *Personal Growth* - Committed to the idea of continuing personal and professional development. Pursues studies and/or reading to keep current in the field of early childhood development.
2. *Loyalty* - Supports the goals, objectives and philosophy of the School. Adheres to policies and procedures.
3. *Integrity* - Respects confidentiality of information.
4. *Cooperation* - Committed to the concept of teamwork, shares ideas, materials, and services. Works in a comfortable manner with peers, supervisors, and assistants. Offers guidance in positive ways. Willing to share responsibilities and assume others' tasks in emergencies.
5. *Friendliness* - Maintains a friendly but professional relationship with parents and co-workers.
6. *Tolerance* - Treats all parents equally and without favoritism, accepting all at their individual levels.
7. Respects others' rights to their individual ideas and points of view.
8. *Receptive* - Willing to accept and accommodate new ideas.

D. OVERALL CONCERN AND AWARENESS

1. *Safety and Health* - Gives primary consideration to the health and safety of the children at all times.
2. *Organization* - Keeps materials and equipment well ordered, presenting a neat and attractive appearance in the facility.
3. Respects the use and care of materials and equipment, avoiding waste.

Job Description and Responsibilities for Assistant Teachers

A person selected for this position will be responsible for assisting a classroom Lead Teacher with the general supervision and management of a class of children. Reports to and works with classroom Lead Teacher.

QUALIFICATIONS

Must be at least eighteen years of age, in the process of becoming professionally prepared to be a teacher of young children, and meet the requirements of the licensing agency.

Must have a warm and friendly personality; be sensitive to the feelings and needs of others, be able to relate well to children, and be willing to fulfill responsibilities in accordance with the School's program and philosophy.

RESPONSIBILITIES

Responsibilities will include, but will not be limited to, the following

- Assist in planning and implementing the daily program under the direction of the Lead Teacher.
- Assist in planning and preparing the learning environment, setting up interest centers, and preparing needed materials and supplies.
- Supervise the classroom when the Lead Teacher is out of the room.
- Help with the general housekeeping tasks.
- Assist the Lead Teacher in other ways as requested.
- Maintain a professional attitude and loyalty to the School at all times.
- Treat all children with dignity and respect.
- Attend all staff meetings and recommended training programs and conferences.
- Participate in professional organizations that work for the improvement of early childhood education.
- Assist Lead Teacher with implementation of appropriate early childhood education experiences.
- Help Lead Teacher to supervise and promote activities designed to enhance the healthy emotional, social, intellectual, and physical development of children enrolled at the School.
- Help to maintain a neat and organized classroom.
- Help children establish good habits of personal hygiene; change diapers and assist with toilet training.

- Attend parent group and school functions.
- Supervise all activities to ensure safety at all times.
- Report to Lead Teacher any problem, which may occur with the children.
- Observe, record, and report on the behavior of individual children as assigned.

Additional Responsibilities for Infant and Toddlers Teachers and Assistants

1. Change soiled or wet diapers and other clothing in a sanitary and safe manner. The teacher or assistant must (1) place the child on a clean, washable surface, which is disinfected after each use; (2) use disposable plastic gloves, individual washcloths and towels or disposable paper towels to thoroughly cleanse and dry the child after each diaper change; (3) place all used diapers in a moisture-proof bag or store them in a covered container that is cleaned daily.
2. Clean toys that have been chewed, sucked, or otherwise been in children's mouths, and all other toys as needed daily.
3. Wash children's and adult's hands after each diaper change.
4. Wash children's hands before eating.
5. Adults need to wash their hands and wear gloves while handling food.
6. Wash bedding as necessary