



Inter-County Community Council Center Lead Teacher Position Description

Position Purpose

To provide successful, safe and supervised educational setting for children while they are in the Head Start environment (classroom, outdoor play area, and field trips). To promote the social, emotional, physical, and cognitive development of Head Start children. To develop individual goals for children, provide on-going assessment on progress and facilitate transition into kindergarten.

Primary case manager for HS families enrolled in the center option. To develop effective partnerships with parents and provide in home instruction as well as group socialization experiences to parents and children which will enhance the parents ability to fill the role of primary nurturer of their child. Maintain on-going contact with families and collaborate with other service area coordinators, staff and community partners to integrate services into the family setting.

Must meet and maintain requirements per Federal Head Start Performance Standards and any local, state and/or agency policies and procedures.

Essential Job Responsibilities: Performance Indicators

Parent Interaction

1. Create and maintain respectful partnerships with families.
2. Provide support to Family Advocate to assist with provision of high quality home visits.
3. Assist Family Advocate in coordinating with parents to ensure that prenatal, well-child exams, immunizations, health screenings, and nutrition assessments are complete and necessary follow up occurs.
4. Assist and support families in locating resources and scheduling appointments with community resources that best meet their needs.
5. Provide support in parent and child activities, including modeling that encourages developmentally appropriate activities for the changing needs of young children.
6. Encourage parents to participate in Parent Committee meetings, Policy Council, and other program activities.

Classroom

1. Supervise and monitor children at all times.
2. Respond appropriately to crisis or emergency situations that may occur.
3. Develop and utilize integrated curriculum plans, which reflect mandated elements and components, parental and cultural influences, and promote the social, emotional, physical and cognitive development of Head Start children.
4. Follow a consistent schedule, which includes small and large group experiences, choice time, music and movement, large and small motor activities, skill development, meals and effective transitions between activities.
5. Adapt curriculum to address and meet individual goals for children as identified in their individualized education plans.
6. Assess individual and group needs, attending to special needs, specific interests, strengths and concerns.
7. Provide support of achievement of ICCC Head Start's school readiness goals for enrolled children.

Planning, Preparation and Documentation

1. Review each child's school readiness goals and write comprehensive individual plans designed to promote and build on current learning, and attend to nutritional, health, and social issues.

2. Develop and utilize teaching methods and materials for use in the home.
3. Maintain accurate written/electronic records including: materials, inventory, health information, assessments, IFSP / IEP documentation, screening instruments, anecdotal observations, and other required forms in a timely and objective manner, including use of ChildPlus, TSGold, ASQ/ASQ:SE, EXCEL, or other electronic database programs.
4. Actively participate in securing and documenting in-kind contributions from families, professionals, and community members.

Parent Meetings & Coordination

1. Plan and facilitate group meetings of parents which provide education and information on current Head Start policy and curriculum development.
2. Coordinate parent volunteer schedule, assuring adequate involvement and appropriate adult to child ratio.
3. Communicate frequently with other staff and parents; serve as liaison among medical and social services in the community; act as an advocate for Head Start families.
4. Attend and assist with Parent Committee meetings throughout the program year.

Professional Development, Ethical Conduct and Collaboration

1. Be familiar with, understand and follow the Federal Head Start Performance Standards.
2. Be familiar with, understand and follow the ICCC Personnel Policies and values, including the Code of Ethical Conduct.
3. Meet regularly with consultants and community collaborators to assure quality services. Engage parents in volunteering, community service, and other ways of contributing to program activities and services.
4. Attend meetings, staffing, trainings, and professional development activities as appropriate to maintain current credentials.
5. Attend and be an active participant in all in house staff training opportunities as assigned.
6. Participate in strategic planning, program self-assessment, and other efforts for program improvement.
7. Attend mid-year and annual performance evaluation and complete annual goal setting to improve job performance.

Minimum Requirements:

- Minimum of Associate Degree (AA) for Lead Teacher in Early Childhood Education or related degree, prefer a Bachelor Degree; and other regulatory requirements as applicable.
- Must have knowledge and experience in child development, education, health, nutrition, safety as well as family dynamics and adult learning principles, typically gained by at least one year of relevant work experience.
- Knowledge of community resources and referral experience assisting families in need of services is highly desirable.
- Must have flexible schedule to accommodate family needs, includes some evening or weekend hours.
- Excellent written and verbal communication skills.
- Intermediate to advanced computer skills, including internet and e-mail.
- Must have a valid MN Driver's License and proof of insurance.
- Must pass a MN Background Study prior to hire date.
- Must be approved by ICCC Head Start Policy Council prior to hire date.

Knowledge, Skills and Abilities:

- Frequent significant decision and problem solving abilities.
- Ability to work as a team member collaborating with ICCC staff, parents and community resources.

- Ability to supervise and monitor children at all times to ensure a safe environment. This includes the physical ability to monitor and move quickly in order to respond to children who are very active and may need redirection in order to insure their safety or the safety of others.
- Ability to respond appropriately to an emergency or crisis situation.
- Ability to respond competently and positively to the culture, traditions, lifestyles, language and values of each individual, family, and community.
- Ability to maintain the integrity of confidential employment, client and business information.
- Frequent driving for home visits, sometimes in outlying areas.
- Regular kneeling, bending and sitting on the floor to attend to child's needs.
- Occasional lifting up to 40 pounds.

Position Information

- Part Year (44 weeks), Full Time (40 hours/week) Position
- Supervisor: Child Services Coordinator
- Salary Range: Grade 06
- Non-exempt
- Working Hours: Primarily 7:45 am - 4:00 pm (time will be adjusted to allow for a staggered start time among classroom staff), flexibility for family events / home visits / parent teacher conferences
- Office Location: Bagley Center / Oklee Office for scheduled Staff Days / training

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