

Union Public Schools Job Description

Position Title: Teacher's Aide –Birth to Three years of age
Department: Teaching and Learning
Reports To: Director of Early Childhood

FLSA Designation: Non-exempt

SUMMARY: Assists the classroom teacher in planning and providing a stimulating and comprehensive learning environment for children from birth to three; assume teacher's responsibilities in the teacher's absence; perform activities with children and their families, who are enrolled.

ESSENTIAL DUTIES AND RESPONSIBILITIES: *Other duties may be assigned.*

- Maintains accurate record keeping as required on services provided.
- Assists with planning and coordinating activities to stimulate growth in cognitive, language, social, and motor skills.
- Assists in daily operations of the classroom.
- Gives each child the attention needed to assure his best welfare. This relates to toileting, sleep, play, activities, health, safety, etc.
- Treats each child with dignity and respect.
- Provides appropriate climate to establish and reinforce acceptable behaviors, attitudes and social skills.
- Helps each child to become aware of his role as an integral member of the group.
- Records significant incidents and experiences (at least twice a month) for each child's portfolio.
- Respects confidentiality at all times.
- Stays current on curriculum and instruction trends and research for young children (birth through three).
- Completes 20 hours staff training, as required by the Department of Human Services. (DHS/STARS Program requirements).
- Assists with assessment of families' needs and helps connect families to appropriate agencies/services.
- Cooperates and seeks assistance from other professional staff members and volunteers.
- Interprets school program to parents in order to strengthen parental understanding of the individual pupil's needs and the school's role in the pupil's life.
- Assists with developing weekly lesson plans and individualization.
- Attends and assists with parent conferences.
- Attends all parent meetings during the school year.
- Provides high quality care in a safe, stimulating, and nurturing environment.
- Participates in a class-based management team meeting once a month or as required.
- Works with team to assure a clean and orderly room each day.
- Encourages parent involvement and maintains good parent/teacher relationships.
- Completes teacher's responsibilities in absence of the teachers.
- Works well with both supervisors and other members of the team.
- Maintains consistent and punctual attendance.
- Performs other duties assigned by supervisor or administrator.

SUPERVISORY RESPONSIBILITIES: Assists in supervision of students.

QUALIFICATION REQUIREMENTS: *To perform this job successfully, an individual must be able to perform each essential duty satisfactorily. The requirements listed below are representative of the knowledge, skill, physical stamina, and/or ability required. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.*

EDUCATION and/or EXPERIENCE: High school diploma or general education degree (GED) preferred.

CERTIFICATES, LICENSES, REGISTRATIONS: A minimum of 12 early childhood college credit hours from an accredited college or hold a current Child Development Associate certificate; Early Childhood Certification, associate degree in early childhood preferred; CPR/first aid and food handler's permit are required and may be obtained upon employment.

LANGUAGE SKILLS: Ability to read, analyze, and interpret general business periodicals, professional journals, technical procedures, or government regulations. Ability to write reports and complete correspondence. Ability to effectively present information and respond to questions from groups. Communicate clearly with parents of young children about education and parenting issues.

MATHEMATICAL SKILLS: Ability to work with mathematical concepts such as fractions, percentages, ratios, and proportions to practical situations.

REASONING ABILITY: Ability to apply common sense understanding to carry out instructions furnished in written, oral, or diagram form. Ability to define problems, collect data, establish facts, and draw valid conclusions.

OTHER SKILLS and ABILITIES: Ability to apply knowledge of instructional programs; ability to plan and implement lessons based on instructional objectives and the needs and abilities of students to whom assigned. Ability to establish and maintain effective working relationships with students, peers, parents and community; ability to speak clearly and concisely in written or oral communication. Ability to perform duties with awareness of all District requirements and Board of Education policies.

PHYSICAL DEMANDS: *The physical demands described here are representative of those that must be met by an employee to successfully perform the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.*

While performing the duties of the job, the employee is regularly required to sit, walk and talk or hear. The employee is occasionally required to stand; walk; climb or balance; and stoop, kneel, crouch, or crawl. The employee must occasionally lift and/or move up to 50 pounds. The employee must be able to push items of 50 pounds such as pushing children on a bike or moving/rearranging furniture. Specific vision abilities are required by this job include close vision, distance vision, peripheral vision, and the ability to adjust focus.

WORK ENVIRONMENT: *The work environment characteristics described are representative of those an employee encounters while performing the essential functions of this job. Reasonable*

accommodations may be made to enable individuals with disabilities to perform the essential functions.

The employee is continuously responsible for the safety, well-being and work output of students. The noise level in the work environment is usually loud at a standard acceptable level for this environment.