



TRIBAL PERSONNEL DEPARTMENT

JOB ANNOUNCEMENT

JOB TITLE: Daycare Teacher
SUPERVISOR: Daycare Manager
LOCATION: Daycare Program
POST DATE: May 5, 2022
CLOSING DATE: Open until filled

General Description: The primary responsibility of this position is to provide necessary assistance for center operations and is inclusive of all program environments including, but not limited to, classrooms, outdoor learning areas and off-site locations. This includes assisting teaching staff in the planning and implementing of daily activities for early childhood classrooms.

Qualifications: High School Diploma or equivalent is required. Current certification in Pediatric First Aid/CPR or completion within 3 months of hire. Coursework in early childhood and/or work experience in a childcare/preschool setting is preferred.

Salary: \$15.00-\$17.00/hr. depending on qualifications.

How to Apply: Submit your application for employment, and notarized release of information form by the deadline. Applications and detailed job descriptions can be located on our website www.ldftribe.com or are available at the William Wildcat Tribal Center in the Human Resources Department. Please submit your application materials to:

Human Resources Department
P.O. Box 67
Lac du Flambeau, WI 54538
715-588-3303
Email: hr@ldftribe.com

Native American preference will be applied to hiring of this position as defined in Title 25, U.S. Code, Chapter 14, Subchapter V, subsection 273 & 274. We are an equal opportunity employer with preference given to qualified Native American applicants in accordance with federal law and tribal policy.

**Lac du Flambeau Band of Lake Superior Chippewa Indians
Position Description**

A. TITLE OF POSITION: Daycare Teacher

B. DEPARTMENT: Daycare Program

C. SUPERVISOR'S TITLE: Program Manager

D. DESCRIPTION OF DUTIES: This position is supervised by the Program Manager and may also receive direction from teaching staff. The primary responsibility of the Daycare Teacher is to provide necessary assistance for center operations and is inclusive of all program environments including, but not limited to, classrooms, outdoor learning areas and off-site locations. This includes assisting teaching staff in the planning and implementing of daily activities for early childhood classrooms. Duties include actively supervising the children, documenting observations, performing teaching activities as assigned, preparing for meals, rest periods, and other activities. Daycare Teacher may also provide staffing coverage when a Teacher/Assistant Teacher is absent from the learning environment. Specific responsibilities include, but are not limited to the following and may be subject to change depending on program needs and teaching assignments:

1. Actively supervise and monitor the activity of all children in the classroom and other environments ensuring that no child is left unsupervised and classroom ratios are maintained in accordance with applicable regulations.
2. Implement positive strategies to support the well-being of all children served by the program and address challenging behavior.
3. Refrain from engaging in any activity that could be construed as inappropriate, negative, or harmful to children, including, but not limited to, the use of corporal punishment, isolation, any form of verbal/emotional/physical abuse, withholding or rewarding with food or physical activity, and use of language that could be considered profane, sarcastic, threatening, or derogatory with regard to the child and/or family.
4. Ensure strict confidentiality is maintained regarding children, families, staff, and community.
5. Communicate with teaching staff in order to become familiar with the classroom environment, including but not limited to: attendance, emergency information, daily schedule, lesson plans, centers/activities, and overall routine.
6. Assist in setting up the learning environment and prepping for daily activities.
7. Sanitize classroom materials and equipment and assist with laundry as directed.
8. Adhere to daily classroom schedules and lesson plans to facilitate consistency in the classroom.
9. Engage children and encourage participation and appropriate behavior. Assist with individual, small and large group activities and promote individualization for children with differing needs and abilities.
10. Assist with child hygiene and sanitary needs as directed during mealtimes, toileting, tooth brushing, and handwashing. Model appropriate habits.

11. Provide an atmosphere that promotes and reinforces parent involvement in their child's learning and development.
12. Respond to crisis or emergency situations that may occur. Notify appropriate staff of any incidents that occur.
13. Attend special events sponsored by the Daycare program, possibly evenings and/or occasionally on weekends (conferences, Family Socials, etc.) as needed.
14. Attend meetings and in-service trainings as assigned.
15. Refer to other staff to stay informed of work-related information that may be necessary to perform duties.

E. POSITION RELATIONSHIPS:

Internal: Frequent contact with staff, service providers, children and parents.

External: Contact with service providers, children and parents. Occasional contact with general public.

F. SUPERVISORY RESPONSIBILITIES: None

G. SUPERVISION RECEIVED: Perform job responsibilities receiving direction and supervision from the Program Manager.

H. EDUCATION: Must be 18 years of age or older. High School Diploma or equivalent is required. Current certification in Pediatric First Aid/CPR or completion within 3 months of hire. Completion of required DCF courses. Completion of Food Handler course. A combination of education related to early childhood education and development and experience may also be acceptable provided it is equivalent. Program assistance may be available.

I. EXPERIENCE: Coursework in early childhood and/or work experience in a childcare/preschool setting is preferred. Must complete required DCF courses. Program assistance may be available.

J. SKILLS:

1. Strong interpersonal and organizational skills, including the ability to work as part of a team and effectively communicate with parents and young children. Ability to provide quality services for children and their families.
2. Must possess the ability to promote collaborative relationships with various entities including, but not limited to, schools, other Tribal programs, and community agencies.
3. Ability to work with people of varying economic, social, and ethnic backgrounds.
4. Ability to build rapport with parents formally and informally to encourage their input into activities for their child.
5. Ability to maintain strong confidentiality of personal information contained in files and discussed in meetings.
6. Ability to supervise children ages 3 months to 12 years and ensure a safe learning environment.

