



TRIBAL PERSONNEL DEPARTMENT

JOB ANNOUNCEMENT

JOB TITLE: Early Head Start Teacher (2 full time positions)
SUPERVISOR: Early H.S. Education Manager/Behavior Support Coordinator
LOCATION: Zaasijiwan Head Start
POST DATE: June 22, 2026
CLOSING DATE: July 6, 2026

General Description: The primary responsibility of this position is to provide a safe and healthy learning environment and a developmentally appropriate inclusive classroom. This responsibility is inclusive of all program environments including, but not limited to, outdoor learning areas and off-site locations. This position is to promote early learning experiences in accordance with the Head Start Early Learning Outcomes Framework and to align curricula, assessments, and professional development to school readiness goals.

Qualifications: Child Development Associate (CDA) Credential required; Associate (AA) or Baccalaureate degree in Early Childhood Education (ECE) or related field with experience is preferred. A combination of education in early childhood education and development and experience along with may also be acceptable provided it is equivalent.

Salary: \$19.30 - \$27.29 depending on education/experience

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
Exempt Position Description

- A. TITLE OF POSITION:** Early Head Start Teacher (0-3-year old)
- B. DEPARTMENT:** Zaasijiwan Early Head Start Program
- C. SUPERVISOR'S TITLE:** Early Head Start Education Manager/Behavior Support Coordinator
- D. DESCRIPTION OF DUTIES:** This position is supervised by the Family Services Manager and is responsible for providing a safe and healthy learning environment and a developmentally appropriate inclusive classroom. This responsibility is inclusive of all program environments including, but not limited to, outdoor learning areas and off-site locations. This position is to promote early learning experiences in accordance with the Head Start Early Learning Outcomes Framework and to align curricula, assessments, and professional development to school readiness goals. 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.
 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. Plan and implement classroom activities for a class of up to 12 children, including: daily lesson plans, developmentally appropriate instruction that improves the school readiness of children by developing their knowledge and skills in the following domains: approaches to learning, social and emotional development, language and literacy, cognition, and perceptual, motor and physical development.
 6. Adapt curriculum and teaching method as necessary for children with special needs.
 7. Individualize one-to-one and group activities to reflect the unique needs and strengths of all children in the classroom.
 8. Follow a consistent schedule, which includes small and large group experiences, choice time, music and movement, large and small motor activities, family style meals, and effective transition between activities.
 9. Maintain accurate written records. Including but not limited to: assessments, special education documentation, screening results, anecdotal observations,

- documentation of transitions to public school, parent/teacher conference, reports, and other forms required by the program.
10. Provide an atmosphere that promotes and reinforces parent involvement in their child's learning and development (school and home environment).
 11. May be required to act as a Bus Monitor on routine bus routes and during field trips.
 12. Respond to crisis or emergency situations that may occur.
 13. Attend IEP/IFSP meetings as necessary.
 14. Coordinate home visits for each child to share information on parenting, child development, learning progress, health and mental health, and family services.
 15. Must attend all mandatory meetings and trainings.
 16. Attend special events sponsored by the Head Start program, possibly evenings and/or occasionally on weekends (conferences, Family Socials, etc.).
 17. Provide input into Self-Assessment, Community Assessment, development of long-range goals and objectives, program budget, and other program activities as required.

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 Early Head Start Education Manager/Behavior Support Coordinator.

H. EDUCATION: Child Development Associate (CDA) Credential. Associate (AA) or Baccalaureate degree in Early Childhood Education (ECE) or related field with experience is preferred. A combination of education in early childhood education and development and experience along with may also be acceptable provided it is equivalent.

I. EXPERIENCE: Experience in a formal preschool setting is preferred. Childcare experience may also be considered.

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.

