



NOTICE OF VACANCY

- Position:** ASSOCIATE TEACHER
- Program:** GREAT START READINESS PROGRAM (GSRP) & STRONG BEGINNINGS PROGRAM
- Mission:** To educate, support and connect the children, families and communities of Cass County
- Summary:** Cultivate supportive, empowering relationships with children and families in a high quality early childhood program to help young children learn and grow to their fullest potential
- Reports to:** Heritage Southwest ISD Director of Early Childhood Education
- Education:** Minimum of an Associate's Degree in Early Childhood Education or a Child Development Associate (CDA) with demonstrated commitment toward continuing education or compliance plan with related coursework.
- Preferred:** Prior training and experience in supporting high quality, developmentally appropriate early childhood programs for young children. HighScope training is a plus.
- Compensation:** Competitive hourly rates with benefits, retirement, and college support based on education and experience.
- This hourly position is for **175 staff days/120 child days** (36 hours/week) according to assigned school district hours of operation. There may be additional paid days required for professional development.
- Application:** Applications will be reviewed upon arrival, and should be submitted as soon as possible. Please use the Heritage Southwest ISD Applitrack Frontline system online at:
<https://www.applitrack.com/lewiscass/onlineapp/default.aspx>
- Application Deadline:** Until Filled
- Questions?** Please contact Chris Whitmire, Director of Early Childhood Education at christine.whitmire@hsisd.org

Program Description:

Heritage Southwest ISD is actively recruiting qualified staff for state and federal funding involving children in Cass County who are three- and four-years-old by September 1.

Michigan is offering the Great Start Readiness Program (GSRP) for four-year-old children and Strong Beginnings pilot preschool program for three-year-old children with factors that may place them at risk for low educational attainment. These programs are based on research that shows similar children, who attend a high-quality preschool for one and two years prior to kindergarten have significant positive developmental outcomes when compared to their peers who attended no quality program. Both GSRP and Strong Beginnings feature a unique family engagement component that includes a Family Liaison as part of the team.

Essential Knowledge, Skills & Abilities:

- Demonstrated knowledge of the high quality, early childhood educational programs
- Ability to develop effective, nurturing relationships with children, staff and the school community
- Demonstrated knowledge of: child development, early childhood education and special education
- Demonstrated knowledge of: family systems, trauma and poverty issues
- Understanding of and ability to promote developmentally appropriate practice in the classroom
- Well-developed observation techniques
- Demonstrated ability to communicate well, both orally and in writing
- Demonstrated professionalism and ethical decision-making in working with others
- Demonstrated organizational abilities
- Ability to read and comprehend simple instructions, short correspondence, and memos

While performing the duties of this job, the employee is regularly required to stand, walk, sit on the floor and talk. The employee must regularly lift up to 40 lbs. Regular, in-person attendance is an essential job function.

Evaluation:

Performance will be evaluated by the Director of Early Childhood Education.