



## NOTICE OF VACANCY

**Position:** LEAD TEACHER

**Position:** 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 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 a Bachelor's Degree in Early Childhood Education or Child Development; OR a Bachelor's Degree in Elementary Education with a ZA or ZS endorsement. Demonstrated commitment toward continuing education

**Preferred:** Prior training and experience in leading high quality, developmentally appropriate early childhood settings for children who are three or four years old. HighScope training is a plus.

**Compensation:** Competitive salary and full benefit package based on education and experience

This salaried position is for **175 staff days/120 child days**. There may be additional paid days required for professional development.

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

**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](mailto:christine.whitmire@hsisd.org)

**Program Description:**

Heritage Southwest ISD is actively recruiting highly qualified and motivated staff for expansion of programs 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, such as: low income, developmental delays, trauma, foster care, and homelessness. These programs are based on research that shows similar children, who attend a high-quality preschool have significant positive developmental outcomes when compared to their peers who attended no high-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 leadership and knowledge of 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 lead developmentally appropriate practice in the classroom
- Well-developed observation, screening, and assessment techniques
- Demonstrated leadership in the classroom communicating both orally and in writing
- Demonstrated professionalism and strong, ethical decision-making while leading others
- Demonstrated organizational, technological and data-keeping abilities
- Ability to create nurturing classroom environments that promote play and inquiry as the “third teacher” both inside and outside the classroom
- History of continuous learning and development as a professional educator
- Ability to develop children’s emerging interests and document the learning in the classroom through visual representation with project based learning
- Knowledge of and experience with brain-based systems that build children’s skills through relationships as a classroom family and community of learners, reducing challenging behaviors
- Demonstrated technical skills with use of online assessment platforms and effective engagement of families through a variety of media
- Exemplary record of dependable and responsible leadership in the classroom
- Ability to teach and support Associate Staff in their own emerging practices
- 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.