



Richmond

Teacher Aide

PAY GRADE: 1

Department/Program: Early Childhood Education

Reports To: Site Supervisor or Senior Director of Early Childhood Education

FLSA Status: Non-Exempt

Prepared By: Sprout Administrators

Prepared Date: June 23, 2020

GENERAL PURPOSE OF JOB

Creative growth is encouraged by designing a curriculum that allows each child to contribute in his or her unique way. Children, parents, teachers, and the environment form a complete circle of learning, inspiring all to join in the process. The role of the Teacher Aide is to support the Lead Teacher in establishing and maintaining a safe learning environment that is cognitively stimulating, aesthetically pleasing, and fosters a child's emotional, social, physical, and cognitive growth using a Reggio Emilia Inspired approach to a child's learning.

ESSENTIAL DUTIES AND RESPONSIBILITIES include the following. Other duties may be assigned.

1. Aid in the planning and facilitating daily programs that are age appropriate and cognitively stimulating.
2. Aid in arranging space, setting and materials in the classroom and outdoors, according to the highest standard rating scales; ensuring a clean, orderly, child-centered environment.
3. Facilitate a child's learning by using a Reggio Emilia inspired educational philosophy. Demonstrate proficiency in the area of adapting lessons and activities to meet the needs of all children.
4. Formally observe children's activities and progress; document and share information regarding children's experiences with the teaching team and parents/guardians regularly.
5. Use observation, documentation, and data drawn from the GOLD assessment tool as the foundation of provocations and experiences.
6. Be knowledgeable of Virginia's Quality Initiatives and NAEYC accreditation standards. Follow all licensing regulations and national accreditation standards.
7. Aid in maintaining up-to-date children's portfolio and assessment records.
8. Aid in maintaining up-to-date and accurate meal counts, cleaning checklists and other forms to ensure compliance and/or quality.
9. Develop and maintain a supportive rapport with parents/guardians, and aide in parent/guardian participation in the classrooms. Establish communication structures with parents that include classroom conferences, home visits, etc. Communicate with parents as determined by the teaching team regarding behavior and other sensitive situations.
10. Promote community and foster social responsibility through multicultural and anti-bias programming and environments.
11. Manage children's behavior in a solution-focused, trauma-informed manner.

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12. Demonstrate professionalism, engagement, and kindness to all children and families regardless of race, religion, nationality, abilities, familial status or make up, etc.
13. Maintain a professional working atmosphere and confidentiality of information in relation to staff, children, families and co-workers. Perform other duties and responsibilities as assigned by the Lead Teacher, Site Supervisor and/or Director.
14. Must be able to commit to alignment with the organization's mission and values.

SUPERVISORY RESPONSIBILITIES

This job has no supervisory responsibilities.

QUALIFICATIONS

To perform this job successfully, an individual must be able to perform each essential duty satisfactorily. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

EDUCATION and/or EXPERIENCE

Minimum Qualifications:

1. Must be 18 years of age with a high school diploma or GED.
2. Good written and oral communication skills.
3. Some knowledge of principles and techniques of Early Childhood Education.

Preferred Qualifications

1. Some experience working in a licensed child care program

Staff demonstrates their understanding of the critical role volunteers play in helping YWCA achieve our mission by providing volunteers the resources and training needed to be successful, offering meaningful experiences, treating them with respect, and clearly communicating needs and impact of their contribution to the work of the organization.