



2177 Asheville Road Waynesville, NC 28786  
 828 452 1447  
 25 Schulman St., Sylva, NC 28779  
 828 586 2345  
 mountainprojects.org

## RECRUITMENT WORKSHEET

**Job Title:** Head Start Teacher (Haywood and Jackson County) **Date:** 3/8/23

**Position Summary:** Looking for a career change. Mountain Projects, Inc. Head Start/Early Head Start program is looking for an individual who cares about their community and wants to make a difference and improve the lives of children and families.

**Minimum Qualifications:** Child Development Associate Certificate or Preschool Certificate

**Preferred Qualifications:** Early Childhood Education degree from an accredited community college.

**Type of Skills Needed:** Ability to work effectively with coworkers, parents, and children; ability to work effectively with diverse populations; uses good judgment in making decisions; computer skills; able to multi-task and problem solve.

**Other requirements, if applicable:** Must have an adequate vehicle, valid driver license and insurance; local travel sometimes required, must occasionally go into homes of Head Start children for home visits; Criminal background checks along with random drug testing.

**Rate of Pay:** \$ 15.00 with certificate \$17.00 with 4-year degree (35,784-40,555 including fringe benefits)

Part-time: Hours per week: \_\_\_\_\_

Full time: Months per year: 10 months

Location of position: Canton and Kneedler

Notes: \_\_\_\_\_

**Sources to use:**

Internal: \_\_\_\_\_ Referral: \_\_\_\_\_

Ads: \_\_\_\_\_ Search: \_\_\_\_\_

Agencies: \_\_\_\_\_ Professional: \_\_\_\_\_

Other: \_\_\_\_\_

Supervisor signature

Date

3/8/23

Executive Director signature

Date

Program Manager signature

Date



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## JOB DESCRIPTION

Effective Date: 4/17/2014 Revision Date 4/21/2021

Name: \_\_\_\_\_

**Job Title:** Head Start Teacher  
**Program:** Head Start  
**Supervisor:** Center Supervisor

**Position Overview: (Primary Function) Non Exempt Position**

**To direct and implement all educational and developmental aspects of the Head Start Program in the classroom. Responsible to the Center Supervisor for implementation of the Head Start Performance Standards and North Carolina Child Care regulations pertaining to the operation of the assigned classroom.**

**Project Work Description:** (Essential Functions: Critical features of this job are described under the headings below. They may be subject to change at any time due to reasonable accommodations or other reasons.)

1. Has lead responsibility for the primary care of children enrolled in classroom.
2. Demonstrates respect for each child's background by incorporating the cultural, linguistic, familial values of each family.
3. Implements Creative Curriculum into the classroom with fidelity.
4. Provides a respectful and inviting environment for children to learn and feel safe.
5. Develops and utilizes daily lesson plans, across all domains that is developmentally appropriate for all children.
6. Adapts the curriculum to address and meet individual goals for children as well as children identified with special needs.
7. Documentation for Teaching Strategies Gold will be ongoing throughout the year and objective.
8. Maintain accurate and up-to-date records, including assessments, parent contacts, attendance, CACFP, and In-Kind.
9. Follows MPI, Head Start's active supervision policy by defensive positioning on the playground and counting every 15 minutes.
10. Conduct two parent-teacher conferences and two home visits to share information with parents regarding their child.
11. Is responsible for maintain a clean and sanitized environment, including following MPI/Head Start's Covid Policy.
12. Promotes good health practices and contributes to the prevention of illnesses.
13. Helps children development good eating habits using family style dining and sitting with the children during meal times.
14. Implements CACFP rules and regulations and maintain accurate records, including point of meal service at time of meal.
15. Keeps accurate children's records and files are organized by Child File Checklist.
16. Participates in ongoing in-service and educational development opportunities provided by the agency.
17. Adheres to Mountain Projects, Inc. policy and procedures including monitoring cell phone usage.
18. Plays a supplemental role in motivation and assisting parents in any way, including volunteerism.
19. Actively recruits children for the Head Start/Early Head Start programs.
20. Report to managers immediately any suspicion of waste, fraud, abuse of any agency program property, supplies, etc.
21. Any other job related assignments that may require or be deemed advisable by supervisor.