

**NORTHWEST MONTANA HEAD START  
KALISPELL, MT 59901**

<b>Title</b>	<b>Classroom Aide</b>
<b>Supervisor</b>	<b>Education Manager, Teacher Advocate</b>
<b>Supervision</b>	<b>None</b>
<b>Wage Classification</b>	<b>Hourly (non-exempt)</b>
<b>Probationary Period</b>	<b>12 months</b>

**Required Qualifications**

1. High school diploma or GED. Willing to obtain Preschool CDA within 18 months of hire.
2. Experience with young children ages 3 to 5 years old.
3. Must be able to perform the physical expectations of working with 3 to 5 year olds.
4. Must be able to lift 50 pounds.

**Preferred Qualifications**

1. Pre-school CDA.
2. Experience working in a team teaching approach.
3. Experience with young children in Head Start, pre-school, or day care settings.
4. Experience working with low-income populations.

**Duties and Responsibilities**

1. Work with teacher to utilize program-selected curricula to fit the child's needs.
2. Assist teacher in maintaining all classroom areas.
3. Assist morning and afternoon teachers in yearly checklist and inventory.
4. Adhere to agency policy on positive discipline as stated in the Personnel Policies.
5. Use positive, developmentally appropriate teacher-child interaction strategies.
6. Provide an environment of acceptance.
7. Maintain a healthy and clean environment indoors and outdoors.
8. Ensure that no child is ever left unattended and that two adults are in the vicinity of the children whenever possible, inside and outside. One adult must be a paid, qualified staff member.
9. Follow USDA and Head Start guidelines during meals and cooking projects and all group activities.
10. Report any special needs of children to the teacher in a timely manner.
11. Work together with parents, staff, and administration to ensure active and appropriate parent involvement in all aspects of the program.
12. Stay abreast of current advances in child development theories and educational techniques.
13. Coordinate substitute teacher to fill your position for personal days or illness.
14. Perform other duties as assigned.
15. Conduct daily Playground safety checks
16. Assist children in handwashing, toothbrushing, and bathroom use.
17. Be responsible for general classroom cleanup and sanitizing.

18. Be responsible for meal time set up and clean up.

**Required of all Head Start staff**

1. Within 30 days of employment:
  - Initial health exam (re-exams are required at least every 10 years)
  - MMR immunization or proof of immunization if born after 1956
  - Tdap immunization or proof of immunization with the last 10 years
  - TB skin test if determined at risk for TB (risk assessment conducted upon hire)
2. Within 90 days of employment:
  - Have or obtain CPR certification (infant, child and adult) and keep card current
  - Have or obtain First Aid certification and keep card current
3. Have reliable transportation and a current Montana driver's license and liability insurance.
4. Sign a release authorizing a criminal background check with an appropriate agency.
5. Have no prior convictions of physical or sexual abuse of children.
6. Report all suspected child abuse as required by Montana state law and according to Northwest Montana Head Start policy and procedure.
7. Be flexible in working hours.
8. Attend and actively participate in all required meetings and trainings to ensure compliance with Head Start Performance Standards, State of Montana QRIS requirements, and programmatic requirements.
  
9. Actively support the goals, objectives, mission, and vision of Northwest Montana Head Start.
10. Sign a confidentiality agreement and adhere to the agency's confidentiality policy.
11. By signing below, I acknowledge that I understand where to access program policies and procedures and I am responsible for adhering to them.
12. Establish and maintain professional boundaries with parents when handling program and personal issues.
13. Be sensitive to the needs of children and families, especially as related to economic, racial, ethnic, and disability issues.
14. Promote and facilitate the parent's role as primary educator of their children in collaboration with all other Northwest Montana Head Start staff.
15. Use a professional attitude and approach to working with parents, co-workers, and community volunteers to establish a positive and productive environment.
16. Participate and promote a positive working relationship with all staff and Head Start families.
17. Basic computer literacy skills.
18. Other duties as assigned.

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*Employee Signature*

*Date*