



WAVERLY

COMMUNITY SCHOOLS

Pride. Tradition. Excellence.

To perform this job successfully, an individual must be able to perform the essential job functions satisfactorily. Reasonable accommodations may be made to enable individuals with disabilities to perform the primary job functions herein described. Since every duty associated with this position may not be described herein, employees may be required to perform duties not specifically spelled out in the job description, but which may be reasonably considered to be incidental in the performing of their duties just as though they were actually written out in this job description.

Before and After School Childcare Assistant

Department: Childcare through EduStaff

Hourly/Salary Rate: As determined by the district - \$12.73/hr

JOB SUMMARY

The function of this job is providing appropriate care and supervision of children at all times.

ESSENTIAL JOB FUNCTIONS

Essential functions under the Americans with Disabilities Act may include any of the following duties, knowledge, and skills. This list is illustrative only and is not a comprehensive listing of all functions and duties performed by employees in this position. Regular on time and in person attendance is an essential function of this job. Other essential functions may include, but are not limited to the following:

1. Ability to work in a cooperative and collegial manner with Student Center Supervisor, Assistant Supervisor and Lead Caregiver.
2. Training in, or willingness to obtain training in, nonviolent crisis intervention and CPR/ AED, first aid certification and TB testing as needed.

3. Attend and engage in continuous professional development as needed and appropriate
4. Engage in activities with children at their developmental and physical levels.
5. Maintain student confidentiality.
7. Supervise children during activities and outdoor periods on the playground.
8. Constantly monitor and evaluate the safety of all children
9. Develop parental rapport
10. Ensure safety and health of children
11. Provide a consistent, positive and caring environment
12. Escorting student to/from classes, lunch and the bus
13. Supporting student with disabilities within the general child care classroom
14. Supervising student in lunch/at recess
15. Job may require lifting up to and over 65 pounds, helping students with toileting needs
15. Other duties as assigned

QUALIFICATIONS

Required Education and Experience:

- Must be at least 16 years of age
- Minimum of a High School Diploma, GED, or equivalent
- Must be able to pass district and LARA fingerprint background checks
- Medical certification indicating negative TB screening test results

Preferred Qualifications:

- Prior experience with preschool/early childhood preferred.
- Prior experience with with student with disabilities and/or special needs

Knowledge, Skills and Abilities:

- Must have regular and reliable job attendance.
- Have the ability to communicate with children, families, Licensee Designee, Lead Caregiver, and other program staff.
- Must have the ability to lift up to 50 pounds.
- Able to work with a moderate to high degree of mental and physical demands due to students needs
- Be self-directed and able to work with minimal supervision
- Must have skills to manage behaviors (verbal & physical) presented by students
- Good verbal/written communication skills
- Willingness to seek additional training

- Good verbal/written communication skills
- Able to respect and maintain confidentiality of information and student privacy
- Good attendance and support towards organizational goals and efforts
- Possess high level of flexibility and problem solving skills
- Training in, or willingness to obtain training in, nonviolent crisis intervention and CPR/First Aid
- Support the organizational goals and efforts.

ADA REQUIREMENTS

The physical demands, work environment factors, and mental functions described below are representative of those that must be met by an employee to successfully perform the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

PHYSICAL DEMANDS

While performing the duties of this job, the employee is required to stand, walk, sit, use hands to finger, handle, or feel, reach with hands and arms, climb or balance, stoop, kneel, crouch, or crawl, talk, hear (in a quiet or noisy environment). Specific vision abilities required by this job include close vision, distance vision and ability to adjust/focus.

WORK ENVIRONMENT

The noise level in the work environment is usually moderate to loud.

MENTAL FUNCTIONS

While performing the duties of this job, the employee is required to compare, analyze, communicate both orally and in writing, copy, coordinate, instruct, compute, synthesize, evaluate, use interpersonal skills, compile, and negotiate.

Non-Discrimination

The Waverly Community Schools will not discriminate against any person based on race, sex, sexual orientation, gender, gender identity and expression, height, weight, color, religion, national origin, age, marital status, pregnancy, disability, veteran, or military status.

Americans with Disabilities Act accommodations: Assistance with the application process may be requested through the Human Resources Department at [\(517\) 319-3031](tel:5173193031) or msavage@waverlyk12.net.