

FLOATING AIDE	
REPORTS TO	Center Manager
DEPARTMENT	Child and Family Development Programs
PROGRAM ASSIGNED	Head Start
LOCATION	Center Locations
SUPERVISORY	No
FTE STATUS	50%-100% (9.5-11 months a year)
FLSA STATUS	Non-Exempt
SCHEDULE	M-F, 8:00AM-4:30PM
SALARY RANGE	\$16.93-\$28.95 / Hour

PRIMARY PURPOSE

To work cooperatively with staff, parents, and volunteers to carry out the responsibilities of the Head Start program in order to meet the intellectual, emotional, social, and physical needs of Head Start children and their families.

The individual must be able to work with children and adults in a positive manner, that at all times, contributes to a healthy self-concept. S/he must be open and friendly with parents to encourage open communication.

Position requires the individual be able to perform the following positions and travel to multiple sites in the county when assistance is needed for the following: special assistance in the classroom when a higher level of staff to children ratio is required; absence of a regular staff member; or job shadowing of center staff positions in order to perform in that position as a substitute. To be considered for the following position, the individual must be able to perform the duties of multiple positions.

ESSENTIAL DUTIES AND RESPONSIBILITIES

1. Maintain good working relationships with community agencies and individuals.
2. Work in a cooperative manner with all staff and program committees to ensure a team approach to the delivery of services to the families and children in Head Start.
3. Must maintain a working knowledge and implement program plans, policies and Head Start Performance Standards.
4. Fulfill requirements as a Mandatory reporter.
5. Other duties assigned.

Classroom Aide:

1. Assist the education staff in planning and implementing a developmentally appropriate program which meets the intellectual, emotional, social, and physical needs of each child and is based on the goals and curriculum of our program.
 - a. Attend monthly lesson planning meetings, when possible.
 - b. Assist the teacher with preparing, implementing, and evaluating daily classroom activities.
 - c. Assist the education staff in carrying out the individual goals set for each child in the classroom and on home visits.
2. Assist the education staff in maintaining written records on individual children and their

families.

- a. Assist in developing the individual education plans for each child in a timely manner and update them regularly.
 - b. Assist in assessing each child's developmental needs regularly.
 - c. Assist in anecdotal documentation.
3. Assist the education staff in child guidance and supervision in a consistent, positive manner.
 4. Assist the education staff in developing and maintaining a safe and healthy environment.
 5. Assist the education staff with daily routines.
 6. Work in multiple sites in the county or classrooms in a center as assigned by Center Manager.

Bus Monitor:

1. Assist child crossing the street when no other adult is available or when needed.
2. Assist the bus driver with the children on the bus route on field trips as needed.
3. Assist children with seat belts or other safety restraints and seating arrangements.
4. Assist the bus driver with supervision and guidance of the children in a consistent and positive manner.
5. Assist the bus driver with evacuations and carrying out of emergency.

Prep Cook:

1. Assist the cook in preparation of food in compliance with Head Start Performance Standards, USDA guidelines and according to menus.
2. Assist the cook in keeping USDA records and all other necessary record keeping as requested.
3. Follow all health and sanitation guidelines.
4. Assist the cook in maintaining inventory of all food preparation and kitchen supplies.
5. Interact with children, and observe their eating habits.
6. Assist cook in keeping all cleaning supplies and poisons in a locked cupboard at all times.
7. Be aware of and familiarize yourself with the posted list of food's children cannot eat, due to allergies or religious preferences, as documented in child's file.
8. Perform other duties as assigned.
9. Assist with keeping kitchen area clean, organized and free of debris and litter.
10. Clean restrooms; mop/sanitize a minimum of once a week.
11. Sweep, mop and vacuum floors on the center's established schedule.
12. Wash cabinets, walls, cupboards and windows as needed.
13. Maintain grounds as requested.
14. Work with all center staff to maintain the center in an organized and orderly condition at all times.

Custodian:

1. Clean restrooms; mop/sanitize a minimum of once a week.
2. Sweep, mop and vacuum floors on the center's established schedule.
3. Wash cabinets, walls, cupboards and windows as needed.
4. Maintain grounds as requested.

OTHER DUTIES AND RESPONSIBILITIES

1. Be a respectful, cooperative, and reliable team member, consistently treating co-workers, families, and community partners with respect and dignity.
2. Contribute to the operation of the program by attending and participating in program staff meetings; and sharing information gained through attendance at required trainings,

workshops, and consultations.

3. Support in the evaluation and planning of program goals and plans.
4. Maintain professional and collaborative relationships by supporting and implementing position related duties of program contracts, MOU's and interagency agreements.
5. Maintain professionalism in dress and manner: Arrive to work on time, ready to work and participate. Meet program timeframes, checking email daily as well as site specific communication systems.

Code of Conduct:

Perform all work in compliance with program plans, policies Head Start Performance Standards, and CAT Codes of Conduct.

Confidentiality:

Respect and maintain program and client confidentiality policies regarding enrolled children and families, personnel issues, and other program operations as appropriate. Continuously ensure strict confidentiality of all sensitive information encountered while performing the duties of the position.

Training:

In consultation with supervisor, develop professional work goals and development plan, participating in training as requested.

JOB/BEHAVIORAL COMPETENCIES

1. Experience and education in children's learning styles.
2. Evidence of organizational skills with attention to detail.
3. Must have dependable transportation and/or valid driver's license and auto insurance.
4. Evidence of ability to work in a cooperative team manner, coordinate directly with families and members of management, able to follow directions and program rules and policies.
5. Must be on the Central Background Registry, pass a pre-employment drug screening and have completed a TB screen.
6. Must be willing and available to work flexible hours, occasional evenings or weekends; also, to include the ability to attend meetings and trainings that may require out-of-town travel and overnight stays.
7. Ability to successfully navigate and use a computer with working knowledge and skills including Microsoft Office, Adobe, Google Drive, etc.
8. Ability to de-escalate situations effectively, and to problem solve efficiently and bring issues to resolution.
9. Ability to return to task quickly despite constant interruptions.
10. Ability to effectively communicate positively, respectfully, sensitively and confidentially in a professional manner with children, families, community partners and co-workers in both verbal and written format.
11. Ability to adhere to program rules and program requirements.
12. Evidence of ability to work in a cooperative team manner and to follow directions and program policies.
13. Ability to communicate in a professional manner with children, families and co-workers in both verbal and written format.
14. Ability to work with low income and/or special needs families, including families from a diverse population.

COACHABILITY - JOB DESCRIPTION ESSENTIAL FUNCTION

1. Complete designated job tasks, special projects and all other duties as assigned to meet team, department, and Community Action Team, Inc. goals, while working cooperatively, efficiently, and productively in a team environment.
2. Actively demonstrate high levels of employee engagement, accountability, coachability, and responsibility for personal performance and results.

COACHABILITY – JOB DESCRIPTION KNOWLEDGE, SKILLS ABILITIES

1. **Growth Oriented** - Seek out and approach training opportunities with active engagement and curiosity, while learning and exhibiting understanding of Community Action Team, Inc policies, protocols, and performance expectations. Demonstrate initiative to incorporate and implement learning principles from informal and formal training, as well as feedback from leaders and co-workers. Actively pursue professional development opportunities to add value to Community Action Team, Inc, including learning, adopting, and quickly adapting to new techniques and technologies used in the changing utility industry.
2. **Accountable** - Actively demonstrate accountability and responsibility for both work product results and the impact behaviors and decisions may have on the ability of others to do their jobs well. Work cooperatively in a team environment, while consistently demonstrating collaborative, respectful and productive work habits.
3. **Coachable** - Receive, interpret, and implement job-related instruction, guidance, coaching, and training (both formal and informal) while progressively improving skills and overall success in performing assigned duties. When issues of poor performance or negative behaviors are raised, incorporate feedback in a constructive manner that demonstrates understanding of the concern and an ability and willingness to achieve the required consistent and sustained improvement.

MINIMUM QUALIFICATIONS AND EXPERIENCE

1. High School diploma or equivalent or at the recommendation of interview team with approval of Policy Council and Director.
2. Some experience working with preschool children, and/or education in Early Childhood care and education field.

PREFERRED:

Bilingual skills preferred.

PHYSICAL DEMAND

☒ Lifting	☐ Pulling	☒ Reaching	☐ Manipulating
☒ Carrying	☐ Pushing	☐ Shoveling	☒ Keying/typing
☐ Other (specify)			

Amount of Effort Applied	% of Time Effort is Applied			
	Less than 15%	15% to 40%	40% to 70%	More than 70%
Less than 1lb.				X
Between 1 & 5 lbs.			X	

FLOATING AIDE

Between 5 & 25 lbs.		X		
Between 25 & 60 lbs.	X			
More than 60 lbs.	X			

☒ Sitting	☒ Standing	☒ Walking
☒ Stooping	☒ Bending	☐ Confined
☒ Other (Kneeling)		

MENTAL OR VISUAL DEMAND

☐	Occasional mental and/or visual attention; the operation/task performed is either close to being automatic or the duties require attention only at long intervals.
☐	Frequent mental and/or visual attention; the flow of work is either intermittent or the process involves intermittent checking or interacting with others.
☒	Continuous mental and/or visual attention; the work is either repetitive or diversified requiring constant alertness to monitor and respond to various situations.
☐	Concentrated mental and/or visual attention; the work involves performing complex tasks to very close accuracy and quality specifications; or a high degree of hand and eye coordination for sustained periods.
☐	Intense and/or exacting mental and/or visual attention; the work involves visualizing, planning, laying out, or otherwise performing very involved and complex work.

WORKING CONDITIONS

☐ Dust	☐ Dirt	☐ Heat	☐ Cold
☐ Fumes	☐ Noise	☐ Vibration	☐ Water
☐ Other (specify)			

☐	The job is typically performed under very comfortable working conditions; any disagreeable elements are generally absent during normal performance of job.
☒	Work is typically performed under reasonably good working conditions; while exposure to any or all of the above elements may occur, such exposure is generally not present to the extent of being disagreeable.
☐	The job is often performed under somewhat disagreeable working conditions; exposure to any or all of the above elements is likely, with at least one present to the extent of being disagreeable.
☐	The job is continuously performed under disagreeable working conditions; exposure to any or all of the above elements is probable, with several being present to the extent of being objectionable.
☐	Work is continuously performed under extremely disagreeable working conditions; exposure to many objectionable elements is both continuous and intensive.

ATTENDANCE

1. Typical schedule is Monday-Friday
2. Hours are generally 8:00 AM – 4:30 PM with occasional need for weekend or off-hours support for events, trainings, etc.

SAFETY

Compliance with regular safety guidelines is acceptable.

FLSA STATUS

Non-Exempt

CERTIFICATES/LICENSES

1. Food Handler's
2. Driver license
3. First Aid & CPR – Adult/Children

EEO CLASSIFICATION - This section should be completed by the Human Resources Department. It classifies positions for specific state and federal reporting requirements.

☐ Executive/Senior Level Managers (1.1)	☐ First/Mid-Level Managers (1.2)	☐ Professional (2)	☐ Technician (3)
☐ Sales (4)	☐ Administrative Support Workers (5)	☐ Craft Worker (6)	☐ Operative (7)
☐ Laborer (8)	☐ Service Worker (9)		

SIGNATURES & DATES - The following signatures are required to confirm the accuracy and completeness of the Job Description; that essential functions are aligned with organization goals and objectives; to validate that it is clear, concise and supports compliance with legal considerations; and employee understanding of the job requirements.

NOTE: Because jobs change, management reserves the right to add to or change the duties of the position at any time.

I have read this job description. I understand my responsibilities and will fulfill them to the best of my ability.

<i>Immediate Supervisor</i>	<i>Date:</i>	<i>Next Level of Management</i>	<i>Date:</i>
<i>Human Resources</i>	<i>Date:</i>	<i>Employee</i>	<i>Date:</i>