

**MAKAH TRIBE
POSITION DESCRIPTION**

JOB TITLE: Teacher (Head Start)

EXEMPT: No	JOB CODE: 3SS T-3/T-4
TARGET SALARY: (AA) \$18.81 to \$20.90/DOQ	SHIFT: Flex
(BA) \$20.70 to \$23.00/DOQ	
PROGRAM: Head Start	LOCATION: Head Start
REPORTS TO: Education Coordinator	

SUMMARY: Provide basic ECE comprehensive education services to the three and four year old children of our community, through the Makah Head Start ECE programs.

ESSENTIAL DUTIES AND RESPONSIBILITIES include the following: Because of the Tribe's commitment to community service and the well-being of its members, each employee may be expected to perform a wide range of office and field duties from time to time. Such duties may or may not be related to their regular responsibilities.

Prepares educational materials for students designed to teach cognitive and motor skills. Develops and obtains instructional materials and projects, for use in the teaching environment.

Conducts a variety of learning activities to teach and reinforce cognitive and motor skills. Instruct children in personal hygiene, eating habits, patience, self-expression, colors, shapes, language, and culture.

Provides orientation on education programs to new classroom staff, parents, and volunteers. Implements lesson plans and schedules to provide staff coverage while program is open. Uses a variety of instructional aids to encourage children to learn through a variety of stimuli through the seven intelligence's.

Maintains anecdotal records on all children in each class consistent with daily documentation of activities.

Provide parents with activities designed to foster the growth and development of each child. Mobilizes parents' interest, and recruits volunteers to participate in structured activities as required by program performance standards. Encourages a friendly, welcoming environment in which this can take place.

Develops, implements, assists and directs staff with all necessary classroom lesson plans in accordance with program performance standards. Coordinates various program activities with the Social Services Parent Involvement Coordinator on a regular basis.

Develops a keen awareness and acceptance of each student by observing, recording and reporting significant individual and group behavior.

Assists in monitoring according to program performance standards, nutritional value of snacks and meals. Implements a nutritional section into the curriculum.

SUPERVISORY RESPONSIBILITIES:

Directly supervises one employee in the program. Is responsible for the overall direction, coordination, and evaluation of these units.

Carries out supervisory responsibilities in accordance with the Makah Tribal Council policies and procedures and applicable laws. Responsibilities include interviewing, and training employees; planning, assigning, and directing work; appraising performance; rewarding and disciplining employees; addressing complaints and resolving problems.

QUALIFICATIONS REQUIREMENTS:

EDUCATION and/or EXPERIENCE:

Bachelor's degree (B.A./B.S.) in child development, early childhood education, or Elementary Education with an emphasis in early childhood; or equivalent coursework, preferred. Attach transcripts.

3-SS T3 Must have an Associate's degree (A.A.) in child development or early childhood education, equivalent coursework, or otherwise meet the requirements of section 648A(a)(3)(B) of the Act. Attach transcripts.

3-SS T4 Bachelor's degree in Early Childhood Education, Child Development, or Elementary Education with an emphasis in early childhood; and minimum three (3) years successful experience in a preschool classroom.

LANGUAGE SKILLS:

Ability to read, analyze, and interpret general business periodicals, professional journals, technical procedures, or governmental regulations. Ability to effectively present information and respond to questions from groups of managers, and parents.

MATHEMATICAL SKILLS:

Ability to add, subtract, multiply, and divide in all units of measure, using whole numbers, common fractions, and decimals. Ability to compute rate, ratio, and percent and to draw and interpret bar graphs.

REASONING ABILITY:

Ability to define problems collect data, establish facts, and draw valid conclusions. Ability to interpret an extensive variety of technical instructions in mathematical or diagram form and deal with several abstract and concrete variables.

CERTIFICATES, LICENSES, REGISTRATIONS:

Must have a valid Washington State Drivers license and insurable. May be required to drive a Tribal GSA vehicle to perform job duties. If so, a driving history/background check will be conducted on the applicant.

This position is classified as a sensitive Tribal position. Therefore, applicant must submit to and clear a pre-employment criminal background check.

Must have a current First Aid/CPR certification.

Must have a current food handlers permit or the ability to obtain within 30-days.

Must have a clear tuberculin test (TB) prior employment.

OTHER SKILLS AND ABILITIES:

Knowledge of teaching methods and techniques used in instructing preschool children.

Knowledge of the principles of supervision, ability to supervise a small education staff.

Ability to develop and maintain good working relationships with staff, parents and community members.

Must have good organizational skills.

Must maintain the utmost confidentiality in all work, files, pertaining to Head Start Children, their families, and all aspects of this position. This position will be privileged to sensitive information. A Confidentiality agreement will be required to be signed upon hire. Any breach of confidentiality will result in disciplinary action up to termination.

Must submit to and clear a pre-employment alcohol and drug test and random testing, in accordance with the Drug and Alcohol-Free Workplace Act of 2002.

SPECIAL REQUIREMENTS

Physical Examination: Employee must provide official documented proof of physical examination prior to employment and as required by medical provider thereafter.

Tuberculin Test: Employee shall have negative tuberculosis test upon employment and as required by medical provider thereafter. For those who have tested positive, a statement from a medical provider or a chest x-ray must be provided prior to employment.

PHYSICAL DEMANDS:

The employee must frequently lift and/or move up to 50 pounds and occasionally lift and/or move up to 75 pounds.

WORKING CONDITIONS:

The work environment is a normal school setting; the noise level ranges from quiet to loud, but is usually moderate.

ACKNOWLEDGEMENT

This position description is intended to provide an overview of the requirements of the position. It is not necessarily inclusive and the position may require other essential and/or non-essential functions, tasks, duties, or responsibilities not listed herein. Management reserves the sole right to add, modify, or exclude any essential or non-essential requirement at any time with or without notice. Nothing in this position description, or by the completion of any requirement of the job by the employee, is intended to create a contract of employment of any type.

APPLICATION PROCESS:

Submit a Tribal Application for this position with supporting documentation to:

**Makah Tribal Council
Human Resources
P.O. Box 115, Bldg. 7
Neah Bay, WA 98357
Fax: (360) 645-3123
E-mail: hr@makah.com**

**OPEN: January 18, 2024
CLOSE: February 6, 2024**

IT IS THE RESPONSIBILITY OF THE APPLICANT TO PROVIDE SUFFICIENT INFORMATION TO PROVE QUALIFICATIONS FOR TRIBAL POSITIONS.

PLEASE NOTE: If requirements are not met, i.e., submission of a resume in lieu of a Tribal application, or not including required certification, your application will not be reviewed and will be disqualified.

The Makah Tribal Council is an Equal Opportunity Employer and actively encourages applications from all persons regardless of race, color, religion, sex, age, national origin, marital status or ancestry, sexual orientation, gender identity, or sensory, mental, physical, or other non-disqualifying disability. Indian Preference will be applied to hiring of this position as defined in Title 25, U.S. Code, Chapter 14, Subchapter V, Sections 472 and 473.