

# Early Impressions Preschool & Child Care

## Position Description – GSRP Associate Teacher



|                    |                                               |                          |               |
|--------------------|-----------------------------------------------|--------------------------|---------------|
| <b>Job Title</b>   | GSRP Associate Teacher                        | <b>Position Type</b>     | Full Time     |
| <b>Wage/Salary</b> | \$24,000-\$30,000 (based on education & exp.) | <b>Direct Supervisor</b> | Site Director |

### Job Summary

The GSRP Associate Teacher is responsible for creating a safe, inclusive, and nurturing learning environment that supports the physical, social-emotional, and cognitive development of preschool-aged children. The Associate Teacher will implement, in alignment with the Lead Teacher, the GSRP curriculum with fidelity, adhere to the GSRP Program Quality Standards, and work collaboratively with families, and support staff to ensure positive outcomes for all children.

### Key Responsibilities

#### Instructional Leadership & Curriculum Implementation

- Plan and implement a developmentally appropriate, research-based curriculum aligned with GSRP guidelines and the Michigan Early Childhood Standards of Quality.
- Utilize intentional teaching strategies to support individualized learning and promote school readiness.
- Monitor and assess children's progress using an approved assessment tool and adjust instruction to meet the diverse needs of learners.
- Establish and maintain a positive, engaging, and supportive classroom environment that fosters curiosity, creativity, and confidence.

#### Child Development & Assessment

- Conduct regular assessments and observations to track individual child development and inform instructional practices.
- Analyze assessment data to individualize learning plans and collaborate with families to support children's growth.
- Utilize ongoing assessment data to adapt and modify classroom activities and routines to meet the diverse needs of all learners.

#### Family & Community Engagement

- Establish strong relationships with families to promote meaningful partnerships that support children's learning and development.
- Communicate regularly with families through conferences, newsletters, and other methods to share child progress and provide resources.
- Encourage family participation in the classroom and school community.
- Complete two home visits and 2 parent/teacher conferences throughout the school year.
- Participate in family events and community recruitment events throughout the school year.

#### Compliance & Program Standards

- Ensure compliance with GSRP requirements, licensing regulations, and health and safety standards.
- Maintain accurate and up-to-date records, including attendance, child assessments, and family communication.
- Participate in continuous quality improvement efforts and implement recommendations based on program evaluations.

#### Professional Development & Collaboration

- Engage in ongoing professional development aligned with GSRP guidelines and best practices in early childhood education.
- Collaborate with assistant teachers, support staff, and administrators to create a cohesive and effective teaching team.
- Attend required training sessions, staff meetings, and professional learning communities.

#### Miscellaneous Responsibilities

- All other duties as assigned.

### Job Requirements & Experience

- An associate degree (AA) in early childhood education or child development, or
- A valid Center-Based Preschool CDA credential
- Minimum of 1-2 years of experience in early childhood education, preferably in a preschool setting.
- Demonstrated knowledge of developmentally appropriate practices and experience with research-based curriculums.
- Experience working with diverse populations and ability to individualize instruction based on children's needs.
- Ability to lift and carry up to 50 lbs.
- Active engagement with children including sitting, standing, kneeling, and bending.
- May involve exposure to childhood illnesses and potential environmental hazards.

### Benefits

- Health, Dental & Vision Insurance
- Simple 401(k) Retirement Plan
- Holiday Pay – eligible after 90 probationary period
- Free Child Care for Children 2 years and 6 months and older
- Paid Time Off (PTO)

