

Early Impressions Preschool & Child Care

Position Description – Substitute Teacher



Job Title	Substitute Teacher	Position Type	Full Time
Wage/Salary	\$15.00-\$16.00 (based on education and experience)	Direct Supervisor	Substitute Coordinator

Job Summary

We are seeking a caring, reliable, and enthusiastic Substitute Teacher to join our childcare program. The Substitute Teacher will provide a safe, nurturing, and engaging environment for children while supporting the daily routines and educational activities in the absence of regular teachers. This role requires flexibility, patience, and a passion for working with young children, along with the ability to travel to our sites. Ideally, this candidate would have availability to cover shifts that may arise between 6AM – 6PM, Monday through Friday.

Responsibilities

Classroom Supervision & Safety

- Supervise and ensure the safety and well-being of children at all times through Active Supervision strategies.
- Follow established safety protocols and classroom procedures, including GSRP implementation if applicable.
- Maintain a positive and inclusive learning environment.

Instruction & Learning Support

- Implement lesson plans and activities provided by the Lead Teacher.
- Engage children in age-appropriate activities that promote cognitive, emotional, and social development.
- Adapt to the needs of the classroom, assisting children with tasks, transitions, and routines.

Communication & Collaboration

- Communicate effectively and professionally with children, staff, and families.
- Collaborate with other team members to ensure continuity of care and program consistency.

Classroom Management

- Encourage positive behavior through appropriate guidance and discipline.
- Maintain a clean, organized, and welcoming classroom environment.
- Assist in clean-up and reset of the classroom after activities.

Job Requirements

- High school diploma or equivalent (required).
- Experience working with children in a childcare, educational, or similar setting (preferred).
- Basic knowledge of child development and age-appropriate practices.
- Strong communication and interpersonal skills.
- Ability to adapt quickly to new environments and follow established routines.
- PR/First Aid certification (or willingness to obtain).
- Must pass a background check and meet all state/local licensing requirements.
- Reliable transportation and a valid driver's license.

Benefits

- Simple 401(k) Retirement Plan
- Free Child Care for Children 2 years and 6 months and older while on
- Paid Time Off (PTO)