



Job Description

Child Care Worker (Level I)

Position Title	Child Care Worker (Level I)
Employee Name	
Reports to	Executive Director
Classroom	
Location	
Date	

General Accountability Statement

The Child Care Worker (Level I) is responsible to provide a safe, caring and developmentally appropriate early learning environment for a class of children between the ages of four (4) months and twelve (12) years.

The Child Care Worker (Level I) uses Centre philosophy, programs and policies to maintain a standard of care that contributes to the Centre's reputation for excellence.

Duties and Responsibilities

The primary job duties and responsibilities for the Child Care Worker (Level I) include but are not limited to the following:

Child Development and Care

- Facilitate the development and behaviour of children
 - Uses a variety of observation and documentation techniques
 - Facilitate cognitive, language, social, emotional, creative and physical development of children
 - Facilitate acceptance of diversity
- Develop, implement, and evaluate programs
 - Research a variety of curriculum models
 - Implement an inclusion policy
 - Develop, implement, evaluate and monitor an infant, toddler, pre-school, kindergarten, school-age or multi-age program as required
 - Identifies and implements appropriate interventions for children
 - Modify environment to ensure accessibility
- Support the holistic development of all children

- Build meaningful relationships with the children
- Identify and expand upon learning opportunities (teachable moments)
- Identify and support individual learning and development, diversity, equity and inclusion
- Maintain documentation of child's development
- Meet health, welfare and safety needs
 - Accommodate for children's allergies
 - Administer medication and/or procedures
 - Implement preventative health and safety measures
 - Develop and implement safe travelling practices
 - Provide first aid and CPR
 - Implement emergency and evacuation plans and security procedures and review safety-related issues
 - Follow safe toileting and diapering procedures
 - Identify and report suspected cases of child abuse and neglect
 - Promote a healthy lifestyle
 - Promote environmentally sound practices
 - Actively supervise children at all times, including during outings and field trips
- Meet nutritional needs
 - Plan and provide nutritious meals and snacks
 - Prepare and provide infant nutrition
 - Promote healthy eating
 - Accommodate for special nutritional requirements
- Guide children's behaviour
 - Establish with colleagues an environment to foster positive behaviour in the program
 - Guide and observe children
 - Implement positive behaviour guidance
 - Facilitate appropriate language, conflict resolution, empathy, problem solving and coping skills
 - Use and promote active listening skills
 - Use natural or logical consequences
- Protect children from physical and emotional harm

Record Keeping

- Maintain records for legislative and regulatory purposes
 - Record daily and monthly attendance
 - Record and report accidents, incidents and occurrences as required
 - Record cleaning procedures
 - Prepare record of ill health
 - Record medical procedures and the administration of medication
 - Maintain up-to-date children's records
 - Record facility maintenance and safety checks
 - Complete child's daily log for parents
 - Complete daily program log book/record

Equipment and Facilities

- Develop and maintain a safe environment
 - Check for physical hazards
 - Maintain and implement safety standards and protocols
 - Use developmentally appropriate equipment
 - Adapt programming and equipment to unique settings and situations
- Operate and maintain facilities
 - Maintain equipment, materials and furnishings
 - Maintain indoor and outdoor physical environment
 - Monitor cleanliness and sanitation of all areas used by children

Family and Community Relations

- Form collaborative partnerships with families
 - Build and maintain meaningful relationships with families
 - Orient families to programs
 - Communicates and collaborates with parents
 - Provide family resources
- Use community resources
 - Access and engage community resources, facilities and services
 - Raise awareness of community events
 - Involve volunteers
- Advocate for children and families
 - Make connections between families and resources
 - Respect the rights of the child
- Provide an inclusive environment
 - Collaborate with parents to identify strengths, needs and interests of the child
 - Collaboratively develop and implement inclusion plans with other professionals and parents

Professional Relationships

- Work as a member of a professional team
 - Create partnerships with colleagues and volunteers
 - Participate in meetings
 - Liaise with stakeholders
 - Demonstrate leadership
 - Follow policies and procedures

Personal and Professional Development

- Conducts self professionally
 - Maintains professionalism
 - Follows policies and procedures and uses a code of ethics to guide practice
 - Maintains confidentiality
 - Maintain required professional certifications and/or registrations
 - Keeps up to date with legislative requirements

- Maintains a work/life balance
 - Engage in ongoing self-assessment
 - Maintain physical and mental well-being
- Participates in professional development
 - Develop and implement a professional development plan
 - Evaluate progress based on the professional development plan
 - Participate in professional workshops, courses and ongoing learning
 - Network with peers
- Advocate for the profession
 - Participate in professional organizations
 - Promote the profession

Qualifications

Education, Qualifications and Certifications

- Grade 12 or equivalent through the General Education Development program
- Current Level I certification from the Department of Community Services
- Must be at least sixteen (16) years old
- Current First Aid and CPR Certificate
- Child Abuse Registry Check (for any person over the age of 13)
- Criminal Record Check (for any person who is over the age of 18)

Experience

- Minimum of three (3) year of demonstrated proficiency in child care standards of practice in a licensed child care setting

Specialized Knowledge

- Promotes ethical practices and attitudes of the Nova Scotia Child Care Association
- Relevant legislation includes, but is not limited to, the following:
 - Nova Scotia Department of Community Services Food and Nutrition Standards
 - Fire Inspection
 - Employment Standards Act of Nova Scotia
 - Nova Scotia's Occupational Health and Safety Act and Regulations, including WHMIS
 - Nova Scotia Daycare Act and Regulations

Skills and Abilities

- Ability to work independently with direction, multi-task, organizational skills
- Team player
- Strong interpersonal and communication skills
- Anticipates and is responsive and responsible to address issues and concerns at work

Personal Characteristics

- Flexible, patient, professional, prompt and reliable attendance at work
- Creative, enthusiastic, neat and appropriate personal appearance and attire

Working Conditions

- The Child Care Worker works in a noisy and busy environment with regular interruptions requiring the ability to change priorities quickly and tolerate stress
- Regular business hours with occasional requirement for evening and weekend work
- Regular outdoor work is required, including during inclement weather

Physical Requirements

- Lifting to 60 lbs
- Outdoor work, including snow shovelling and salting walkways
- Exposure to illness and noise.

Direct Reports

None.

Approval

Approved by	<hr/> Signature _____ Title _____ <hr/> Printed Name _____
Date approved	<hr/> Date _____