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**Karuk Community Health Clinic**

64236 Second Avenue  
Post Office Box 316  
Happy Camp, CA 96039  
Phone: (530) 493-5257  
Fax: (530) 493-5270

**Karuk Tribe****Administrative Office**

Phone: (530) 493-1600 • Fax: (530) 493-5322  
64236 Second Avenue • Post Office Box 1016 • Happy Camp, CA 96039

**Karuk Dental Clinic**

64236 Second Avenue  
Post Office Box 1016  
Happy Camp, CA 96039  
Phone: (530) 493-2201  
Fax: (530) 493-5364

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## Vacancy Announcement

(Internal Posting)

**Title:** Head Start Assistant Teacher

**Reports To:** Head Start Teacher

**Location:** Yreka Center

**Salary:** \$18.00 to \$20.00 per hour, DOE

**Classification:** Full-time (8 hours per day), 10-months per year, Non-Exempt, Non-Entry Level

**Summary:** The Assistant Teacher will work closely with the Teacher on program related, developmentally appropriate activities. Assistant Teacher assists in preparation of classroom materials, and provides observations in Teaching Strategies GOLD®. The Assistant Teacher will coordinate with the Teacher to provide school readiness in a safe, fun, culturally diverse atmosphere. The Assistant Teacher will continually facilitate a quality learning experience that promotes independence, curiosity, decision making, and problem solving for pre-school children ages three to five.

**\*Please Note: Skills Test Required Prior To Interview!**

**Application Deadline: October 19, 2022 by 5:00 pm**

Applications are available at all Tribal Offices or on the Internet at [www.karuk.us](http://www.karuk.us). The Karuk Tribe's (TERO) Preference and Drug & Alcohol Policy apply.

If selected applicants must successfully pass a drug screening test and be willing to submit to a criminal background check.

Job descriptions are available online at: [www.karuk.us](http://www.karuk.us) or by contacting the Human Resources Department, Telephone (530) 493-1600 ext. 2041, Fax: (855) 437-7888, Email: [vsimmons@karuk.us](mailto:vsimmons@karuk.us)

## **POSITION DESCRIPTION**

**Title:** Head Start Assistant Teacher

**Reports To:** Head Start Teacher

**Location:** Yreka Center

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**Responsibilities:**

1. Shall assist the teacher in child observations and assessments providing detailed information, dates, times, and specific measures into Teaching Strategies GOLD® as required by the teacher.
2. Shall assist and participate in the child's developmental screenings, daily health observations, and supervise hand washing and tooth brushing in accordance with the Karuk Tribal Head Start Policies.
3. Shall assist the teacher in evaluation of the child's social-emotional, physical, and cognitive development using defined tools to identify school readiness and/or potential risk factors of the child.
4. Shall assist the teacher in creating a developmentally and age appropriate, clean, and safe classroom environment that promotes independence, curiosity, decision making, cooperation, creativity and problem solving.
5. Shall assist the teacher in the preparation of daily and weekly lesson plans, materials, and classroom activities that provide quality learning experiences for the children and shall perform the duties of the teacher as a substitute in the event of their absence.
6. Shall maintain accurate and consistent records of the playground, classroom, and facilities inspection for health and safety and provide those records monthly to the HNT Coordinator.
7. Shall assist the Teacher in providing close supervision ensuring the safety of the children in the classroom, bathroom, on the playground, and during field trips. Shall ensure that all children signed in are present accounted for, and Head Start ratios are maintained at all times. Shall maintain accurate records of the children's daily and monthly attendance, and input into Child Plus system daily.

8. Shall encourage parents and others to provide in-kind services and ensure that all in-kind is documented and provided to the Head Start Director on a monthly basis.
9. Shall report suspicions of physical, social and emotional abuse or neglect of children to the teacher, Director, or appropriate county or law enforcement agency.
10. Shall attend local and out of the area training, workshops, or conferences as required for professional growth- and job-related requirements. Shall attend all required meetings and functions as requested.
11. Shall be polite and maintain a priority system in accepting other position related job duties as assigned.

**Qualifications:**

1. Cultural Competency: Ability to work effectively with Native American people in culturally diverse environments and have some knowledge of the Karuk culture.
2. Professionalism: Is aware of the potential impact of own attitudes and behaviors and makes appropriate adjustments to assure that communication with children, parents, and other staff is purposeful, respectful, and appropriate. Demonstrates respect, honesty, integrity, and fairness to all. Follows policies and procedures and is knowledgeable of the Head Start Program Performance Standards.
3. Teamwork: Strives to be “solution-focused” and presents challenges with recommendations for solutions that best meet the needs of Karuk Tribal Head Start children, parents, and staff. Maintains constructive team relationships, coordinates effective goals and identifies/plans ways to successfully work together. Demonstrates flexibility and adaptability to change.
4. Program Support: Supports, cooperates, and assists to meet the goals of all components of the Karuk Tribal Head Start Program in accordance with the Head Start Program Performance Standards. Establishes and maintains an effective working relationship with parents and co-workers.
5. Professional Development: Participates in ongoing professional development including training and meetings as determined by the Head Start Director.

**Requirements:**

1. Must possess an AA in Early Childhood Education **OR** in a related field or enrolled in a program that will lead to an AA in Early Childhood Education or related field to be completed within two years of time of hire; **OR** a CDA Center Based credential and be enrolled in a program that will lead to an AA in Early Childhood Education or related field to be completed within two years of hire.
2. Must have one (1) year experience working with children ages 3 to 5. A combination of training and experience which demonstrates a potential to perform the duties of the position will be considered.
3. Must be certified or able to be certified in First Aid and Child CPR within one-month of hire and must have the ability to be recertified as required.

4. Must possess a valid driver's license, good driving record, and be insurable by the Tribe's insurance carrier.
5. Must sign and adhere to the Karuk Tribal Head Start Handbook, Employee Conduct, and Confidentiality Statement, and the Karuk Tribe Personnel Policies.
6. Must be available for local and out of area travel as required for job related training, meetings, and other functions as required or as requested.
7. Must be able to bend over, squat, lift, and carry up to 50lbs.
8. Must submit proof of full COVID-19 vaccination, or provide a medical exemption or religious exemption upon hire.
9. Must submit to an initial medical examination and TB test. Must be willing to submit to periodic rescreens for medical examination and TB test.
10. Must successfully pass pre-employment drug screening and fingerprint criminal background check. The applicant must not have been found guilty of, or entered a plea of no contender or guilty plea to any felonious offenses or two or more misdemeanor offense under Federal, State, or Tribal law involving crimes of violence; sexual assault, molestation, exploitation, contact or prostitution; crimes against persons; an offense committed against children. Must be willing to submit to periodic fingerprinting rescreen.

**Tribal Preference Policy:** In accordance with the TERO Ordinance 93-0-01, Tribal Preference will be observed in hiring.

**Veteran's Preference:** It shall be the policy of the Karuk Tribe to provide preference in hiring to qualified applicants claiming Veteran's Preference who have been discharged from the United States Armed Forces with honorable and under honorable conditions.

**Head Start Parent Preference:** Previous Karuk Tribal Head Start parents will be given preference in hiring for Karuk Tribal Head Start positions provided they meet the requirements of the position. This policy in no way changes or supersedes TERO and this preference will be subordinate to Tribal preference in hiring.

**Tribal Council Approved:** 8/2/18, 12/4/19, 2/5/20, 7/14/21, 8/16/21

**Review Committee Approved:** February 22, 2022

**Employee Signature:** \_\_\_\_\_ **Date:** \_\_\_\_\_