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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 Dental Clinic**  
64236 Second Avenue  
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Phone: (530) 493-2201  
Fax: (530) 493-5364

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

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## Vacancy Announcement

**Title:** Karuk Tribal Head Start Teacher

**Reports To:** Karuk Tribal Head Start Director or designee

**Supervises:** Karuk Head Start Teacher Assistants and Center Assistant

**Location:** Happy Camp Center

**Salary:** \$20.00 to \$24.00 per hour, DOE

**Classification:** Non-Entry Level, Full-Time, 10 months per year, Non-Exempt

**Summary:** Under the general supervision of the Head Start Director or designee and as part of the Karuk Head Start team, the teacher will be responsible for supervising Teacher Assistant and Center Assistant. The Teacher will implement all the Head Start Program Performance Standards. Provide general classroom oversight in tracking, data entry, and participation in classroom operations including but not limited to; planning, assessments, organizing and maintaining accuracy in all paperwork related to program requirements within required timelines; aid support parents, staff and program volunteers; follow established policies and procedures.

**Application Deadline: Open Until Filled**

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:** Karuk Tribal Head Start Teacher

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### **Responsibilities:**

1. Shall supervise and oversee all classroom teaching staff operations.
2. Shall complete all thirty, forty-five and ninety-day requirements as mandated by the Office of Head Start and in compliance with the Head Start Program Performance Standards and shall enter data into the Child Plus and Teaching Strategies GOLD® data entry system.
3. Shall create a developmentally appropriate educational plan for each child that includes the following components: problem solving, language acquisition, self-regulation, social skills, group cooperation, independence, social, emotional and cognitive and physical development; shall ensure the curriculum is culturally appropriate, implements school readiness goals, and reflects the cultural population of the children served.
4. Shall screen/assess children using assigned developmentally appropriate tools to identify children who may be at risk in cognitive and emotional, physical, and social development, and will share the information with the parents/guardians in an appropriate manner.
5. Shall create and maintain a safe, engaging and positive classroom environment that facilitates active learning, self-expression and encourages parent/guardian involvement.
6. Shall prepare weekly lesson plans and monthly teachers report to be submitted to the Director by the appointed time each month.
7. Shall use only curriculum that has been approved by Policy Council and Tribal Council.
8. Shall work with the Karuk Tribal Head Start Cook to plan and implement nutrition education activities for the children; to provide nutritional education and information to the parents/guardians; to encourage parent/guardian participation in the classroom.
9. Shall provide or assign staff to provide oversight of and supervision for meal times and tooth brushing.

10. Shall seek out and provide community resources to enhance the daily program operation and make information accessible to the parents/guardians.
11. Shall work with the parent committee representative to support effective communication with parents/guardians.
12. Shall provide in-kind activities for parent/child engagement and encourage parent/guardian participation. Shall collect in-kind documentation weekly and provide documentation to the Director as required.
13. Shall ensure that no child is ever left alone; shall provide supervision of the children at all times ensuring that all children are safe and in the teacher's line of sight at all times.
14. Shall coordinate with the Director and Deputy Director to implement emergency drills according to the Emergency Plan (i.e. fire drills, bus evacuation, earthquakes or other natural disasters).
15. Shall conduct and document a minimum of two (2) parent home visits and two (2) parent conferences per year.
16. Shall report suspicions of physical, social and emotional abuse or neglect of children to the Head Start Director and/or Deputy Director to the appropriate county and/or law enforcement agency.
17. 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.
18. 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 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 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 and/or Deputy Director.

**Requirements:**

1. Must have, or be able to complete within 1-year of hire, an AA in Early Childhood Education or an AA with 24 units ECE inclusive of core courses (child development, child, family, community, materials and curriculum).
2. Two (2) years' experience teaching preschool age children.
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 valid driver's license, good driving record, and be insurable by the Tribe's insurance carrier.
5. Must be available for local and out of area travel as required for job related trainings, meetings, and other functions as requested.
6. Must sign and adhere to the Karuk Tribal Head Start Handbook, Employee Conduct and Confidentiality Statement, and the Karuk Tribe Personnel Policies.
7. Must be able to bend over, squat, lift, and carry up to 50lbs.
8. Must complete annual HIPAA training.
9. Must submit proof of full COVID-19 vaccination, or provide a medical exemption or religious exemption upon hire.
10. Must submit to an initial medical examination and TB test. Must be willing to submit to periodic rescreens for medical examination and TB.
11. 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:** 10/27/2016, 10/11/2017, 8/19/2019, 7/26/21

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

**Employee's Signature:** \_\_\_\_\_ **Date:** \_\_\_\_\_