



Strong Beginnings (3-year-old Preschool) Lead Teacher
Full-time, non-union, at-will position

Position Summary:

The Strong Beginnings Teacher is responsible for all aspects of planning, assessing, and instructing 3-year-olds, based on the needs of each child and the grant requirements. This teacher should be comfortable with diaper changing and potty training. The teacher is also responsible for maintaining program quality and documentation as outlined in the Strong Beginnings Implementation Manual, CLASS, Classroom Coach, and LARA daycare licensing guidelines.

Required Qualifications:

- A valid Michigan teaching certificate and an Early Childhood Education (ZA) or Early Childhood-General and Special Education (ZS) endorsement, or
- A bachelor's degree in early childhood education or child development with a specialization in preschool teaching. The transcript will document a major, rather than a minor, in child development or early childhood education.

Preferred Qualifications:

- Teaching experience with early childhood/preschool children, particularly with at-risk children
- Training and experience with research-based preschool curricula, with knowledge of Early Childhood Standards of Quality for Pre-K (ECSQ-PK)
- Certification in CPR and First Aid
- Knowledge of current research on early childhood literacy.
- Knowledge of the Classroom Coach assessment and its relationship to quality experiences for young children
- Skill in providing effective learning experiences that foster academic growth in a developmentally appropriate manner
- Work effectively, make decisions, and problem-solve collaboratively within a team
- Work well with diverse families and engage parents as full partners in their child's learning
- Ability to act as a resource person for families
- Strong communication and interpersonal skills to effectively interact with students, parents, and teachers

Responsibilities:

- Implement developmentally-appropriate instruction for children using a research-based curriculum

- Change diapers and facilitate potty training as needed for each child enrolled in the program.
- Follow the daily schedule as outlined in the curriculum and Strong Beginnings guidelines
- Conduct screening and ongoing assessment of children and provide age-appropriate instructional support
- Meet with the Early Childhood Specialist as needed to ensure quality programming and maintain a high-level Classroom Coach and CLASS rating.
- Attend staff meetings, workshops, and other scheduled program activities as requested
- Consider the associate teacher an essential member of the teaching team
- Collaborate with the associate teacher in planning, team meetings, troubleshooting, and decision-making
- Empower the associate teacher to monitor behavior and support the educational process in the classroom
- Participate in home visits with an associate teacher to partner with parents to meet the educational needs of their children
- Organize and maintain records for grant and licensing purposes
- Create and update anecdotal records and portfolios for each child
- Complete required progress reports and other paperwork
- Participate in district recruitment efforts, including open houses and round-ups, and assist in student selection
- Maintain inventory of classroom equipment, materials, and supplies
- Schedule parent/family activities
- Develop newsletters and informational materials for families
- Able to work flexible hours as needed for family involvement activities, including home visits, recruitment events, and open house
- Perform other duties as assigned

Physical Requirements:

Employee must be capable of performing the physical demands of the job, including but not limited to lifting, bending, stooping, squatting, and standing for long periods of time. The work environment has a raised noise level.

This document is intended to describe the general nature and level of the work performed by those assigned to this job. This is not an exhaustive list of all duties and responsibilities. Administration reserves the right to amend and change responsibilities to meet business and organizational needs as necessary.

Conditions of Employment:

Employment Date:

Pending approval by the Board of Education and satisfactory completion of pre-employment physical, drug screen, and criminal history checks. This program and related positions are conditional upon approval of the Child Care program licensing. Starting Mid-December of the 2025-26 School Year:

Employment Type:

Full-time, 170 days per year, non-union at-will position

Starting Hourly rate & Fringes: \$22 an hour (Commensurate with experience); Full Medical Benefits

Posting Date: **Wednesday, November 5, 2025**

Application Deadline: **Wednesday, November 19, 2025**

TO APPLY:

Fill out the application on the employment page of our website:

<https://www.mc-isd.org/departments/human-resources/employment/>