



13. Considers individual children in relationship to their cultural and socio-economic background and developmental level.
14. Keeps information about families confidential.
15. Performs other duties as assigned.

### **SUPERVISORY RESPONSIBILITIES**

This position has no supervisory responsibilities.

### **QUALIFICATIONS AND REQUIREMENTS**

To perform this job successfully, an individual must be able to perform each essential duty satisfactorily. The requirements listed below are representative of the knowledge, skill, and/or ability required. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

#### **Education and/or Experience**

High school diploma or general education degree (GED); and six months experience in working with groups of young children; or equivalent combination of education and experience. Certificate in basic S.T.A.R.S. training required, or must be obtained within 12 months of hire date. Associates Degree or CDA preferred, or must be willing to obtain Associates Degree or CDA within four years of hire date. Must be able to meet the requirements of the state of Washington child care licensing personnel requirements. Must be able to pass state background check clearance to work in a child day care center and be able to obtain a food handler's permit.

*Note: Part-time work is prorated in crediting experience (e.g., if you work 20 hours per week for a 12-month period you will be credited with 6 months of experience).*

#### **Language Skills**

Ability to read and comprehend simple instructions, short correspondence, and memos. Ability to write simple correspondence. Ability to effectively present information in one-on-one and small group situations to customers, clients, and other employees of the organization.

#### **Mathematical Skills**

Ability to add and subtract two digit numbers and to multiply and divide with 10's and 100's. Ability to perform these operations using units of American money and weight measurement, volume, and distance.

#### **Reasoning Ability**

Ability to apply common sense understanding to carry out detailed but uninvolved written or oral instructions. Ability to deal with problems involving a few concrete variables in standardized situations.

#### **Licenses or Certificates**

Food handler's permit.

First Aid/CPR certification required, or must be obtained within two weeks of employment.

Must have and maintain a valid driver's license and proof of auto insurance.

Must have reliable transportation.

Ability to work cooperatively and positively with others.

## **Other Skills and Abilities**

Must have warm, welcoming, and friendly personality, be sensitive to the feelings and needs of others, be respectful of all cultures, and be able to relate positively to both young children and adults. Ability to discipline in a kind and respectful manner.

## **Performance Expectations**

- Model exemplary professionalism and work ethics. Warmly greets visitors to the Center; maintains a professional demeanor at all times.
- Maintain strict confidentiality about issues regarding all staff members, children and families, or GELC management or Center operations. Never involve parents in Center concerns.
- Do not participate in gossip.
- Report to work on time for assigned shift(s) and maintain consistent daily attendance at work.
- Arrange and communicate all leave requests in advance per policy.
- Assume a fair-share of work and demonstrate a willingness to assume additional classroom and Center responsibilities as needed.
- Establish positive, respectful and professional relationships with co-workers, supervisors, management, children, parents, and others.
- Demonstrate flexibility and respect for individual differences; including learning styles, cultural differences, point of views and individual preferences. Avoid stereotyping and labeling.
- Demonstrate adaptability and openness to new ideas in child care practices. Actively and positively works to implement changes.
- Actively and cooperatively participates in Center's planning meetings, events and training sessions.
- Demonstrates flexibility with work schedules and assignments as needed to meet the needs of the Center.
- Models conflict resolution by communicating directly with individuals involved and collaborating in good-faith to develop solutions.
- Continues professional growth by attending courses, workshops and reading professional literature.
- Receives constructive criticism with an attitude that indicates a willingness to improve. Asks for feedback and gives feedback in a respectful manner.
- Conducts self in a manner that is not detrimental to the children or the reputation of the Center or the Tribe.
- Demonstrates an ability to remain calm and follow the Center's Emergency Care Plan in the event of an emergency.
- Demonstrates good judgment and acts responsibly and attentively to avoid any injury or endangerment to anyone at the Center.
- Follows State and Federal guidelines with regard to immunizations, required safety and health training, CPR/First Aid certification, Food Handler's certification (if required), or any other guidelines identified by the Tribe.
- Refrain from being under the influence of any legal or illegal substance that may impair judgment, alertness or responsiveness.

## PHYSICAL DEMANDS

The physical demands described here are representative of those that must be met by an employee to successfully perform the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

- While performing the duties of this job, the employee is regularly required to stand; walk; reach with hands and arms; stoop, kneel, crouch, or crawl; and talk or hear.
- The employee frequently is required to taste or smell.
- The employee is occasionally required to sit and climb or balance.
- The employee must regularly lift and/or move up to 50 pounds.
- Specific vision abilities required by this job include close vision, distance vision, color vision, peripheral vision, depth perception, and ability to adjust focus.

## WORK ENVIRONMENT

The work environment characteristics described here are representative of those an employee encounters while performing the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

- While performing the duties of this job, the employee is occasionally exposed to wet and/or humid conditions and outside weather conditions.
- The noise level in the work environment is usually loud.
- The physical exertion is moderate.
- Work is performed in a classroom setting.

The Puyallup Tribe of Indians reserves the right to revise or change job duties and responsibilities as the need arises. This position description does not constitute a written or implied contract of employment.

## *INDIAN PREFERENCE EMPLOYER AS REQUIRED BY LAW*

### **HOW TO APPLY:**

*Submit application and resume postmarked by the closing date to:*

Human Resource Department  
Puyallup Tribe of Indians  
3009 East Portland Avenue  
Tacoma, WA 98404

Ph.#: (253)573-7863

Fax#: (253)573-7963

Job Line#: (253)573-7943

Email: [jobs@puyalluptribe.com](mailto:jobs@puyalluptribe.com)

*Note: Applications & copies of job announcements available at Rm. # 157  
or online at [www.puyallup-tribe.com](http://www.puyallup-tribe.com)*