

UW HEALTH JOB DESCRIPTION

CHILDCARE TEACHER			
Job Code: 350087	FLSA Status: Non-Exempt	Mgt. Approval: B. Willey	Date: March 2020
Department: Human Resources		HR Approval: N. Lazaro	Date: March 2020
JOB SUMMARY			
<p>The Childcare Teacher is responsible for planning, implementing and supervising the daily activities of children ranging from infants to 13 years old. The Childcare Teacher provides care for children of healthcare employees that provide patient care.</p> <p>The Childcare Teacher works collaborative with other teaching staff to provide high quality, child-centered care and education promoting learning and healthy development of children.</p>			
MAJOR RESPONSIBILITIES			
<ul style="list-style-type: none"> Develop and implement lesson plans, activities and projects that support and promote the cognitive, emotional, social and physical development of children. Create a safe and nurturing environment for children. Assess the abilities, interests and needs of children to engage them in activities and learning. Provide diverse daily care needs for children according to licensing guidelines. Document and communicate directly with parents on children's progress and needs. Maintain an engaging and interactive classroom. 			
ALL DUTIES AND REQUIREMENTS MUST BE PERFORMED CONSISTENT WITH THE UW HEALTH PERFORMANCE STANDARDS.			
JOB REQUIREMENTS			
Education	Minimum	High School Diploma or equivalent	
	Preferred	Bachelor's degree in Education	
Work Experience	Minimum	<p>Must meet state requirements for education and experience:</p> <ul style="list-style-type: none"> Must be of at least 18 years old of age. 80 full days or 120 half days of experience as an assistant childcare teacher in a licensed childcare center or other approved early childhood setting, or the equivalent of 360 hours experience in an approved setting. Experience as a licensed family childcare provider may considered in lieu of experience requirement above. Full-time work experience means working directly with children for 4 or more hours per day; half-time work experience means providing childcare for at least 2 hours per day. A combination of non-credit, department-approved and credit-based courses may be used to meet the entry level training requirements: <ul style="list-style-type: none"> Two non-credit department-approved courses in early childhood education. Note: Introduction to the Child Care Profession and Skills and Strategies for the Child Care Teacher are the names of the non-credit courses approved by the Department to meet the entry level training requirements for a childcare teacher. Two courses for credit in early childhood education or its equivalent from an institution of higher education. Certificate from The Registry indicating that the person is qualified as a childcare teacher. Forty-eight credits from an institution of higher education with at least 3 credits in early childhood education or its equivalent. A one-year childcare diploma from an institution of higher education. An associate degree in early childhood education or child care from an institution of higher education. Child development associate credential issued by the council for early childhood professional recognition. 	

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		<ul style="list-style-type: none"> ○ Certificate from American Montessori Society, Association Montessori International, or Montessori Accreditation Council for Teacher Education. Other Montessori teacher training organizations approved by the Montessori Accreditation Council (MACTE) include: American Montessori Society (AMS), National Center for Montessori Education, AMI, Montessori St. Nicholas, London Montessori Center, Montessori Institute of America, International Association Montessorians, Pan American Montessori Society. If program staff received training from a training organization approved by MACTE, this training would be acceptable. A certificate of completion from the International Montessori Society for a correspondence course in Primary Level (2-6) will meet the education requirements for a childcare teacher. The individual with such a certificate will still need to meet the experience component. ○ A bachelor degree in education from an institution of higher education or a license from the Wisconsin department of public instruction to act as a teacher.
	Preferred	
Licenses & Certifications	Minimum	Adult, Child and Infant Basic Life Support/CPR
	Preferred	Pediatric First Aid Certification
Required Skills, Knowledge, and Abilities		<ul style="list-style-type: none"> • Excellent communication skills. • Strong organizational skills, and the ability to multi-task and manage multiple situations effectively. • Ability to foster a positive and nurturing environment for children.

AGE SPECIFIC COMPETENCY (Clinical jobs only)

Identify age-specific competencies for direct and indirect patient care providers who regularly assess, manage and treat patients.

Instructions: Indicate the age groups of patients served either by direct or indirect patient care by checking the appropriate boxes below. Next,

<input checked="" type="checkbox"/>	Infants (Birth – 11 months)	<input checked="" type="checkbox"/>	Adolescent (13 – 19 years)
<input checked="" type="checkbox"/>	Toddlers (1 – 3 years)		Young Adult (20 – 40 years)
<input checked="" type="checkbox"/>	Preschool (4 – 5 years)		Middle Adult (41 – 65 years)
<input checked="" type="checkbox"/>	School Age (6 – 12 years)		Older Adult (Over 65 years)

JOB FUNCTIONS

Review the employee's job description and identify each essential function that is performed differently based on the age group of the patient.

PHYSICAL REQUIREMENTS

Indicate the appropriate physical requirements of this job in the course of a shift. *Note: reasonable accommodations may be made available for individuals with disabilities to perform the essential functions of this position.*

Physical Demand Level		Occasional Up to 33% of the time	Frequent 34%-66% of the time	Constant 67%-100% of the time
	Sedentary: Ability to lift up to 10 pounds maximum and occasionally lifting and/or carrying such articles as dockets, ledgers and small tools. Although a sedentary job is defined as one, which involves sitting, a certain amount of walking and standing is often necessary in carrying out job duties. Jobs are sedentary if walking and standing are required only occasionally and other sedentary criteria are met.	Up to 10#	Negligible	Negligible
	Light: Ability to lift up to 20 pounds maximum with frequent lifting and/or carrying of objects weighing up to 10 pounds. Even though the weight lifted may only be a negligible amount, a job is in this category when it requires walking or standing to a significant degree.	Up to 20#	Up to 10# or requires significant walking or standing, or requires pushing/pulling of arm/leg controls	Negligible or constant push/pull of items of negligible weight
<input checked="" type="checkbox"/>	Medium: Ability to lift up to 50 pounds maximum with frequent lifting and/or carrying objects weighing up to 25 pounds.	20-50#	10-25#	Negligible-10#

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	Heavy: Ability to lift up to 100 pounds maximum with frequent lifting and/or carrying objects weighing up to 50 pounds.	50-100#	25-50#	10-20#
	Very Heavy: Ability to lift over 100 pounds with frequent lifting and/or carrying objects weighing over 50 pounds.	Over 100#	Over 50#	Over 20#
Other - list any other physical requirements or bona fide occupational qualifications not indicated above:				

Note: The purpose of this document is to describe the general nature and level of work performed by personnel so classified; it is not intended to serve as an inclusive list of all responsibilities associated with this position.